

Offender Name, DOB/ORD dates	Victim's Name	Assignment / Where offense occurred	Supervisor/Mentor	Charges Yes/No	Convict Yes/No	Settlement Yes/No	Year of conviction or settlement	Offense date(s)/ report to Chancery
GUSTAFSON, GILBERT JOHN, 4/18/51, 6/4/77 (Nazareth Hall).		St. Mary of the Lake, White Bear, 6/15/77, Assoc. - Made Administrator 5/31/78 St. Mary's. - 6/15/82 appointed to graduate school and then Catholic Charities to 1988. September 1983 (?) liturgical minister at Poor Clares. 1/11/89 assistant to MJO and McD at Chancery.	Hayden, Korf? Carlson. B. Kenney. Boxleitner. Mike Arms as of 7/11/88 per MJO memo. McD per 12/5/89.	Yes ██████	Yes. Plead guilty to one count 3rd CSC.	Civil suit filed ██████ 10/27/83. - 6/22/85 settled for \$20,000. Finalized in court 10/2/85. ** -Suit presented 4/30/98 by ██████ This suit was never actually filed. ██████ case is still pending.	Sentencing May 27,1983: 18 mos. Stayed, 10 years probation during which to have continuous treatment and spend 6 months in Ramsey Workhouse beginning 5/31/83.	1. 1977 to 1982./ August 1982 reported to Hayden at Chancery. 2. Reported 5/1/97 by ██████ attorney to Eisenzimmer. - 5/21/97 letter states ██████ molested in 1980 and 1981. So far wants therapy paid for. - ██████ reports 2000 after discovering in late 1999 (maybe 1998?) she was abused as she watched TV w/husband.

CONFIDENTIAL

**AUTHORIZATION
REQUIRED TO
VIEW OR COPY**

Education is necessary in pedophilia cases

By Theresa Kolb
Correspondent

Never mind that pedophilia, or the sexual abuse of children, is something that people "just don't talk about." It's something that does happen occasionally, even in the Catholic community. And a clear understanding of the problem is essential when it does occur.

With this in mind, priests at the Fargo diocese's Presbyterate Days listened as Father Michael Kennedy, psychologist Steven Kahn and attorney William Yuill talked about the difficult subject with great sensitivity.

Father Kennedy, pastor of St. Mary of the Lake parish in White Bear Lake, MN, and Kahn had first-hand experience with the problem when it was discovered that an associate priest of Father Kennedy's was a pedophile.

Father Kennedy talked about the trauma of being caught up in a nightmare and not knowing what to do or where to turn for help. His associate was accused of child abuse, transferred out of the diocese, returned and was formally charged, then received widespread media coverage, all without the pastor receiving an accurate overall picture of the problem.

Father Kennedy admitted to making some mistakes, as well as some initial sound judgments. His first mistake was in talking to the offender, but not talking to the parents of the victim. His next mistake was in believing that he had been told the truth.



Photo by Theresa Kolb

Fargo diocese priests listen to one of several presentations during Presbyterate Days.

Kahn said, "Lying is part of the disorder — covering up and admitting to only what is already known. Permission (of the victim) is obtained through exploitation and manipulation." Since the offender has to do lots of planning to wrestle acceptance from his victim, he also carefully plans a cover-up for his activities.

After the story hit the media, Father Kennedy stood before his congregation and told them the truth. He said he discovered later that that was the right thing to do.

Yet at the time he condemned himself for being so "stupid" for not seeing the problem. He later experienced "stage fright" every time he was in public.

Father Kennedy did not realize that there are no symptoms to identify someone as a pedophile. In fact, Kahn said some pedophiles often are "glib, charming, average or above in education and work experience." Kahn said sex offenders are "unconscious of what (their) behavior is doing to the victim," and act out of their own "overwhelming needs." They

lack impulse control and are compelled to act out their feelings.

How parish is affected

Father Kennedy said his associate's personality disorder was only part of the problem. How the disorder affected the parish was also important. The parish staff experienced trauma and loyalties were divided between the two priests. "The parish trust level, on a scale of one to 10, went from eight down to two." He still senses diminished trust, which he attributes to the fact that "people really felt betrayed."

Kahn said no group of people is excluded from having pedophiles. His community was dealing with a priest with the disorder at the same time it dealt with a school principal with the same problem.

He offered advice for those in a supervisory capacity: "If you're responsible for what someone else does, then take time to document the activities of those under you." "Having this kind of a day (where pedophilia is discussed) is a good idea. . . . to have it documented that you provided this kind of information." It's also important to implement "good touch/bad touch" programs into schools, and teach parents that a person with this kind of personality disorder often appears normal.

Kahn said sex offenders do have character disorders, although casual observers won't notice them. They are hedonistic, self-indulgent and sexually indulgent individuals. They often come from "disorganized families," where respect of privacy is lacking. Their relationship with their parents is "disordered" and they don't come from "normal homes."

Yuill, of Fargo, explained North Dakota's child-abuse laws.

Both Father Kennedy and Kahn said the only treatment that is successful is ongoing, weekly group therapy sessions. Kahn described the offender as having a "continuing urge" just like an alcoholic has a continuing desire for alcohol.

An added aspect of treatment is that the offender should not have access to children, ever.

St. Paul/Minneapolis Archdiocese
Promoter of Ministerial Standards

Intake Data

NAME:
Gil Gustafson

DOB 4/18/51

HOME ADDRESS:
994 Livingston Ave
West St Paul, MN 55118

ALL OTHER ADDRESSES, P.O.BOXES, USED/OWNED:

1.

2.

ALL PHONE NUMBERS

(H) 651-452-9482
(W)
Cell 295-0421
Other(s) 455-5626 (fax)

EMPLOYMENT STATUS:
NAME

ADDRESS

PH. NUMBER

1. Self Employed

2.

ALL AUTOMOBILES OWNED AND/OR USED:

<u>MAKE</u>	<u>MODEL/COLOR</u>	<u>YEAR</u>	<u>LICENSE PLATE #/STATE</u>
1. Mitsubishi	Gallant/Blue	2004	(MN) NGY 714

2.

E-MAIL ADDRESSES

1. gustafsong55102@yahoo.com

2. gustafsong@comcast.net

3 gusta518@umn.edu

This agreement between Rev. Gilbert J. Gustafson and Rev. Kevin Clinton clarifies the terms of Fr. Gustafson's residence at the rectory of the Church of St. Peter in Mendota.


1. Fr Clinton will function as on-site supervisor of Fr. Gustafson's residence. It will be Fr. Clinton's responsibility to report any inappropriate conduct of Fr. Gustafson to Fr. Kevin McDonough at the Chancery. Inappropriate conduct is defined as unsupervised contact with minors.
2. By January 1, 1991, appropriate staff members of the Church of St. Peter will be apprised of the nature of Fr. Gustafson's psycho-sexual history and of the condition stated above, that Fr. Gustafson is to have no unsupervised contact with minors. If any of these staff members observe such behavior or have suspicion that such behavior has occurred, they will promptly report this information to Fr. Clinton.

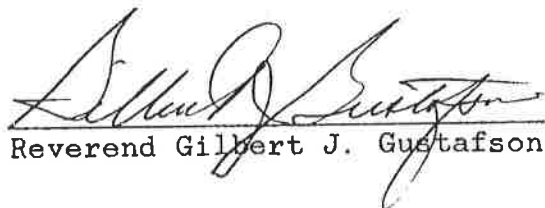
Staff members to be informed are:

Ms. Sherry Stewart, Housekeeper
Sr. Mary Susan Berg, Pastoral Minister
Ms. Christine Moore-Sands, Youth Minister
Mr. Barney Hanson, Parish Administrator

In the event of staff turnover in any of these positions, the replacement staff person will be similarly informed.

3. In the event of the change of the pastor of the Church of St. Peter in Mendota, the Archdiocese will inform the new pastor of this agreement and a new agreement will be signed.


Reverend Kevin Clinton, Pastor
Church of St. Peter


Reverend Gilbert J. Gustafson



PROJECT PATHFINDER

A NEW APPROACH

Project Pathfinder is a new and innovative treatment program at Mounds Park Hospital designed for individuals who are engaging in abusive behavior, (emotional, physical, sexual) and for victims/survivors of abuse. The program places special emphasis on the elimination of abusive patterns, the safety of those who have been victimized and the development of more positive coping behavior for victims and perpetrators.

WHO MAY PARTICIPATE OR REFER CLIENTS

Victims and perpetrators may come to Project Pathfinder on their own or may be referred to the program by any one of a number of sources. These may range from the victims and perpetrators themselves, to their family members, relatives, friends and neighbors. Referrals may also be made by school personnel, private physicians, employers, court services, and other community professionals.

TREATMENT COMPONENTS

Project Pathfinder's treatment components include: the Sexual Behavior Treatment Program for adult sex offenders; the Domestic Violence Program for violent adults; the Victim/Survivor Program for adults who have been physically and or sexually abused; and an Adolescent Treatment Program for those adolescents who physically abuse, or have been physically or sexually abused.

All of the above programs include extensive assessment, individual therapy, group therapy, family sessions, and couples therapy. The objective of the program is to offer treatment in the most effective manner. The goal is to eliminate violent/abusive behavior and provide support, protection and therapy for victims and families.

COMPLIANCE WITH THE LAW

All referrals made to the Project Pathfinder Program will undergo a thorough assessment and all cases of suspected child abuse or neglect will be reported to the appropriate legal authorities as mandated by Minnesota State Law. Project Pathfinder will work closely with the referring person or agency, helping to coordinate and facilitate any legal or administrative obligations resulting from compliance with state statutes.

PHILOSOPHY OF TREATMENT

Our philosophy is that those engaging in abuse are accountable for their behavior and are also responsible for changing that behavior. To that end Project Pathfinder will place special emphasis on the elimination of patterns of violence.

Victims/survivors' therapy consists of support, protection, and awareness and change of self defeating behavior patterns. The effects of abuse can be healed and healthy relationships built.

It is our belief that prevention and early intervention of violence with adolescents will deter the multi-generational cycle of abuse. We feel our unique adolescent treatment program will serve the community in that purpose.

**FOR ADDITIONAL
INFORMATION**

Contact:

George T. Ellis, M.A.
Licensed Psychologist
Certified Sex Therapist
Team Coordinator
Project Pathfinder

Mounds Park Hospital
200 Earl Street
St. Paul, Minnesota 55106

Or Call:

(612) 774-5901 ext. 249
Jacque Haas

Project Pathfinder is a
service of Health East.



PROJECT PATHFINDER

**A
TREATMENT
PROGRAM
FOR
SEXUAL/PHYSICAL
ABUSE**

Project Pathfinder is
offered by
Mounds Park Hospital,
a Service of
Health East

BU 10/1
after Kevin
prepares job
outline for JPK.
✓ if JPK accepts

T W E L V E S E X U A L I S S U E S I N M I N I S T R Y B R E A K - O U T S E S S I O N S

Presentations by experts in each area will begin the break-out sessions. Following this a facilitator will help the group identify data from individual ministry experience and make suggestions for Archdiocesan response. The outcome and materials will then be given to a volunteer committee to refine for future use.

EDUCATION AND PREVENTION

Code of Ethics:

Develop a suggested CODE OF ETHICS for ministers to use in responding to sexual issues in ministry. Consider the need for a general code of ethics for ministers.

Policy Development:

Review the policy that is being prepared for use by all of the dioceses of Minnesota. Identify ways to promulgate and use this policy in the Archdiocese.

Curriculum/Public Education:

Suggest curriculum guidelines for instruction in sexual health for ministers and ministers-in-training. Prepare a program for public education concerning sexual issues in the church.

INTERVENTION AND CONFRONTATION

A Minister's Individual Response:

Identify behavioral signs of inappropriate sexual behavior in the potential offender and signs of distress in the victim/survivor. Suggest decision-making strategies for intervention.

Advocacy for Survivors and Offenders:

Set up advocacy procedures for both the victim/survivor and the alleged offender so that the rights of both are protected. List data-collecting methods.

Systems Cooperation:

Plan for step-by-step intervention and cooperation between Archdiocesan representatives, local agency, parish or institution leaders, police and other civil authorities, psychological professionals, the victim/survivor and the alleged offender.

TREATMENT AND CARE

For Survivors:

Identify treatment options for the victim/survivor. Suggest ways that friends, colleagues, and other primary support persons can be of assistance.

For Offenders:

Identify treatment options for the alleged offender. Suggest ways that friends, colleagues, and other primary support persons can be of assistance.

For Parents/Family/Friends/Parish:

Reflect on the care needs of those who surround both the victim/survivor and the alleged offender. Identify support systems which provide opportunities for their treatment and care.

RESTITUTION AND RECONCILIATION

Reconciliation-Person/Community:

Review programs in existence and prepare suggestions for personal and public reconciliation in cases of sexual harassment, abuse and exploitation.

Restitution-Money/Jobs/Law Suits:

Develop guidelines for just restitution for persons victimized by damaging sexual behavior. Review consequences of civil suits and criminal prosecution for persons and churches involved. Consider justice issues for sexual offenders.

Systems Connections-Laws/Press/Church:

Identify public policy issues involving church, press, judicial systems, helping professions, governments and the legal profession.

Dear Archbishop Flynn,

It is my desire to advance the work of the Gospel and to promote the good of the Church. For that reason, and in the context of the recent meeting of the United States Conference of Catholic Bishops, I am writing to you.

Archbishop, I do not wish my association with the ministerial priesthood or work of the Archdiocese to be an occasion of scandal. I have acknowledged my misconduct, and have worked hard to address its causes and to prevent its recurrence. Nevertheless, in order to further protect the Church and its members, I hereby promise:

1. That effectively immediately I will no longer engage in any sacramental ministry of the Church. I am aware of the exception provided in canon 976, by which any priest, even one who has been laicized, may absolve someone in danger of death. I will not deliberately place myself in a position in which that exception is likely to be needed. Furthermore,
2. That I will withdraw from the administrative work I have offered in assistance to your staff. I will do so either when the current tasks assigned to me are completed, or when you ask me to do so, whichever date is sooner. Further,
3. That I will not represent myself as a minister or agent of the Catholic Church or of the Archdiocese of Saint Paul and Minneapolis, except insofar as any faithful lay Catholic not employed by the Church may be entitled to do so. Further,
4. That I will not use for myself the titles of "Father" or "Reverend", nor will I wear the distinctive dress of Catholic priests.

Archbishop, I am aware that the Holy Father would likely grant me the privilege of a laicization, were I to request it. I also understand that the conditions for seeking a laicization in the "Charter for the Protection of Children and Young People" may be subject to further clarification. Currently I am not disposed to request a decree of laicization, and prefer to await the clarification that will follow on the Charter. Should you judge it prudent to request that I be laicized involuntarily, I ask that you notify me before beginning such a procedure and that you give me the opportunity to participate willingly.

In spite of my desire not to seek laicization, please be assured that I will not represent myself as a member of the Presbytery of Saint Paul and Minneapolis. I will represent myself as a "former priest" or a "resigned priest". I ask that you consider all of this without prejudice to any rights that I have acquired, particularly as they regard pension and retirement assistance.

I am grateful to you for your kindness to me over these years. I am particularly grateful for your help in my moral, spiritual, and psychological recovery. I wish you many blessings in difficult days.

Sincerely yours in Christ,

Gilbert Gustafson

To: Archbishop Roach FYI

83, of
Preceded in
death by wife,

and Rev. Gil-
bert J. Gustafson; 5 grandchil-
dren;

Christian Burial 11:30 AM
Thursday at St. Anthony of
Padua Catholic Church, 804-
2nd St. NE. Interment Fort
Snelling. Family will receive
friends at the Rectory of St. Pe-
ter's Church, Mendota from
6:30-9pm Wednesday & at the
church from 10 AM Thursday.
In lieu of flowers memorials
may be given to Catholic Elder
Cares Main Street Lodge,
Washburn-McReavy
Southeast Chapel
379-2368

- Kampa
- Murphy
- Marshall

CONFIDENTIAL

**AUTHORIZATION
REQUIRED TO
VIEW OR COPY**

G-1 to { Kew
Mac
8/21

JOB DESCRIPTION

RESPONSIBILITIES:

1. Develop and maintain an up-to-date referral network of services for sexually compulsive priests.
2. Provide information and referral as needed.
3. Act as liaison between diocese and priests who are dealing with sexual issues.
 - be available to participate in or facilitate interventions on priests who have acted out sexually
 - set up evaluation of priest's behavior to assess treatment options
 - make recommendations regarding treatment (e.g., inpatient, outpatient, local or out of state)
 - maintain regular contact with priest during treatment:
 - meet with counselor/program and priest at initiation of treatment; receive and review progress reports on treatment at regular intervals (e.g., 3 - 6 months); meet with counselor/program as part of review; meet with counselor/program and priest at the end of treatment to clarify recommendations regarding ministry, lifestyle, etc. (It is particularly important to be clear about any suggested restrictions on activities.)
 - act as diocesan liaison with probation office if necessary
 - assist priest in establishing a support system which will include: on-going counseling, peer support groups (Twelve Step; facilitated; priest support groups, etc.), appropriate and supportive living situation
 - assist priest in finding/developing a ministry appropriate to whatever restrictions are recommended
 - provide regular contact with priest (e.g., bi-monthly); act as liaison between priest and diocese.

This agreement between Rev. Gilbert J. Gustafson and Rev. Kevin Clinton clarifies the terms of Fr. Gustafson's residence at the rectory of the Church of St. Peter in Mendota.

1. Fr. Clinton will function as on-site supervisor of Fr. Gustafson's residence. It will be Fr. Clinton's responsibility to report any inappropriate conduct of Fr. Gustafson to Fr. Kevin McDonough at the Chancery. Inappropriate conduct is defined as unsupervised contact with minors.

2. By _____ appropriate staff members of the Church of St. Peter will be apprised of the nature of Fr. Gustafson's psycho-sexual history and of the condition stated above, that Fr. Gustafson is to have no unsupervised contact with minors. If any of these staff members observe such behavior or have suspicion that such behavior has occurred, they will promptly report this information to Fr. Clinton.

Staff members to be informed are:

Ms. Sherry Steward, Housekeeper
Sr. Mary Susan Berg, Pastoral Minister
Ms. Christine Moore-Sands, Youth Minister
Parish Administrator

In the event of staff turnover in any of these positions, the replacement staff person will be similiarly informed.

3. In the event of the change of the pastor of the Church of St. Peter in Mondota, the Archdiocese will inform the new pastor of this agreement and a new agreement will be signed.

Reverend Kevin Clinton, Pastor
Church of St. Peter

Reverend Gilbert J. Gustafson

Severe fur

Plastic wrap

w/ C-3000 +
nickel

Crustalson

Resistant

**For further information,
please call or write:**

**Msgr. Robert E. Bacher
President**

**St. Luke Institute
2420 Brooks Drive
Suitland, MD 20746**

(301) 967-3700

**Wellness
and
Wholeness**

**ADULT
EDUCATION
AND
CONTINUING
FORMATION
RESOURCES**

St. Luke Institute



Affiliate of Daughters of Charity National
Health System

*"I have come that you may have
life in abundance." John 10:10*

ARCH-014640

Topics for Workshops, Seminars, Presentations and Discussions

Stress

Emotional and spiritual challenges in dealing with different expressions of religious and priestly life.

Intimacy

Living closely at a comfortable intimacy level in religious and priestly life.

Geriatrics

What are the psychological and intimacy needs of the aging Sister, Brother or Priest?

Depression

Dealing with the tensions of ministry, priestly and religious life; how to prevent depression, as well as helping with depression or burnout.

Sexuality and personality development

Development for more whole and effective living and ministering.

Homosexuality/Heterosexuality

How can we best live and minister with like and different sexual orientations; the challenge of celibacy.

Addictions: Alcohol, food, chemical, sexual

How to do an intervention to assist someone to see his/her need for recovery treatment; detecting early signs, prevention of addictions.

Living with Adult Children of Alcoholics, Co-dependency situations

What are the characteristics and challenges these persons face? What difference does it make in dealing with these persons in community life or parish life?

Community living

Its joys, pains and challenges. How to integrate community living, prayer and ministry.

Resources

We have a team of experienced persons, psychiatrists, psychologists and therapists willing to assist you as women and men religious and diocesan priests to better live a wholistic lifestyle which integrates the bio-psychological-social-spiritual dimensions of one's life. Our orientation is a movement toward integration and recognition of each person's unique position and participation in the network of relationships.

Seminars, presentations and workshops are available for one or more persons for any amount of time — several days, a day or several hours.

Persons who might utilize our resources may be people in leadership positions in communities or dioceses; priests or women and men religious; formation directors, persons in initial formation and temporary commitment; persons in personnel ministry; persons in ongoing formation and continuing education; or anyone desiring a more whole and well way of living life more fully.

We can design a program for you according to your specific needs.

Methodology

Presentations and discussion will follow the adult learning process, using and sharing experiences. Learning is promoted when adults perceive themselves as self-directing, when they learn from many resources, and when they recognize that they have the desire to "need to know."

In our approach we acknowledge the integrity of the person-in-relationship.



Commit
callup, please

brief Abp on Ctl Gustafson

Dr Ed Gustafson

70% - cont. 5583.20

30% - mths clk. 2392.80
7976.00

Per Month

465.27
199.40
664.67

A G R E E M E N T

1. Father William Kenney is the appointed director/supervisor working with Father Gilbert Gustafson through bi-monthly accountability meetings.
2. Father Gustafson will continue to live at the rectory of the Church of St. Matthew, St. Paul.
3. Father Gustafson will work at Catholic Charities with George Meirick as his immediate supervisor for a minimum of three years, beginning September 1, 1986.
4. Father Gustafson will not return to the [REDACTED]
[REDACTED]
5. While Father Gustafson will continue to have all the faculties of priests of the Archdiocese, he will not celebrate Liturgy publicly; he will be permitted, however, to celebrate Liturgy at St. Clare's Monastery, Bloomington.
6. Permission will be granted at the discretion of Archbishop Roach for Father Gustafson to officiate at weddings and funerals.
7. Father Gustafson will participate in a designated one-week workshop annually for three years as follow-up to his treatment program.
8. A written report on Father Gustafson's progress under the terms of this agreement will be submitted by Father Kenney to Archbishop Roach at year-end in 1986, 1987, and 1988.
9. A comprehensive review of Father Gustafson's continued participation in therapy will be held in September 1989.
10. Within twelve months following the September 1989 review, consideration will be given to a permanent assignment for Father Gustafson. This decision will be based on his growth and development in therapy.

71 . NAZARETH HALL PREPARATORY SEMINARY-HIGH SCHOOL DEPARTMENT

NAME GUSTAFSON GILBERT JOHN BIRTH April 18, 1951
 last first middle mo. day yr.

Date	Grade	Test	Form	Score	Norm		C. A.	M. A.	G. E.	I. Q.	Percentile
					Nat	School					
5/66	9	COOP ENGLISH	2B								99-99.8
5/66	9	COOP ALGEBRA	S		X						99
8/65	9	T.E.A. placement test								126	96
4/67	10	STEP WRITING	2A	315							96 - 99.5

SEX	SELECTION SCORE	1-ENG USAGE	2-MATH USAGE	3-SOL. SK. READING	4-NAT. SCI. READING	5-WORD USEG. PCTLE	6-ENG USAGE	7-MATH USAGE	8-SOL. SK. READING	9-NAT. SCI. READING	10-WORD USEG. PCTLE	
M	135	26	25	30	26	28	93	87	75	96	83	90

GUSTAFSON GILBERT J 1969 GRAD
 83083 HSR MSAT-C
 MINN STATE 66 KS
 WIDE PROGRAM 61 99 PTL

GRADE	SEM.	DATE TESTED	1-ENG USAGE	2-MATH USAGE	3-SOL. SK. READING	4-NAT. SCI. READING	5-WORD USEG. PCTLE	6-ENG USAGE	7-MATH USAGE	8-SOL. SK. READING	9-NAT. SCI. READING	10-WORD USEG. PCTLE	COMPOSITE
10	2	367	2598	2595	2898	2898	3299	2899					

PSAT
 M SR 65 66 98 95 68
 LAST FIRST M.I.
 GUSTAFSON GILBERT J
 SCHOLASTIC APTITUDE TEST DATE ACH 1 ACH 2 ACH 3 GRADE
 648 618 0365 12
 COLLEGE ENTRANCE EXAMINATION BOARD

NATIONAL EDUCATIONAL DEVELOPMENT TESTS - PRESCORE 9
 VERBAL MATH TOTAL
 RAW SCORE 72 54 126 F 9F658303
 MINN 97 80 94
 LOCAL
 MINNESOTA STATE-WIDE TESTING PROGRAM

School	TRANSCRIPT	Date	School	RECORD	Date
College of St. Thomas	4-4-4	5/9/69			

COOPERATION
 Consider willingness to work with people in various capacities, loyalty.

EMOTIONS
 Consider way he reacts in various situations when stress is likely.

INITIATIVE, INDUSTRY
 Consider ability to see things to do, resourcefulness, aggressiveness.

JUDGMENT AND COMMON SENSE
 Consider ability and foresight in decisions in everyday situations.

LEADERSHIP
 Does he get others to do what he wishes.

PERSONALITY
 Consider mannerisms and appearance; general impression on others.

RELIABILITY
 Consider dependability, willingness, honesty.

PERSONALITY RATING

Outstanding	Usually willing	When convenient	Indifferent	Unwilling
Unusual balance	Well balanced	Fairly well balanced	Easily depressed or elated	Unresponsive
Seeks additional tasks	Does supplemental assignments	Does ordinary assignments	Needs occasional prodding	Needs constant prodding
Sound decisions	Good conclusions	Fair deductions	Poor results	Lacks ability
Consistently is a leader	Usually is a leader	Leads occasionally	Seldom leads his fellows	Never leads his fellows
Sought out	Well liked	Accepted	Tolerated	Rejected by others
Exceptionally reliable	Very reliable	Usually reliable	Erratic	Unreliable

NAZARETH HALL PREPARATORY SEMINARY

High School Department

3003 NORTH SNELLING AVENUE
SAINT PAUL 13, MINNESOTA
MELROSE 3-4661

Member
National Catholic
Educational Association

Accreditation:
University
of Minnesota

GUSTAFSON GILBERT JOHN 166

NAME last first middle code number

BIRTH month day year BIRTHPLACE city state

ENTRANCE Sept. 9, 1965 Graduation June 3, 1969 Withdrawal

FATHER first name middle MOTHER first name maiden

ADDRESS 3037 Boone Avenue St. Louis Park 55426 Minn. PHONE WE 8-5010

number street city Hennepin County state

NEW ADDRESS number street city zone state DATE PHONE

Grade 9	Grade 10	Grade 11
19__ - 19__	19__ - 19__	19__ - 19__
Subject	Subject	Subject
1S 2S Cr	1S 2S Cr	1S 2S Cr
1965 66 ANC HIST B B 2 PHYS EDUC S S ENGLISH 1 A A 2 RELIGION 1 B A A 2 ALGEBRA 1 A A 2 MUSIC B B A LATIN 1 C C 2 8	1966 67 RELIGION 2 A B PHY ED S S ENGLISH 2 B B 2 MOD HIST B A 2 LATIN 2 B B 2 GEOMETRY B B 2 BIOLOGY B B 2 10	1967-68 LATIN 3 B C 2 ENGLISH 3 A B 2 AM HIST B B 2 ALGEBRA 2 B B 2 FRENCH I B B 2 RELIGION 3 A A 0 10

Grade 12	Special	Subject
19__ - 19__	Subject	1S 2S Cr
1968-69 RELIGION A B 0 ENGLISH B A 2 SOCIOLOGY B B 2 LATIN C B 2 PHYSICS C B 2 FRENCH 2 C B 1 9.0	Driver Education (Behind the Wheel only)	Cr

David Moga
JUL 10 1969



Gr. pt. average	Rank	No. in class	Days tardy	Days absent	Length term	GRADING SYSTEM	Class periods
9 2.8	17.5	72	-	12	17 6 days	A 94-100 4 pts.	50 minutes
10 3.08	29.5	54	0	1	17 8	B 86-93 3	16 units
11 3.05	17	41	-	14	17 6	C 81-85 2	(32 credits) required for graduation
12 3.13	15.5	37	-	6	17 8	D 75-80 1	
						F -75 0	

GUSTAFSON	GILBERT	JOHN		
Name (print) Last	First	Middle		
Year	1965-66-67	-68-69		
Grade	9	10	11	12

HONORS

Valedictorian	_____	_____	_____	_____
Salutatorian	_____	_____	_____	_____
National Honor Society	_____	_____	_____	_____
Academic Award or Medal				
Kind <u>NEDT Cert</u>		<u>X</u>		
Scholarship Winner				
Kind _____	_____	_____	_____	_____
National Merit Recognition			<u>X</u>	
Other _____	_____	_____	_____	_____
Honor Roll	_____	_____	_____	_____

Class '71

Year 1965-66-67-68-69
 Grade 9 10 11 12

ACTIVITIES

Apostolic Program

Kind	9	10	11	12

Camera Club				
Class or Student Body Officer				
Office _____				

Community or Political Groups

Name	9	10	11	12

Debate <u>Speech</u>				<u>X</u>
Drama	<u>X</u>		<u>X</u>	<u>X</u>
Eagle Scout				<u>X</u>
Intramural Athletics	<u>X</u>	<u>X</u>	<u>X</u>	<u>X</u>
Musical Groups				

School-Assigned Responsibility

Kind	9	10	11	12

School Publication

_____				<u>X</u>
Subject Club				
Kind _____				

Varsity Athletics

Sport _____				

Other _____				

ARCHDIOCESE OF ST. PAUL AND MINNEAPOLIS

FACULTY APPRAISAL OF GRADUATES
OF NAZARETH HALL

Name GUSTAFSON, GILBERT JOHN
Parish Holy Family - St. Louis Park
Graduated June 1969

I. SCHOLARSHIP: Satisfactory? Qualified recommendation?

II. CHARACTER AND PERSONALITY: (Comment when necessary)

altruistic
articulate and sophisticated
not yet consistent--on and off days

III. GENERAL HEALTH: Satisfactory, except as noted:

IV. IMPEDIMENTS: None, except as noted:

V. Has the faculty recommended this graduate for acceptance into St. John Vianney Seminary: Yes No

If yes, are there any reservations or special recommendations about this graduate as a possible candidate for the priesthood? (If so, explain.)
No. Gilbert is a better than average prospect.

If no, what are the reasons?

VI. Does this graduate intend to enroll in St. John Vianney Seminary? Yes No

Rector

Richard Heady

Date

September 9, 1969

MAJOR	CLASS
SO	73

GILBERT J GUSTAFSON

ADVISOR
S3

DEPT.	COURSE	TITLE	GRADE		COURSE VALUE	COMMENTS
			MID	FINAL		
PE	102	BOWLING	G	S		0
PE	101	TOUCH FOOTBALL	+	S		0
LA	320	LATIN COMEDY	D	H	1	
HI	103	WESTERN CIVILIZA 3	C	U	1	
GE	111	INTRO GEOLOGY I	C	D	1	
EN	102	READ+ WRITE DRAMA	C	D	1	
4.00 7.25			FALL 69		4.00 2.25	
TOTAL COURSES			SEMESTER		SEMESTER AVERAGE	

MR+MRS GILBERT GUSTAFSON
 3037 BOONE AVE S
 ST LOUIS PARK MN 55426

COLLEGE OF ST. THOMAS
ST. PAUL, MINN. 55101

EXPLANATION OF COMMENTS

- 1 - OUTSTANDING WORK
- 2 - POOR DAILY WORK OR LABS
- 3 - POOR WRITTEN ASSIGNMENTS
- 4 - POOR TESTS
- 5 - FAILED FINAL EXAMINATION
- 6 - MISSED AN EXAMINATION
- 7 - ASSIGNMENTS OR LAB WORK MISSING
- 8 - EXCESSIVE ABSENCES
- 9 - OFTEN LATE FOR CLASS OR WITH ASSIGNMENTS
- 0 - OFFICIALLY REGISTERED BUT STOPPED ATTENDING

GRADES

- A - EXCELLENT
- B - VERY GOOD
- C - SATISFACTORY
- D - POOR BUT PASSING
- F - FAILING
- WP - WITHDREW PASSING
- WF - WITHDREW FAILING
- G - GRADE WILL BE GIVEN LATER
- U - UNSATISFACTORY
- S - SATISFACTORY

ABSENCE OF GRADE INDICATES INCOMPLETE WORK OR COURSE NOT TAKEN FOR CREDIT.
 MID SEMESTER GRADES ARE PROGRESS REPORTS ONLY.
 FINAL GRADES ARE ENTERED ON PERMANENT RECORD.

MAJOR	CLASS
SO	73

GILBERT A GUSTAFSON

ADVISOR
S3

DEPT	COURSE	TITLE	GRADE		COURSE VALUE	COMMENTS
			MID	FINAL		
EN	101 H	READ+ WRITE FICTION	B	A	1	
TH	111 B	CHRISTIAN ORIGINS	B	B	1	
BI	101	GENERAL BIOLOGY I	B	B	1	
PL	111 A	LOGICAL ANALYSIS	B	C	1	
8.00 2.62			SPRING 1970		4.00	3.00
TOTAL COURSES			SEMESTER		SEMESTER AVERAGE	

MR+MRS GILBERT GUSTAFSON
 402 TRENT COURT APTS
 GIBBSBORO ROAD
 LINDENWOLD NJ 08021

COLLEGE OF ST. THOMAS
 ST. PAUL, MINN. 55101

EXPLANATION OF COMMENTS

- 1 - OUTSTANDING WORK
- 2 - POOR DAILY WORK OR LABS
- 3 - POOR WRITTEN ASSIGNMENTS
- 4 - POOR TESTS
- 5 - FAILED FINAL EXAMINATION
- 6 - MISSED AN EXAMINATION
- 7 - ASSIGNMENTS OR LAB WORK MISSING
- 8 - EXCESSIVE ABSENCES
- 9 - OFTEN LATE FOR CLASS OR WITH ASSIGNMENTS
- 0 - OFFICIALLY REGISTERED BUT STOPPED ATTENDING

GRADES

- A - EXCELLENT
- B - VERY GOOD
- C - SATISFACTORY
- D - POOR BUT PASSING
- F - FAILING
- WP - WITHDREW PASSING
- WF - WITHDREW FAILING
- G - GRADE WILL BE GIVEN LATER
- U - UNSATISFACTORY
- S - SATISFACTORY

ABSENCE OF GRADE INDICATES INCOMPLETE WORK OR COURSE NOT TAKEN FOR CREDIT.

MID SEMESTER GRADES ARE PROGRESS REPORTS ONLY.

FINAL GRADES ARE ENTERED ON PERMANENT RECORD.

September 16, 1970

Mr. Gilbert Gustafson
Saint John Vianney Seminary
2260 Summit Avenue
St. Paul, Minnesota

Dear Gil,

I am sure you are very aware of the fact that last June the vocations Department of the Archdiocese was expanded to double its previous manpower. There are many reasons why this step was taken but some of the more obvious were to take up the slack precipitated by the closing of Nazareth Hall and also to do many of the things which were impossible with only one man.

One of the areas which was very badly neglected was that which related to seminarians. Thus, the Archbishop has asked me as a part of my duties to be the Diocesan representative to our seminarians. I am very happy to be able to undertake this task.

In this position, I hope to establish a strong personal relationship between yourself and the Archdiocese which you someday hope to serve with your many capabilities. As a first step, I am planning to concelebrate the evening Community Mass the 22nd of September, and then spend three days on Campus meeting and getting together with each of the men from our Diocese. I hope to be able to do this on a personal, individual level. My hope is to renew old acquaintances and establish new friendships with those whom I have not yet met.

I am eagerly looking forward to seeing you, Gil, during these days. Until then, I hope that all goes smoothly.

Sincerely yours,

Reverend Richard E. Pates
Vocations Director

MAJOR	CLASS
SO	73

GILBERT A GUSTAFSON

ADVISOR
SJ

COLLEGE OF ST. THOMAS
ST. PAUL, MINN. 55101

DEPT.	COURSE	TITLE	GRADE		COURSE VALUE	COMMENTS
			MID	FINAL		
SO	200 B	PRINC SOCIOLOGY	A	A	1	
PL	200CA	PHILOS OF NATURE	B	A	1	
MU	115CA	MUSIC LITERATURE	C	B	1	
TH	250C	CHRISTIAN CLASSICS	B	B	1	
12.00 2.91			FALL 1970 H		4.00	3.50
TOTAL COURSES			AVERAGE		SEMESTER AVERAGE	

MR+MRS GILBERT GUSTAFSON
402 TRENT COURT APTS
GIBBSBORO ROAD
LINDENWOLD NJ 08021

EXPLANATION OF COMMENTS

- 1 - OUTSTANDING WORK
- 2 - POOR DAILY WORK OR LABS
- 3 - POOR WRITTEN ASSIGNMENTS
- 4 - POOR TESTS
- 5 - FAILED FINAL EXAMINATION
- 6 - MISSED AN EXAMINATION
- 7 - ASSIGNMENTS OR LAB WORK MISSING
- 8 - EXCESSIVE ABSENCES
- 9 - OFTEN LATE FOR CLASS OR WITH ASSIGNMENTS
- 0 - OFFICIALLY REGISTERED BUT STOPPED ATTENDING

GRADES

- A - EXCELLENT
- B - VERY GOOD
- C - SATISFACTORY
- D - POOR BUT PASSING
- F - FAILING
- WP - WITHDREW PASSING
- WF - WITHDREW FAILING
- G - GRADE WILL BE GIVEN LATER
- U - UNSATISFACTORY
- S - SATISFACTORY

ABSENCE OF GRADE INDICATES INCOMPLETE WORK
OR COURSE NOT TAKEN FOR CREDIT.

MID SEMESTER GRADES ARE PROGRESS REPORTS ONLY.

FINAL GRADES ARE ENTERED ON PERMANENT RECORD.

MAJOR	CLASS
0	73

GILBERT A GUSTAFSON

ADVISOR
S

DEPT	COURSE	TITLE	GRADE		COURSE VALUE	COMMENTS
			MID	FINAL		
PS	111 C	INTRO PSYCHOLOGY	B	B	1	
SO	481	RESEARCH METHODS	B	A	1	
SO	350C	SOCIAL ORGANIZATION	C	B	1	
IH	280C	SACRAMENTALITY	G	B	1	
			16.00 3.00		4.00	3.25
			TOTAL COURSES		SEMESTER AVERAGE	
			SEMESTER			

MR+MRS GILBERT GUSTAFSON
 402 TRENT COURT AP1S
 GIBBSBORO ROAD
 LINDENWOLD NJ 08021

COLLEGE OF ST. THOMAS
 ST. PAUL, MINN. 55101

EXPLANATION OF COMMENTS

- 1 - OUTSTANDING WORK
- 2 - POOR DAILY WORK OR LABS
- 3 - POOR WRITTEN ASSIGNMENTS
- 4 - POOR TESTS
- 5 - FAILED FINAL EXAMINATION
- 6 - MISSED AN EXAMINATION
- 7 - ASSIGNMENTS OR LAB WORK MISSING
- 8 - EXCESSIVE ABSENCES
- 9 - OFTEN LATE FOR CLASS OR WITH ASSIGNMENTS
- 0 - OFFICIALLY REGISTERED BUT STOPPED ATTENDING

GRADES

- A - EXCELLENT
- B - VERY GOOD
- C - SATISFACTORY
- D - POOR BUT PASSING
- F - FAILING
- WP - WITHDREW PASSING
- WF - WITHDREW FAILING
- G - GRADE WILL BE GIVEN LATER
- U - UNSATISFACTORY
- S - SATISFACTORY

ABSENCE OF GRADE INDICATES INCOMPLETE WORK
 OR COURSE NOT TAKEN FOR CREDIT.

MID SEMESTER GRADES ARE PROGRESS REPORTS ONLY.
 FINAL GRADES ARE ENTERED ON PERMANENT RECORD.

September 22, 1971

Mr. Gilbert J. Gustafson
St. John Vianney Seminary
2260 Summit Avenue
St. Paul, Minnesota 55105

Dear Gil:

With this letter, I would like to welcome you to St. John Vianney Seminary for another year. I hope that the days ahead will be most profitable to you and fulfilling in terms of your own growth toward the ministry.

As a representative of the Archdiocese, I want to renew my pledge to do everything I might to make your own preparation for the priesthood as worthwhile as possible. Therefore, if there is ever any way I can be of service to you, Gil, please do not hesitate to contact me.

I am planning on staying at Vianney for a week beginning on October 11, 1971. I will make an attempt to get around and personally convey the sentiments expressed above. If there is something you would specifically care to discuss, I believe that this would be a good opportunity to do so.

I am also enclosing an information form for your files here at the Vocation Center. I ask you to do the favor of completing it at your earliest convenience and giving it to Lois at the office. It will be very helpful in our operation here.

I am very much looking forward to seeing you soon. With warm personal regards, I remain

Sincerely yours,

Rev. Richard Pates
Vocation Director

REP:sk
Encl.

ARCH-014657

MAJOR	CLASS
SO	73

GILBERT J GUSTAFSON

ADVISOR
S

DEPT	COURSE	TITLE	GRADE		COURSE VALUE	COMMENTS
			MID	FINAL		
EC	201	AMERICAN ECONOMY	B	B	1	
PL	214 E	INTRO ETHICS	A	B	1	
SO	332	THE COMMUNITY	B	A	1	
SO	370	SOCIAL THEORY	B	B	1	
					4.00	3.25
20:00 3.05			FALL 1971 4		SEMESTER AVERAGE ▲	
TOTAL COURSES			AVERAGE		SEMESTER	

MR+MRS GILBERT GUSTAFSON
 402 TRENT COURT APTS
 GIBBSBORO ROAD
 LINDENWOLD NJ 08021

COLLEGE OF ST. THOMAS
 ST. PAUL, MINN. 55101

EXPLANATION OF COMMENTS

- 1 - OUTSTANDING WORK
- 2 - POOR DAILY WORK OR LABS
- 3 - POOR WRITTEN ASSIGNMENTS
- 4 - POOR TESTS
- 5 - FAILED FINAL EXAMINATION
- 6 - MISSED AN EXAMINATION
- 7 - ASSIGNMENTS OR LAB WORK MISSING
- 8 - EXCESSIVE ABSENCES
- 9 - OFTEN LATE FOR CLASS OR WITH ASSIGNMENTS
- 0 - OFFICIALLY REGISTERED BUT STOPPED ATTENDING

GRADES

- A - EXCELLENT
- B - VERY GOOD
- C - SATISFACTORY
- D - POOR BUT PASSING
- F - FAILING
- WP - WITHDREW PASSING
- WF - WITHDREW FAILING
- G - GRADE WILL BE GIVEN LATER
- U - UNSATISFACTORY
- S - SATISFACTORY

ABSENCE OF GRADE INDICATES INCOMPLETE WORK
 OR COURSE NOT TAKEN FOR CREDIT.
 MID SEMESTER GRADES ARE PROGRESS REPORTS ONLY.
 FINAL GRADES ARE ENTERED ON PERMANENT RECORD.

MAJOR	CLASS
SO	73

GILBERT J GUSTAFSON

ADVISOR
S

DEPT	COURSE	TITLE	GRADE		COURSE VALUE	COMMENTS
			MID	FINAL		
SO	490	SOC OF EDUCATION	A	A	1	
PS	UD M	INTRO THEORY GAMES	G	T	1	
ED	362 F	FOUNDATIONS OF EDUC	G	A	1	
PI	3100	SEMINAR METAPHYSICS	G	S	1	
23.00 3.13			SEMESTER		4.00	4.00
TOTAL COURSES			AVERAGE		SEMESTER AVERAGE	

SPRING 1972 H

MP+MRS GILBERT GUSTAFSON
 402 TRENT COURT APTS
 GIBBSBORO ROAD
 LINDENWOLD NJ 08021

COLLEGE OF ST. THOMAS
ST. PAUL, MINN. 55101

EXPLANATION OF COMMENTS

- 1 - OUTSTANDING WORK
- 2 - POOR DAILY WORK OR LABS
- 3 - POOR WRITTEN ASSIGNMENTS
- 4 - POOR TESTS
- 5 - FAILED FINAL EXAMINATION
- 6 - MISSED AN EXAMINATION
- 7 - ASSIGNMENTS OR LAB WORK MISSING
- 8 - EXCESSIVE ABSENCES
- 9 - OFTEN LATE FOR CLASS OR WITH ASSIGNMENTS
- 0 - OFFICIALLY REGISTERED BUT STOPPED ATTENDING

GRADES

- A - EXCELLENT
- B - VERY GOOD
- C - SATISFACTORY
- D - POOR BUT PASSING
- F - FAILING
- WP - WITHDREW PASSING
- WF - WITHDREW FAILING
- G - GRADE WILL BE GIVEN LATER
- U - UNSATISFACTORY
- S - SATISFACTORY

ABSENCE OF GRADE INDICATES INCOMPLETE WORK OR COURSE NOT TAKEN FOR CREDIT.
 MID SEMESTER GRADES ARE PROGRESS REPORTS ONLY.
 FINAL GRADES ARE ENTERED ON PERMANENT RECORD.

STAFF AND SELF-EVALUATION - MAY, 1972

GUSTAFSON, Gilbert J.

Archdiocese of St. Paul and Minneapolis

Strengths:

Variety of apostolic and extra-curricular interests, good academic interest and performance, adaptation to seminary life, good counseling relationship, good peer and community relationships, concern, empathy, friendliness, organizational ability, self-acceptance and confidence, and maturity in social relationships.

Weaknesses:

Faith life and relationship to the person of Christ still somewhat under-developed, a tendency toward cutting remarks, some disorganization in his personal appearance and upkeep of his room, some over-reliance on others to spur his own initiative, some tendency to discouragement, and some intolerance of his own faults.

Recommendations:

Gil should be encouraged to develop his interests in youth and old-age ministries. He should continue to counsel about and take initiative in the development of his own faith life. He should be encouraged to accept his own leadership capacity and to pursue his own fullest personal development and not be preoccupied with his faults.

Student and Staff Vote:

Gilbert wishes to continue. Staff is unanimous in recommending that he continue.

(Rev.) Kenneth J. Pierre
Rector, Saint John Vianney Seminary

MAJOR	CLASS
SO	73

GILBERT J GUSTAFSON

ADVISOR
S

DEPT	COURSE	TITLE	GRADE		COURSE VALUE	COMMENTS
			MID	FINAL		
SO	485 B	SEMINAR	G	A	1	
PL	425	PHILOS PSYCH	C	S	1	
ID	282	EAST ASIA 2	G	D	1	
TU	370C	JEWISH STUDIES	G	A	1	
			FALL 1972		4.00	3.00
TOTAL COURSES			AVERAGE		SEMESTER AVERAGE ▲	

MR+MRS GILBERT GUSTAFSON
 GIBBSBORD ROAD
 402 TRENT COURT APTS
 LINDENWOLD NJ 08021

COLLEGE OF ST. THOMAS
ST. PAUL, MINN. 55101

EXPLANATION OF COMMENTS

- 1 - OUTSTANDING WORK
- 2 - POOR DAILY WORK OR LABS
- 3 - POOR WRITTEN ASSIGNMENTS
- 4 - POOR TESTS
- 5 - FAILED FINAL EXAMINATION
- 6 - MISSED AN EXAMINATION
- 7 - ASSIGNMENTS OR LAB WORK MISSING
- 8 - EXCESSIVE ABSENCES
- 9 - OFTEN LATE FOR CLASS OR WITH ASSIGNMENTS
- 0 - OFFICIALLY REGISTERED BUT STOPPED ATTENDING

GRADES

- A - EXCELLENT
- B - VERY GOOD
- C - SATISFACTORY
- D - POOR BUT PASSING
- F - FAILING
- WP - WITHDREW PASSING
- WF - WITHDREW FAILING
- G - GRADE WILL BE GIVEN LATER
- U - UNSATISFACTORY
- S - SATISFACTORY

ABSENCE OF GRADE INDICATES INCOMPLETE OR COURSE NOT TAKEN FOR CREDIT.

MID SEMESTER GRADES ARE PROGRESS REPORTING

FINAL GRADES ARE ENTERED ON PERMANENT RECORD

ARCHDIOCESE OF SAINT PAUL AND MINNEAPOLIS

226 Summit Avenue
Saint Paul, Minnesota 55102

Vocation Center

January, 1973

Dear Father Madden,

With numerous changes in parish assignments, the priests of a parish are not always fully aware of their seminarians currently enrolled at one of our seminaries. Yet, it is very evident that the parish priest's support of a young man is inestimable in encouraging him in persevering toward the priesthood if this should be his calling. As a service to you, the men from your parish follow:

Saint John Vianney Seminary - Gilbert Gustafson - College IV

Some of the suggestions which have come to our attention in encouraging the seminarians on your part are

1. Make a very special effort to visit them at their seminary.
2. Involve them in parish liturgical celebrations, especially at Christmas and Easter, at graduations, Confirmations, etc., throughout the year.
3. Show a special interest in them by inviting them for meals at the rectory or taking them out during vacations.
4. Dropping them a short note of greeting and encouragement from time to time.
5. Mailing weekly parish bulletins to them, and keeping them advised of other activities.

Vocation Directors throughout the country have recognized from timeless experiences that vocations are nourished and supported by keen, personal, ongoing attention from priests. All of us share in this responsibility. Therefore, we ask you most earnestly to make these men a high priority in your activity. We are well

January, 1973

Page 2

aware of the many demands on your schedule. However, we feel that today this particular obligation is essential.

We are most grateful for what you have done. We depend on your continued help. We hope that the numbers of seminarians from your parish will continue to grow.

With warm personal regards, we remain

Sincerely yours,



Rev. Richard E. Pates



Rev. Martin B. Shallbetter
Vocation Directors

sk

MAJOR	CLASS
SO	73

GILBERT J GUSTAFSON

ADVISOR
S

DEPT	COURSE	TITLE	GRADE		COURSE VALUE	COMMENTS
			MID	FINAL		
ED	415	TEACH ADBLESCENTS	G	B	1	
SO	352	SOCIAL MOVEMENTS	B	A	1	
ED	298	INDIVIDUALISM AMER	G	A	1	
SO	498C	INDIVIDUAL STUDY	G	S	1	
32.00 3.15 SPRING 1973 H TOTAL COURSES AVERAGE SEMESTER					4.00	3.66
						SEMESTER AVERAGE

MR+MRS GILBERT GUSTAFSON
 GIBBSBORO ROAD
 402 TRENT COURT AP15
 LINDENWULD NJ 08021

COLLEGE OF ST. THOMAS
ST. PAUL, MINN. 55101

EXPLANATION OF COMMENTS

- 1 - OUTSTANDING WORK
- 2 - POOR DAILY WORK OR LABS
- 3 - POOR WRITTEN ASSIGNMENTS
- 4 - POOR TESTS
- 5 - FAILED FINAL EXAMINATION
- 6 - MISSED AN EXAMINATION
- 7 - ASSIGNMENTS OR LAB WORK MISSING
- 8 - EXCESSIVE ABSENCES
- 9 - OFTEN LATE FOR CLASS OR WITH ASSIGNMENTS
- 0 - OFFICIALLY REGISTERED BUT STOPPED ATTENDING

GRADES

- A - EXCELLENT
- B - VERY GOOD
- C - SATISFACTORY
- D - POOR BUT PASSING
- F - FAILING
- WP - WITHDREW PASSING
- WF - WITHDREW FAILING
- G - GRADE WILL BE GIVEN LATER
- U - UNSATISFACTORY
- S - SATISFACTORY

ABSENCE OF GRADE INDICATES INCOMPLETE WORK OR COURSE NOT TAKEN FOR CREDIT.
 MID SEMESTER GRADES ARE PROGRESS REPORTS ONLY.
 FINAL GRADES ARE ENTERED ON PERMANENT RECORD.

FACULTY RECOMMENDATION - MAY, 1973

GUSTAFSON, Gilbert J. - Archdiocese of St. Paul and Minneapolis
402 Trent Court Apartments
Lindenwold, New Jersey 08021

Strengths:

Gil is a warm, empathic, and outgoing person who shows concern for others and effectiveness in leading them. He has good academic abilities and performance. He has a developed capacity to express his own ideas. He has a growing vocational commitment and a realistic and well-thoughtout understanding of the challenges and demands of a priest. He has shown a wide variety of interests and has been effective in his community life and social apostolate. He has developed sound friendships, good counseling relationships, and a closeness with his family.

Weaknesses:

Gil has an unevenness in the development of his spiritual life. There is some tendency to label and categorize others. He finds it difficult to work in an organized and measured way. He has some tendency to compartmentalize his spiritual life and some lack of attendance in a regular way at liturgies.

Recommendations:

Gil should continue to develop an openness to different styles of faith and prayer expression. He should seek a more disciplined approach to his academic life. He should strive through counseling, friendships and reflection to integrate his spiritual life into his total adult personality.

Student and Staff Vote:

Gil wishes to go on to theology and the staff is unanimous in supporting his acceptance in the theologate.

(Rev.) Kenneth J. Pierre, Rector
Saint John Vianney Seminary

Sacramental papers enclosed
Transcript available at the College of St. Thomas, Records Office,
2115 Summit Avenue, St. Paul, Minnesota 55105

June 28, 1973

Mr. Gilbert J. Gustafson
402 Trent Court Apartments
Lindenwold, New Jersey 08021

Dear Mr. Gustafson:

We have examined your application for entrance into the Saint Paul Seminary and are happy to accept you as a member of the class of Theology I for the fall of 1973.

In order to facilitate your registration please complete the following forms and provide the documents indicated: physical examination form and the letter of recommendation from your pastor. Please send this information to me at your earliest convenience.

We will be in contact with you during the summer months as also will representatives of our student body. If you have any questions please let me know. I look forward to hearing from you and having you with us in the fall.

Sincerely yours,

(Rev.) Charles Froehle
Chairman, Admissions Committee

CF/pm

July 11, 1973

Mr. Gilbert J. Gustafson
402 Trent Court Apartments
Lindenwold, New Jersey 08021

Dear Gil:

I have received official word from Father Froehle of your acceptance at the St. Paul Seminary as a first theologian to study for the Archdiocese of St. Paul and Minneapolis, beginning in the fall of 1973.

On behalf of Archbishop Leo C. Byrne, I want to congratulate you on your initiative and openness. I look forward to these years together as you study and grow in your personal commitment to Christ and his Church.

I ask you to remain loose and open to the Seminary community. They want you to be a part of their life so they can give to you, and you to them. I am available to pray with you and offer what assistance I can. Continue to be a man of the Spirit with your feet on the ground. There might just be some difficult days ahead, but they will pass.

My prayer is that the joy of Christ and His activity abound in your life, and finally, God willing, one day you will be called by Christ and His Church for ordination. I look forward to this day with joy.

With peace and joy, I remain

Sincerely yours,

Rev. Martin B. Shallbetter
Vocation Director

MBS:sk
cc: Rev. Charles Froehle

REPORT CARD

THE SAINT PAUL SEMINARY / 2260 SUMMIT AVENUE / SAINT PAUL, MINNESOTA 55105

FIRST SEMESTER , 1973-4

Gustafson, Gilbert
student

GRADE

St. Paul-Mpls. THEOLOGY I
diocese class

- | | | |
|------|-----------------------------|----------|
| 5110 | The Words of Men | <u>B</u> |
| 5210 | Early Church & Roman Empire | <u>B</u> |
| 5310 | Introduction to Theology | <u>B</u> |
| 5610 | The Church at Prayer | <u>B</u> |
| 5720 | Oral Reading | <u>B</u> |

Dec. 22, 1973
date

William L. Baumgaertner
sgr. William L. Baumgaertner, Rector

ARCHDIOCESE OF ST. PAUL AND MINNEAPOLIS
Vocation Center
226 Summit Avenue
St. Paul, Minnesota 55102

I, Gilbert John Gustafson
of 402 Trent Court Apts. Lindenwold, N.J. 08021
(Address, City, State)

an applicant for admission to the St. Paul Seminary as a candidate for the ministry in the Archdiocese of St. Paul and Minneapolis, hereby acknowledge my understanding of the following terms governing rates of tuition, board, and room, and the methods of payment thereof:

The fee for tuition, room, board, and special programming is \$ 2,340 a year, subject to revision as may be deemed necessary by the governing board of the Seminary. This fee will be paid for me by the Archdiocese of St. Paul and Minneapolis with the understanding and agreement on my part that I am expected to make repayment to the Archdiocese on the following basis:

1. If I complete my studies and am ordained a priest for the Archdiocese of St. Paul and Minneapolis, the total of my tuition, board, and room for the period I have attended the Seminary will be reduced to fifty percent of said total and such reduced amount I agree to repay at the rate of \$ 100 ²⁰⁰ per year, commencing with the year after my ordination and continuing until fully repaid.
2. If I do not complete my studies and am not ordained for the Archdiocese of St. Paul and Minneapolis, either because of voluntary withdrawal from the Seminary, or because I am dismissed, then I agree to pay the full amount then owing, upon a basis to be agreed upon by myself and the Archdiocese.

These terms are agreed to by me and in consideration of the Archdiocese accepting me as a candidate for the priesthood, I agree to live up to them fully and without reservation.

Date: February 6, 1974

Gilbert J. Gustafson
(Signed)

Witness: J. Mc Grade

March 26, 1974

Mr. Gilbert Gustafson
St. Paul Seminary
2260 Summit Avenue
St. Paul, Minnesota 55105

Dear Gil:

Archbishop Leo C. Byrne would like to invite you and your classmates from the Archdiocese of St. Paul and Minneapolis to his home at 230 Summit Avenue for Mass and lunch on Tuesday, April 9th.

Mass will begin at 11:30 a.m., followed by lunch. Hopefully, there will be an opportunity for informal sharing after lunch. The Archbishop asks that you clear your calendar from all possible conflicts for this day, as he would like you to be a part of this gathering.

Concerning the Liturgy, please decide among yourselves a reader for the scripture and someone to lead the singing. The books in the chapel are the World Library Peoples Mass Book. We will plan to go with the readings for the day, and there shouldn't be anything else too special that would need to be planned ahead. Please have one person get in touch with me to check signals.

The Archbishop, Father Pribyl, and myself look forward to seeing you on this day. With peace and joy, I remain

Sincerely yours,

Rev. Martin B. Shallbetter
Vocation Director

MBS:sk

REPORT CARD

THE SAINT PAUL SEMINARY / 2260 SUMMIT AVENUE / SAINT PAUL, MINNESOTA 55105

SECOND SEMESTER , 1973-4

<u>Gustafson, Gilbert</u> student		GRADE
<u>St. Paul & Mpls.</u> diocese	<u>THEOLOGY I</u> class	
	SS 5130M The Gospel According to Mark	<u>C</u>
	Hi 5220M The Church in the Middle Ages	<u>B</u>
	DT 5320M The Christian Teaching on God	<u>B</u>
	DT 5330M Redemptive Christology	<u>I</u>
	PS 5721 Oral Reading	<u>A</u>
	Gr 6920 Intro to Biblical Greek	<u>I</u>

May 30, 1974

date

William L. Baumgartner

Msgr. William L. Baumgartner, Rector

REPORT CARD

THE SAINT PAUL SEMINARY / 2260 SUMMIT AVENUE / SAINT PAUL, MINNESOTA 55105

FIRST SEMESTER , 1974-5

Gustafson, Gilbert

student

GRADE

ST 6410M Gen Concepts Sacramentality B

St. Paul & Mpls. THEOLOGY II

diocese

class

MT 6510M General Moral Theology B

PS 6710 Public Speaking B

Dec 21, 1974

date

DT 6321M Theol Anthropology I B

ST 9440M Ministry in the Church I

William L. Baumgaertner
Msgr. William L. Baumgaertner, Rector

34

ARCHDIOCESE OF SAINT PAUL AND MINNEAPOLIS

226 Summit Avenue
Saint Paul, Minnesota 55102

April 14, 1975



VOCATION
CENTER
612-222-5848

April 9, 1975

Dear Father:

Thank you for your support by requesting a speaker to participate in the WORLD DAY OF PRAYER FOR VOCATIONS on April 20th in your parish. The following person has been assigned to your parish:

Our Lady of Grace, Edina:

Gilbert Gustafson, Timothy Morin, & Anthony Amponsah-Poku - St. Paul Seminary

He has been asked to contact you directly in the coming week or so. We ask that he work directly with you or with the priest-celebrant in arranging the vocation talks during the Masses or other programs you may set up. Since this program is of a voluntary nature and is closely aligned with seminary preparation, no special fee is expected. However, you are asked to consider whatever expenses he may have in travel. Also, if your schedule necessitates Saturday night work, could you kindly consider providing overnight lodging, especially if you are out of the city.

I am enclosing the suggested outline and directive which has been given to the men which you may find of interest. If any problems develop, please feel free to call us. Please pray that the "Lord of the Harvest" will respond to our needs.

Sincerely yours,

Rev. Martin B. Shallbetter

Rev. Michael J. O'Connell
Vocation Directors

sk
Encl.

REPORT CARD

THE SAINT PAUL SEMINARY / 2260 SUMMIT AVENUE / SAINT PAUL, MINNESOTA 55105

SECOND SEMESTER , 1974-5

Gustafson, Gilbert J.

student

GRADE

St. Paul & Mpls.

diocese

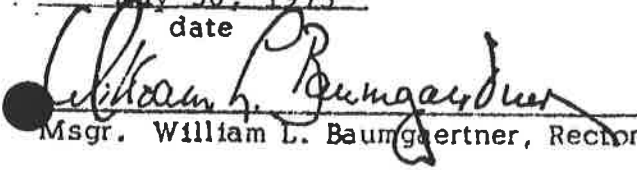
THEOLOGY II

class

DT 6322M Theological Anthropology II A
ST 6421M Sacraments of the Church I B
CL 6710 General Principles of Ch. Law B
PS 6721 Public Speaking A
SS 5120M Canon & Inspiration in SS B

May 30, 1975

date


Msgr. William L. Baumgaertner, Rector

ARCH-014807

REPORT CARD

THE SAINT PAUL SEMINARY / 2260 SUMMIT AVENUE / SAINT PAUL, MINNESOTA 55105

FIRST SEMESTER 1975-6

Gilbert Gustafson
student

GRADE

St. Paul & Mpls. THEOLOGY III
diocese class

SS 711M The Former Prophets	<u>C</u>
ST 7422M Sacraments of the Church II	<u>B</u>
PS 7720 Preaching	<u>A</u>
Hi 6210M Schism & Reform (P/F)	<u>P</u>
ST 9450M Sacramentality of Marriage	<u>A</u>
DT 6330M Church of Christ	<u>B</u>

Dec. 23, 1975

date

William L. Baumgaertner
Msgr. William L. Baumgaertner, Rector

May 17, 1976

Gilbert J. Gustafson
St. Paul Seminary
2260 Summit Ave
St. Paul, MN 55105

Dear Gil,

Please accept my sincere congratulations on your ordination to deacon. This is a very significant moment in your life and I look forward to sharing it with you at St. Luke's.

I have also enjoyed my association with you and your class. It gives me great hope and confidence to know that you will be part of the presbyterian in a very short time.

Again, my congratulations and promise of prayers.

Sincerely,

Rev. Michael J. O'Connell
Vocation Director

MJO: plg

SEMINARIAN INFORMATION SHEET

Vocation Center
226 Summit Avenue
St. Paul, Minnesota 55102
10-11-71

NAME Quatropoli, Gilbert John

SEMINARY NOW ATTENDING St Paul Sem
EXPECTED GRADUATION DATE 1977

BIRTHDATE 4-18-51

Home Address, City, Zip Code 402 Trent Ct. Apt 2
Lindenwood New Jersey 08021 Phone 783-6713

Father's Full Name _____
Mother's Full Name _____
Brothers and Sisters (Please give number, names and ages) _____

PARISH St Lawrence
Pastor Fr Patrick Maddox
Address _____
City, State, Zip Code Lindenwood NJ

EDUCATION BACKGROUND

Grade School, City Holy Family, St Louis Park
Year of Graduation 1965

High School, City Mag Hall
Year of Graduation 1969

College, City St Thomas USJV
Year of Graduation 1973
Major and Degree Sociology

CANONICAL ORDERS

Admission to Candidacy X Date 2-1-74
Acolyte/Lector _____ Date _____
Diaconate X Date 5-21-76
Priesthood _____ Date _____

JOANNES

Dei et Apostolicae Sedis Gratia
Archiepiscopus
Paulopolitanus et Minneapolisitanus

Hisc litteris fidem facimus atque testamur dilectum Nobis in Christo

filium GILBERTUM J. GUSTAFSON

ad Ordinem Diaconatus

promotum fuisse die 21a mensis mai A.D. 1976

ab Ex.mo et Rev.mo Joanne R. Roach

Datum Paulopoli, die 21a mensis mai Anno Domini 1976

Cancellarius Archidioecesis

REPORT CARD

THE SAINT PAUL SEMINARY / 2260 SUMMIT AVENUE / SAINT PAUL, MINNESOTA 55105

SECOND SEMESTER 1975-76

GRADE

Gustafson, Gilbert J.

student

St. P & M

diocese

THEOLOGY III

class

SS 7123M The Psalter

C

DT 7321M Theological Anthropology III

B

ST 7430M The Marriage of Christians

B

MT 7510M The Christian Virtues

C

PS 7721 Preaching

C

May 21, 1976

date

William L. Baumgaertner
Msgr. William L. Baumgaertner, Rector

Abstract

Sexually Addicted Clergy and Religious:
Part II: Successes and Failures in the
Treatment Process

The existence of sexual addiction in clergy is becoming increasingly obvious with the appearance of increasing national news media coverage, escalating lawsuits and settlements, and more clerics volunteering or being sent for treatment. The outcome of treatment efforts are no longer simply an issue between a therapist and his or her client. Addicts and treatment professionals are under increasing pressure and scrutiny from victims, families, church authorities, lawyers, judges, parishioners, other ministers, and society at large. A need is emerging for treatment professionals to share the most effective therapy available and to support and enlighten each other's efforts.

This panel presentation will focus on successes and failures in the treatment of clergy and vowed religious with sexual addictions. Representatives from residential and outpatient settings will share their experiences with diagnosis, intervention, short and long term treatment goals, sexual identity issues, family of origin material, Twelve Step recovery support groups, and vocational issues. Therapeutic theories, styles, and approaches will be examined in an effort to clarify and integrate ideas and actions that promote health and healing. A possible outcome may be the beginnings of a national and/or international network of treatment providers.

May 21, 1976

TO WHOM IT MAY CONCERN:

This is to certify that the Reverend Mr. Gilbert J. Gustafson is a duly ordained minister of religion of the Roman Catholic Church, and is qualified to perform marriages in the State of Minnesota.

Sincerely yours,

Reverend John F. Kinney
Chancellor

PRIESTS'
HEALTH PLAN

Diocese of La Crosse

LA CROSSE DIOCESAN HEALTH PROGRAM FOR PRIESTS

PROLOGUE

"...The objective that priests strive for by their ministry and life is the procuring of the glory of God the Father in Christ." (Second Vatican Council, Decree on the Ministry and Life of Priests, art. 2.) The pursuit of this lofty objective carries with it a high responsibility and moments of great satisfaction. Through the working of the Holy Spirit, it is an objective often achieved even when our priestly ministry and the example of our lives are less than we would like them to be. In general, however, glory is given to God most fully when obstacles to our own wholeness are removed, and when we are most "fully alive".

Ill health, relational deficiencies, chemical addictions and confused emotions all diminish the state of well-being. However, a priest's health "must be seen as more than freedom from sickness and disease; it includes a deep faith sustained by prayer, a recognition of the need to love and to be loved, and an ability to receive support from significant others in his life and ministry. Only then will he go beyond the appearance of health to the true essence of wellness." (NCCB, The Health of American Catholic Priests, p.5)

In order to promote "the true essence of wellness" among the priests of the Diocese of La Crosse, the Diocesan

Presbyteral Council embraces the following recommendations of the Bishops' Committee on Priestly Life and Ministry:

1. That priests be responsible and hold themselves individually accountable for their personal health and well-being.
2. That priests apprise themselves of existing health benefits and seek to develop habits that lead to a greater prevention of disease.
3. That senior and retired priests be invited to continue involvement in all aspects of diocesan life because even apparent rejection can have a diverse effect on the state of one's health.
4. That dioceses consider establishing holistic health boards. Such concern must go beyond chemical dependency problems to include the broader dimensions of the health of priests. (NCCB, The Health of American Catholic Priests, p. 6.)

I. HEALTH

The most quoted definition of health is provided by the World Health Organization. "Health is a state of complete physical, mental and social well-being, and not merely the absence of disease or infirmity."

This definition is broad and helpful; still, it is more accurate to speak of health as a process than as a state. As a process, our health requires regular attention and adaptation. On a daily basis, we ask ourselves, "How do I feel?" The answer changes according to the many circumstances of the day that affect our health: the quality of our sleep, the degree of stress, the nature of our relationships, and others.

The research data of a recent survey indicates that the great majority of American Catholic priests are in good physical health and are happy in the service of God and his people. (NCCB, The Health of American Catholic Priest, p. 43.) Furthermore, they are aware of the need to maintain good physical health in order to do the work God has called them to do. The Presbyteral Council urges priests of the La Crosse Diocese to undertake measures which are likely to foster good health.

The set of indicators known as the Alameda Criteria is likely to prove helpful to priests as they consider monitoring their health.

"These are five health habits that were found to be significantly related to a person's state of health. The neglect of these health practices is said to be logically correlated with ill-health or lack of physical fitness. The beneficial health habits are identified as follows: (1) sufficient sleep of seven or eight hours; (2) control of body weight, especially through a nutritional diet; (3) adequate exercise; (4) limited alcohol consumption; (5) avoidance of cigarette smoking." (NCCB, Health of American Catholic Priests, p.20.)

The National Association for Mental Health offers the following Ten Signs of Good Mental Health:

1. A tolerant, easy-going attitude toward yourself as well as others.
2. A realistic estimate of your own abilities - neither underestimating nor overestimating them.
3. Self-respect, love.
4. Ability to take life's disappointments in stride.
5. Liking and trusting other people and expecting others to feel the same way about you.
6. Ability to give love and to consider the interests of others.
7. Feeling part of a group and having a sense of responsibility to your neighbors.
8. Acceptance of your responsibilities and doing something about your problems as they arise.
9. Ability to plan ahead and formulate realistic goals for yourself.
10. Putting your best efforts into what you do and getting satisfaction out of doing it.

II. HEALTH RESOURCES

Knowledge of the following resources and use of them will help priests foster general well-being, prevent ill health and provide treatment in cases of chemical dependencies and emotional stress.

1. Active participation in the Diocesan Ministry to Priests Program. This program, especially through its support groups and one-to-one ministry, is intended to help priests grow in an holistic manner: spiritually, intellectually, emotionally, in the care of their physical welfare, and in their ministry.
2. In the Diocese of La Crosse provision is made for the ongoing education of priests through attendance at workshops and participation in Sabbatical Programs.
3. Both agencies contracted with the Diocese of La Crosse, Compcare and Blue Cross/Blue Shield, bear the cost for general physical examinations for priests. Priests are encouraged to have such exams according to the following scale:

In their 30's	-	3 times
In their 40's	-	4 times
After 50	-	Annually

Those with high risk or single risk factors should have their health monitored on a more frequent basis.

4. The Code of Canon Law and diocesan policies provide four weeks of vacation per year for priests. (c. 533, art. 2; c. 550, art. 3) The parish assumes the cost of paying a substitute priest for three weekends in their absence. Priests are encouraged to arrange one day off per week.
5. Several retreat centers are located within the boundaries of the La Crosse Diocese and in neighboring states. Private directed retreats and public retreats can nourish the faith of priests and contribute to holistic health.
6. An increasing number of health maintenance programs are available throughout the diocese. They include medical and sometimes psychological, evaluations and a program for good nutrition and exercise. (See Appendix #1.)
7. Members of the laity are willing to offer judicious and positive support to priests in the pursuit of wellness in all its facets.
8. A variety of health centers are available in the United States which provide therapy and health education for priests.
9. Various public institutions located within the diocese and in the upper midwest are licensed to provide effective care and therapy.

10. Various community based groups that provide support such as Alcoholics Anonymous, Narcotics Anonymous, etc.
11. Recreational resources include YMCA, University Centers and the like.
12. A variety of privately operated health centers.

III. HEALTH PANEL

Another resource in the Diocese of La Crosse is the Priests' Health Panel. The Panel is authorized by the Bishop to implement the goals of the La Crosse Diocesan Health Program for Priests. Specifically, its purpose is to be of assistance to priests in providing health education, support, intervention and follow-through to priests with health needs. Its membership, appointed by the Bishop, consists of eight members, including:

- a medical doctor experienced in preventive health care;
- two professional therapists, one experienced in treating alcohol and chemical dependencies, one in the field of relational development;
- one expert in the field of health promotion;
- two priests of the diocese, both of whom are recovering alcoholics, one short term and one long term;
- the Director of the Office of Ministries;
- the Diocesan Coordinator of Health Affairs;
- the Bishop of La Crosse, ex officio.

Service on the Health Panel is for a length of time determined by the Bishop of the Diocese. Meetings shall be held on an as-need basis, but at least once during each calendar year. Meetings shall be convened and presided over by the Bishop or, in his absence, by his delegate.

The physician, John Knowles, a former president of the Rockefeller Foundation, contends "that most Americans are born healthy but we bring sickness upon ourselves by neglect and misbehavior." (Knowles, John; "The Responsibility of the Individual: Daedalus, (Winter 1977): p. 57-80.) When, through neglect, lifestyles or disease, itself, a priest shows evidence of declining health he may voluntarily seek advice or assistance from the Health Panel or any one of its members. A priest also may approach the Panel out of concern for a fellow priest. A priest may be referred to the Panel by the Bishop for evaluation and recommendation. Those making a referral to the Panel should be in possession of some objective criteria which will assist the panel in judging the existence of a need for help and its extent. (See Appendix #2)

If the Panel judges an emotional distress, a referral will be made by the Panel to a competent psychologist or psychiatrist for a further diagnosis and treatment. If the Panel judges alcoholism, its recommendations for care and treatment shall be implemented. If the Panel judges the need for medical attention or relational development, appropriate resources for assistance will be sought. Upon satisfactory completion of treatment which is determined by consultation among the Bishop, the Health Panel and the health treatment facility, the priest may return to active ministry in the Diocese. It is considered the norm for the priest to return to his former assignment, if that is his desire. In all matters, the Priests' Health Panel shall carry on its work with compassion and confidentiality. It is accountable directly to the Bishop, and serves him in an advisory capacity.

IV. HEALTH PANEL GUIDELINES

The dynamics at work in assisting priests in matters of health are varied. In the first place, the Panel wishes to promote good health. Then, in those circumstances where a priest's health is in a process of decline, the Panel wishes to respond to any requests for assistance that might be brought to its attention. In those situations where intervention may be necessary, the matter becomes more complex. Essentially, the dynamics of assistance here are five in number: health promotion, identification of ill health, intervention, treatment and post-treatment care.

A) Health Promotion

Together with the Clergy Continuing Education Advisory Council, the Priests' Health Panel will recommend programs and activities that enhance positive self-concept, physical fitness, regular examinations, nutritional diets and the like especially as they relate to the prevention of illness.

B) Identification

Decline in the health of a priest may not always be evident to the priest himself. For example, a person suffering from emotional stress and chemical dependency is seldom able to recognize his own disease and volunteer for treatment. When a priest presents himself for help to the Panel, or when he is referred to the Panel for

evaluation, members of the Panel shall strive to use objective criteria in making their assessment. If the problem seems likely to be physical, a new medical examination, perhaps by a different physician, may be recommended to assist in the diagnosis. Psychological evaluations may also be encouraged. In the case of alcohol or chemical dependency, it is important to remember that the disease is not determined in terms of volume or frequency of consumption, but rather in its effects on behavior and function. (See Appendix #2, A Chart of Alcohol Addiction and Dependency).

C. Intervention

When self-destructive behavior is evident or in those cases where the priest's ministry is impaired because of illness, but where there is no corresponding effort at recovery, the Priests' Health Panel is authorized to intervene. The method of intervention by the Panel will depend upon the individual, the extent of his illness and other circumstances.

D. Treatment

The treatment of a priest ill from a physical disease, relational deficiencies, emotional distress or from the disease of alcoholism or

chemical dependency shall vary from case to case. In general, term residential care or primary out-patient treatment will be considered. During the period of treatment, a member of the Priests' Health Panel shall stay in contact with the individual for the purpose of offering support. While in treatment, the priest's salary shall be continued, provided, in most cases, by the place of assignment. Should the burden on the place of assignment be too severe, the Bishop may seek assistance from another source, such as the St. Joseph Priest Fund.

E. Post-Treatment Care

The rate of recovery from any illness is directly related to the quality of after-care. Many like-to-like ministries are available today for persons in the process of recovery; for example, cancer victims, those suffering from depression, or grief and loss, as well as victims of chemical addiction. It is understood that attendance at Alcoholics Anonymous meetings or other appropriate self-help groups on a regular basis is essential to the maintenance of sobriety for the recovering alcoholic. In the event of relapse, the Health Panel will reassess the situation to again make appropriate recommendations to the Bishop. The celibate life of the priest creates an environment that sometimes lacks the opportunity for intimate family support. It is desirable, therefore, that the priest take advantage of community support opportunities.

CONCLUSION

The continued health and vigor of the Church of the Diocese of La Crosse depends to a high degree on the continued well-being of the the priests of the diocese. The La Crosse Diocesan Health Program for Priests has as its goal the sustaining of a priesthood that is "fully alive" in order that God might be praised and his people well served. In the pursuit of this goal, priests themselves should cultivate good health, soundness of mind and body, as well as such qualities as goodness of heart, sincerity, careful attention to prayer and to justice, and others which St. Paul recommends when he says, "Whatever is true, whatever is honorable, whatever is right, whatever is pure, whatever is lovely, whatever is admirable, if there is an excellence, if there is anything worthy of praise, think about these things." (Phil. 4:8).

APPENDICES

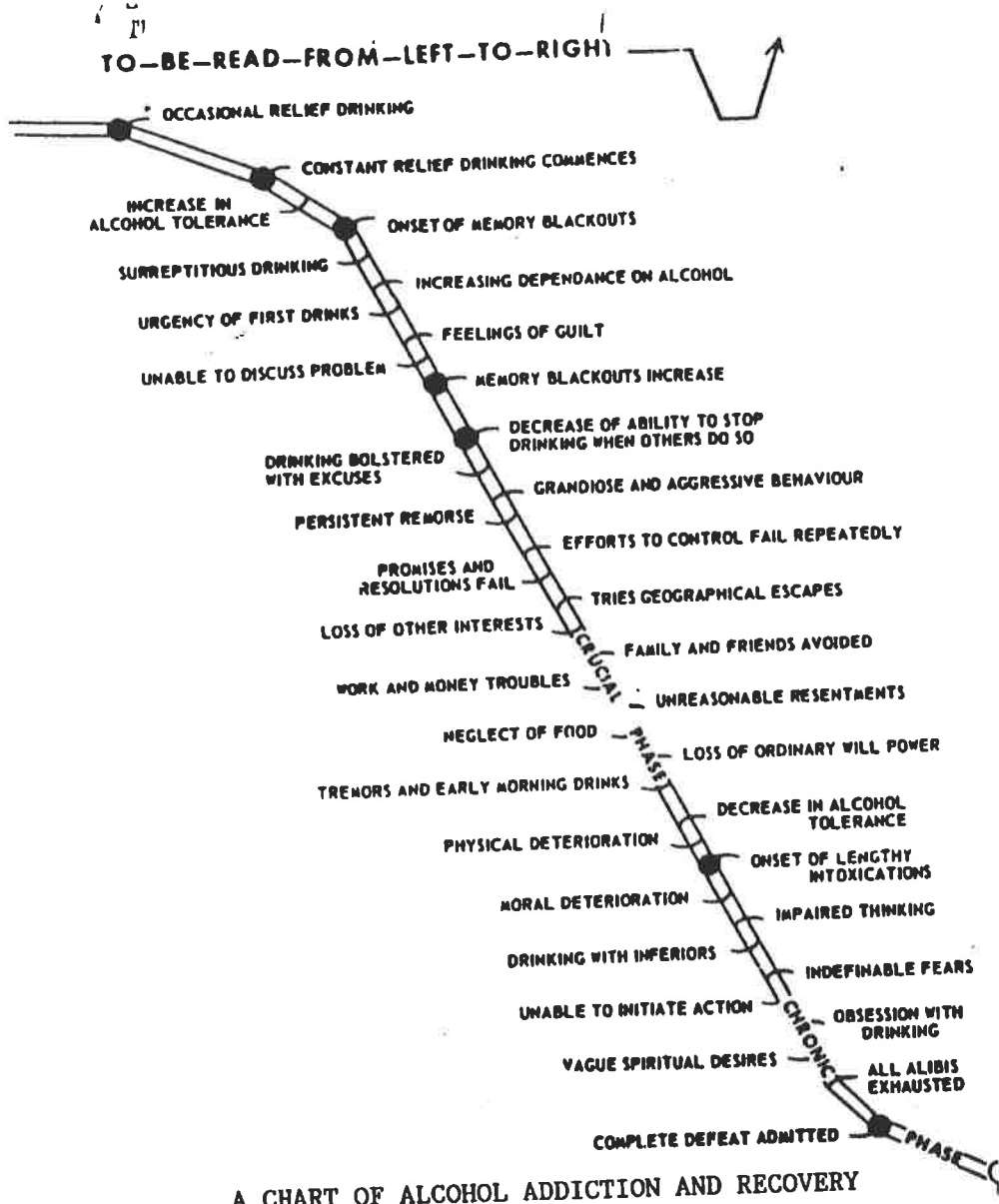
A LISTING OF SEVERAL HEALTH PROGRAMS
AVAILABLE IN THE DIOCESE OF LA CROSSE

<u>NAME</u>	<u>SPONSOR</u>	<u>CONTACT</u>
<u>ASSESSMENT PROGRAMS ONLY</u>		
A COMPREHENSIVE MEDICAL & PSYCHOLOGICAL EVALUATION FOR PRIESTS AND OTHER RELIGIOUS	Psychology Associates of Wausau	Anthony Gillette Ph. D (715) 848-1346
UW-STEVENS POINT WELLNESS INSTITUTE	Wellness Institute	Jane Jones (715) 346-2172
HEALTHWATCH	Marshfield Clinic	Carole Fure (715) 387-5511
TAKE CONTROL	Blue Cross/ Blue Shield	Steve Miller (414) 226-5014
<u>ASSESSMENT AND FITNESS</u>		
LIFEGAIN PROGRAM	St. Francis Medical Center (Franchise)	Jeff Dahl (608) 785-0940
CYBEX CENTER USA	Independent	Jan Taggart (608) 784-8750
<u>FITNESS ONLY</u>		
YMCA'S	YMCA	
UW FITNESS PROGRAMS	University of Wisconsin	

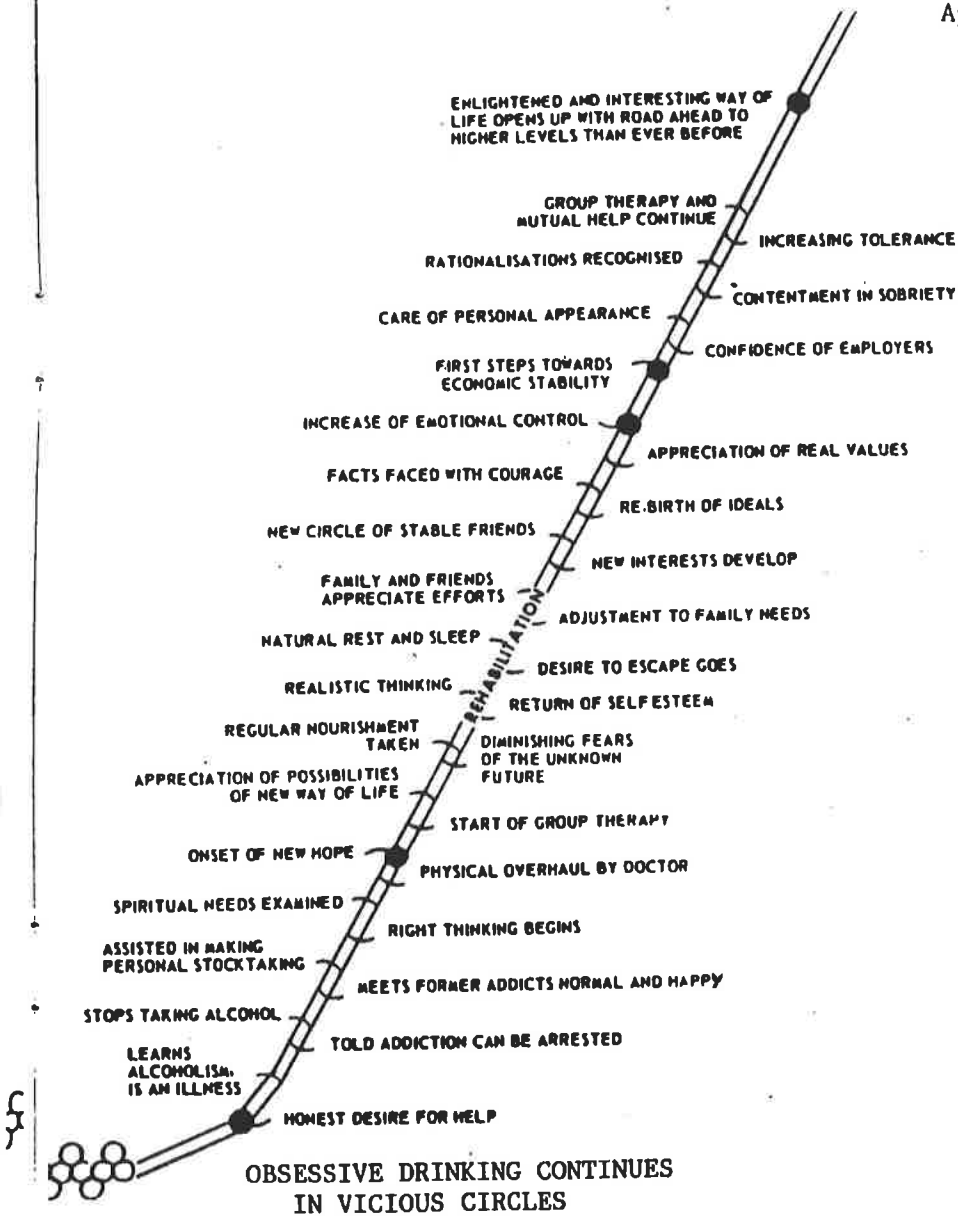
Numerous other fitness programs located throughout the diocese. Contact Chambers of Commerce for more information.

Appendix #1

PLACE	LENGTH	COST	INSURANCE
St. Anthony Retreat Center, Marathon	3 days	\$12-1600	Assistance Provided
UW-Stevens Point		Negotiated for group	Assistance Provided
1000 N. Oak Avenue Marshfield, WI 54449		Negotiated for group	Assistance Provided
401 N. Michigan St. Milwaukee, WI 53201		Negotiated for group	No Charge
St. Francis Med. Center, La Crosse	Total phys- ical exam, then ongoing	\$175 per yr.	Assistance Provided
King of Fifth Bldg., La Crosse	2 hours ass- essment, then ongoing	\$396 per yr.	Assistance Provided
Throughout Diocese	Ongoing	Membership differs	None
Athletics Depts. of UW System	Ongoing	Varies	None



A CHART OF ALCOHOL ADDICTION AND RECOVERY



GUIDELINES

As Bishops, we recognize our pastoral ministry in terms of ministering to our brother priests and in terms of serving the people whom we are called to lead. In this spirit of service and love, the following practical principles of rehabilitation in regard to alcoholic priests are proposed for implementation.

1. Alcoholism is a grave disorder which requires the rehabilitation of the whole person: physically, psychologically, spiritually and socially. Its care should definitely include the services of people with expertise in these fields.
2. The Bishop must place the weight of his authority behind the alcohol and drug rehabilitation program. The crucial lesson learned in work organizations--in industry, the military and elsewhere--is that top management must be known to be firm and serious about insisting that the alcoholic be cared for.
3. Merely promulgating the program and policy of the National Clergy Conference on Alcoholism, with a covering letter from the Ordinary, is practically useless. It may even be threatening unless there is an operational structure to implement the direction.
4. While respecting his role as Shepherd and concerned Father, the Bishop should not attempt to handle the problem case himself. Only in extreme cases may he be called upon to assert his

authority. The task of confronting and ministering to the alcoholic priest is best done by a health board or committee, which has the bishop's full trust, and to which he delegates authority.

5. This subsidiary board must have the full approval of the Priests' Senate (Presbyteral Council) and the cooperation of the Personnel Committee of the diocese. Such integration is essential so that a tone and spirit of loving, fraternal care is evidenced.
6. In fact, this health board cannot function effectively unless it has the full trust and confidence of the clergy of the diocese, especially among the priests who are close friends of the alcoholic priest and who might tend to "cover up" for him.
7. The health board should always have some recovering alcoholics among its membership. These need not be priests unless the latter are competent for the responsibilities. The board should also include a medical person, preferably a recovering alcoholic.
8. The subsidiary authority should not be vested in one person--an Auxiliary, Chancellor, Vicar for Priests--no matter how competent that person is. This is an area where consultation and collegiality are essential to produce positive results.
9. The growing number of successfully recovering alcoholic priests should be utilized in the

() ()

diocese. These are men who have lived the paschal mystery through their experience of the illness and subsequent recovery process. They, are many times, men whose personal lives have been enriched and their ministry enhanced through the process. Some of these men are both apostolic and experienced in recognizing fellow alcoholics and doing what is necessary to serve them.

NCCB, Committee on Priestly Life and Ministry, 1977

PROCEDURES FOR REFERRAL

1. Any priest who chooses, may seek advice from the Priests' Health Panel for the purpose of receiving guidance from the Panel in any area of his health. An interview may be arranged by contact with any member(s) of the Panel.
2. If a priest wishes to refer another priest to the Health Panel for health reasons, the following procedures shall be followed:
 - A) A referring Priest may appeal directly to the Health Panel, mindful that he should be in possession of some objective criteria which will assist the Panel in evaluating the existence of a need for help. The Health Panel may contact the dean of the priest whose health is in question, if deemed necessary.
 - B) Or, the referring priest may discuss the health concern with the dean in whose deanery the priest with questionable health resides.

In this case, it is the obligation of the dean to promptly notify a member of the Health Panel.
3. The Bishop of the Diocese, in the interest of the health of any priest, may require that a priest meet with the Health Panel for the guidance it may provide.
4. After assessing the health of the priest, the Health Panel will make recommendations to the Bishop.



THE SAINT PAUL SEMINARY

2260 Summit Avenue, Saint Paul, Minnesota 55105

May 2, 1977

Telephone (612) 698-0323


The Most Reverend John R. Roach, D.D.
Archbishop of St. Paul & Minneapolis
The Chancery
226 Summit Avenue
St. Paul, Minnesota 55102

Most Reverend and dear Archbishop:

I hereby certify that Rev. Mr. Gilbert Gustafson, a subject of your Diocese, is a candidate for the priesthood, and that he has fulfilled the following requirements for his ordination:

1. He is an ordained deacon.
2. He is of canonical age.
3. He has completed the preparations specified in Canons 976 and 993, #2.
4. He has (~~has not~~) made the canonical retreat of six days (Canon 1001).
5. He has (~~has not~~) passed the canonical examinations required for the reception of the priesthood (Canon 996) and for receiving the faculties to hear confessions and to preach (Canons 877 and 1340).
6. He has met all the requirements of the Decree of the Sacred Congregation of the Sacraments, December 27, 1930, and of the reserved letter of December 27, 1955, from the same Congregation.
7. He is of good character, and his conduct has been satisfactory.
8. To the best of our knowledge, he is free from canonical impediments and irregularities.
9. Testimonial Letters and other documents have already been sent.
10. He has, of his own volition, filed a letter requesting ordination to the priesthood.

Respectfully yours in Christ,


Msgr. William Baumgaertner, Rector

WB/jr

ARCH-014927

May 5, 1977

Reverend Monsignor William Baumgaertner
Rector
Saint Paul Seminary
2260 Summit Avenue
Saint Paul, Minnesota 55105

Dear Monsignor Baumgaertner;

I would like to take this opportunity to thank you for the training and formation that you have given Mr. Gilbert Gustafson, a candidate for the priesthood for the Archdiocese of Saint Paul and Minneapolis. I received Gilbert's petition for Major Orders as well as the Testimonial Letter and evaluation of the faculty.

I, therefore, formally wish to call Mr. Gilbert Gustafson to the Order of Priesthood.

Sincerely,

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

May 14, 1977

Reverend Gilbert J. Gustafson
Saint Paul Seminary
2260 Summit Avenue
St. Paul, Minnesota 55105

Dear Father Gustafson,

I am pleased to appoint you an Associate Pastor of the Church of Saint Mary of the Lake, White Bear, effective at 12:00 noon June 15, 1977. Kindly report to the Pastor, Father Kennedy, before that hour ready to take up residence in the Parish Rectory.

The appointment will be published in The Catholic Bulletin of June 3, 1977.

I particularly want to assure you of my prayers that this first, very important assignment will be one in which you will find great satisfaction and joy.

Gil, I am delighted to welcome you to the fellowship of the priesthood. You bring many talents and gifts to your priestly ministry. Please know that you have my support and my prayers as you begin that ministry at Saint Mary of the Lake.

Sincerely yours in Christ,

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

cc: Fr. Q. Kennedy
Msgr. Baumgaertner

ARCHDIOCESE OF SAINT PAUL AND MINNEAPOLIS

PENSION PLAN FOR PRIESTS

Application

To Participate in the Pension Plan for Priests of the Archdiocese of Saint Paul and Minneapolis

I, Rev. Gilbert John Gustafson, a priest ordained for or incardinated into the Archdiocese of Saint Paul and Minneapolis and employed in the exercise of the ministry by

The Archdiocese of Saint Paul and Minneapolis
hereby represent that I am eligible to participate in the Pension Plan for Priests of The Archdiocese of Saint Paul and Minneapolis, dated June 30, 1969.

I have received and read a Digest of the provisions of the Pension Trust Agreement and Pension Plan for Priests of The Archdiocese of Saint Paul and Minneapolis and I hereby make application to become a Participant in said Pension Plan and hereby agree to be bound by all of the terms, covenants and conditions of said Pension Trust Agreement and Pension Plan for Priests of The Archdiocese of Saint Paul and Minneapolis, as it now exists or as it shall be amended from time to time.

Gilbert J. Gustafson
Signature of Priest
May 18, 1977
Date of signature

Birth Date: 4-18-51

Ordination Date: 6-4-77

May 25, 1977

Reverend Mr. Gilbert J. Gustafson ✓
Saint Paul Seminary
2260 Summit Avenue
Saint Paul, Minnesota 55105

Dear Gil,

May I just be among the many many people in these next days who will be offering their congratulations, best wishes and prayers to you as you are ordained to the priesthood. I know that all of us are delighted at the call to ministry that is coming to you. I think I can say that we are grateful both to God and to you for this generosity.

My prayers are with you in a very special way in these days. Please know that if there is ever any way I can be of help, I will want to do so.

It is good to have you as a brother in the priesthood.

With kind personal regards, I remain

Sincerely yours in Christ,

John F. Kinney
Auxiliary Bishop
Chancellor

REPORT CARD

THE SAINT PAUL SEMINARY / 2260 SUMMIT AVENUE / SAINT PAUL, MINNESOTA 55105

SPRING SEMESTER, 1977


GUSTAFSON, GILBERT J.
student

GRADE

ST 8423M	Sacraments of Church III	<u>B</u>
Li 8610M	Pastoral Liturgy	<u>B</u>
PT 8710	The Contemporary Family	<u>C</u>
PS 8720	Lit Oral Reading & Preaching	<u>A</u>
PT 9720	Theol Reflec on Min Experience	<u>S</u>

St. Paul & Mpls. IV
diocese theology class

May 26, 1977
date


Msgr. William L. Baumgaertner, Rector

JOANNES

Dei et Apostolicae Sedis Gratia
Archiepiscopus
Paulopolitanus et Minneapolitanus

Hiscе litteris fidem facimus atque testamur dilectum Nobis in Christo

filium _____ GILBERTUM J. GUSTAFSON _____

ad Ordinem _____ Presbyteratus _____

promotum fuisse die 4a _____ mensis Junii _____ A.D. 1975 _____

ab Ex.mo et Rev.mo Joanne R. Roach _____

Datum Paulopoli, die 4a _____ mensis Junii _____ Anno Domini 19⁷⁷ _____

Cancellarius Archidioecesis

June 4, 1977

TO WHOM IT MAY CONCERN:

This is to certify that the Reverend Gilbert J. Gustafson is a duly ordained priest of the Roman Catholic Church and is qualified to perform marriages in the State of Minnesota.

Sincerely yours,

John F. Kinney
Auxiliary Bishop
Chancellor

JFK:mo

Billed 6-15-77

Ordained 6-4-77

GUSTAFSON, GILBERT JOHN

1977

St. Paul Seminary

402 Trent Court Apts.

Lindenwold, New Jersey 08021 783-6713

Father: Gilbert Gustafson

Parish: St. Lawrence - Lindenwold

1st Semester

2nd Semester

Total

1973-74

1050.00

1290.00

2340.00

1974-75

1095.00

1355.00

2450.00

1975-76

1230.00

1420.00 (1420.00)

2650.00

1976-77

970.00

1615 -

2585 -

1/2 forgiven on Ord.

10,025.00 ÷ 2

5,012.50 due

June 15, 1977

Rev. Gilbert J. Gustafson
402 Trent Court Apts.
Lindenwold, New Jersey 08021

Dear Gilbert:

I would like to take this opportunity to congratulate you on the completion of your seminary studies and your ordination to the priesthood for the Archdiocese of St. Paul and Minneapolis. I pray that your ministry will be successful and look forward to working with you.

As you move into your priestly work, I hope you will not forget your seminary days and always work and pray for new and worthy vocations. The strength of our presbytery has been the strong commitment of priests like you who have reached out to others and reminded them of the Lord's invitation to service.

I am enclosing with this letter your seminary bill which reflects the accumulated expenses incurred during your days of study at St. Paul Seminary. As was agreed early in your program, you are only asked to repay half of the total tuition. Further, I would ask that you pay minimally \$200 each year towards your outstanding tuition. You may make monthly, semi-yearly or yearly payments. You will receive semi-annual billings from the Chancery.

I ask God's continued blessings on all of your efforts, and ask that He will bring you great joy and peace in serving His people in the Archdiocese of St. Paul and Minneapolis.

Sincerely,

Rev. Robert J. Carlson
Vocation Director

RJC:to
Encl

cc - Chancery

The Chancery
ARCHDIOCESE OF SAINT PAUL AND MINNEAPOLIS
226 Summit Avenue
Saint Paul, Minnesota 55102

June 15, 1977

Rev. Gilbert J. Gustafson
402 Trent Court Apts.
Lindenwold, New Jersey 08021

Balance Due: \$ 5,012.50

PLEASE DETACH AND RETURN THIS PART WITH REMITTANCE.

Saint Paul Seminary Billings:

	<u>1st Sem.</u>	<u>Interm & 2nd Sem.</u>	<u>Total</u>
1973-74	1,050.00	1,280.00	2,340.00
1974-75	1,095.00	1,355.00	2,450.00
1975-76	1,230.00	1,420.00	2,650.00
1976-77	970.00	1,615.00	<u>2,585.00</u>
Total			10,025.00
Less 1/2 upon Ordination			<u>- 5,012.50</u>

TOTAL DUE:

*card
made
6-17-77
JW*

\$5,012.50

PLEASE MAKE YOUR CHECKS PAYABLE TO THE ARCHDIOCESE OF SAINT PAUL AND MINNEAPOLIS.

ARCH-014800

August 3, 1977

Reverend Gilbert J. Gustafson
Church of Saint Mary of the Lake
305 Bald Eagle Avenue
White Bear Lake, Minnesota 55110

Dear Gil,

This is just a short note. I saw Quintin and was just delighted at the great confidence which he has in you. I know that this has to be a burden for you but I just want you to know that I appreciate the work that you are doing and share his confidence in your ability to handle things until he gets back. If it becomes too burdensome, yell for help, but in the meantime, know that all of us are grateful to you.

Sincerely yours in Christ,

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

May 31, 1978

Reverend Gilbert J. Gustafson
Church of St. Mary of the Lake
305 Bald Eagle Avenue
White Bear Lake, MN 55110

Dear Gil,

Because of Father Q. Kennedy's serious health condition and in view of his previously announced resignation, I designate you as Administrator (Vicarius Oeconomus) of the Church of St. Mary of the Lake, White Bear Lake, in accordance with Canon #75 of the Code of Canon Law.

This appointment is effective immediately.

As is our custom with temporary administrator appointments, this will not be published in The Catholic Bulletin.

One of the specific responsibilities that you will have as administrator will be to offer the "Mass for the People" on the designated days.

Finally, Gil, in naming you Administrator, I want to thank you for your generosity in accepting this added responsibility. I particularly want to thank you for your love and care for Q. You have done a tremendous job in a very difficult situation this past year. Please know that the Archbishop, the Personnel Board, and I are deeply moved by your continual faith and dedication. Be assured of my prayers and support as you take on this added burden.

With kind personal regards, I remain

Sincerely yours in Christ,

John F. Kinney
Auxiliary Bishop
Chancellor
MJK:af

cc: Archbishop Roach, Fr. Q. Kennedy, Msgr. Hayden, Bp. Dudley
Bro Vincent

ST. MARY OF THE LAKE ELEMENTARY SCHOOL

OPEN HOUSE

Tuesday, September 23, 1980

7:00 p. m.

7:00 p. m.

Celebration of the Eucharist

7:45

Visit through parish center,
classrooms, and program areas

Refreshments served in the red room

Ministers of Music: Patty Evans
John Evans
Jacquie Jambor

Celebrant: Father Gil Gustafson
Servers:

Introduction Jacquie Jambor

ENTRANCE RITE

Procession: Father Gustafson and first grade children

Song: "Raise Your Hands"

We're gonna shine, shine, shine away the night;
Gonna keep our faces smiling bright.
So raise your hands, give them to each other,
Hold on tight, that's your brother!

We're gonna sing, sing, sing away the night;
Gonna keep our faces smiling bright.
So raise your hands, give them to each other,
Hold on tight, that's your brother!

We're gonna clap, clap, clap away the night;
Gonna keep our faces smiling bright.
So raise your hands, give them to each other,
Hold on tight, that's your brother!

Gathering prayer: Father Gustafson

Prayer of reconciliation: Written by the third grade

LITURGY OF THE WORD

First reading: I Corinthians 12:12-13a, 14-23, 26, 27

Gospel acclamation: "This is the Day"

This is the day, this is the day,
That the Lord has made, that the Lord has made.
We will rejoice, we will rejoice
And be glad in it, and be glad in it.

This is the day that the Lord has made,
We will rejoice and be glad in it.
This is the day, this is the day
That the Lord has made.

Gospel: "The Passover" (as told by Father Gustafson)

Prayer of the Faithful: Written by the fifth grade

Process of the Gifts Mrs. Marcia Reardon (second grade teacher)

Song: "Come To Me"
Come to me, come to me, Jesus says "Come to me,"
Jesus our brother says, "Love one another."
Jesus says "Come to me."
Come to me, come to me, Jesus says "Come to me."
He fed the hungry, he loved everybody.
Jesus says, "Come to me."
(repeat verse 1)

LITURGY OF THE EUCHARIST

Preface

Holy, Holy, Holy: "Holy is Wonder"
Holy is wonder, holy creation,
Holy things that be.
Holy His people, holy His creatures,
Holy you and me.

Eucharistic prayer

Memorial acclamation:
Christ has died, Alleluia
Christ is risen, Alleluia
Christ will come again, Alleluia, Alleluia.

response: Glory to God in the highest!

Amen

Communion rite

Ministers of the bread: Father Gustafson

[REDACTED]
Mr. Jay Monogue
(principal)

Ministers of the cup: Miss Patty Easton
(kindergarten teacher)
Mrs. Eileen Flaspeter
(first grade teacher)
Mrs. Jeanne Bennek
(third grade teacher)
Mrs. Evelyn Latham
(fourth grade teacher)
Miss Mary Leeder
(fifth grade teacher)
Mrs. Helen George (librarian)

Song

"We Come To Your Table"

Gentle Jesus, risen Lord
We come to your table;
With our hearts so full of joy,
We come to your table.

refrain:

We come, we come, we come to your table,
We come, we come, we come to your table.

Bringing gifts of all we are,
We come to your table,
Gifts of life and love and joy,
We come to your table. *

In your body we find life,
We come to your table,
Life you give for us to share,
We come to your table. *

In your body we find life,
We come to your table,
Life you give for us to share,
We come to your table. *

In your body we are one,
We come to your table,
One with you and one another,
We come to your table. *

Prayer of thanks

read by

response:

"Thank You, Lord"

Thank you, Lord, for giving us life;
Thank you, Lord, for giving us life.
Thank you, Lord, for giving us life,
Right where we are.

refrain:

Alleluia, praise the Lord.
Alleluia, praise the Lord.
Alleluia, praise the Lord,
Right where we are.

Thank you, Lord, for giving us love;
Thank you, Lord, for giving us love.
Thank you, Lord, for giving us love.
Right where we are. *

Thank you, Lord, for giving us us;
Thank you Lord, for giving us us.
Thank you, Lord, for giving us us.
Right where we are. *

CONCLUDING RITE

Blessing of teacher aides

Blessing of teachers

Blessing of families

CONFIDENTIAL
STATISTICAL INFORMATION
FOR CHANCERY USE

PLEASE PRINT OR TYPE

NAME Gilbert J. Gustafson

IN CASE OF EMERGENCY Mr. and Mrs.
PLEASE CONTACT: Name _____

Address _____

Telephone _____

MY NEXT OF KIN ARE:

Mr.
Name U Address _____ Telephone _____

Mrs.
Name _____ Address _____ Telephone _____

Mr & Mrs.
Name _____ Address address above Telephone _____

My Last Will & Testament is located at _____

SPECIAL BURIAL INSTRUCTIONS:

Be simple and humble

This information requested of all priests and deacons will make it easier for us to carry out your wishes in case of an emergency. You may make changes at any time by sending us up-dated information.

Please send the completed form to: The Chancery, 226 Summit Avenue,
St. Paul, MN 55102

CONFIDENTIAL
STATISTICAL INFORMATION
FOR CHANCERY USE

PLEASE PRINT OR TYPE

NAME Gilbert J. Gustafson

IN CASE OF EMERGENCY
PLEASE CONTACT:

Michael J. Kennedy
Name

305 Bald Eagle Ave White Bear Lake
Address

429-7771
Telephone

MY NEXT OF KIN ARE:

Mr. & Mrs
Name Address Telephone

Mr.
Name Address Telephone

Mrs.
Name Address Telephone

Mrs
Name Address Telephone

My Last Will & Testament is located at _____

SPECIAL BURIAL INSTRUCTIONS:

Just bury me from the Church I am serving at
if they have a cemetery bury me there.

A religious priest or deacon is asked to give the name, address and telephone number of the major superior.

This information requested of all priests and deacons will make it easier for us to carry out your wishes in case of an emergency. You may make changes at any time by sending us up-dated information.

Please send the completed form to: The Chancery, 226 Summit Avenue,
St. Paul, MN 55102

April 6, 1982

Reverend Gilbert J. Gustafson
Church of Saint Mary of the Lake
305 Bald Eagle Avenue
White Bear Lake, Minnesota 55110

Dear Father Gustafson,

I am pleased to appoint you to the Center for Growth in Priestly Ministry, as Associate Director of Continuing Education and Spiritual Growth for Priests, to begin advance graduate studies in theology and spirituality. I ask you to report to Father Robert Schwartz at noon on Tuesday, June 15, 1982, ready to take up the position assigned to you by him.

When plans have been finalized with Father Schwartz and Monsignor Hayden concerning graduate studies, I would be grateful if you would inform the Chancery of your address and the date of your departure.

This appointment will be published in The Catholic Bulletin of April 22, 1982.

In particular, Gil, I want to express my gratitude to you for the excellent work you have done in the Archdiocese. You bring many gifts to ministry. I appreciate the work that you have done with the priests of the Archdiocese as a member of the Personnel Board. In thanking you I know that I speak for the many people whom you have served so well.

As you move into another form of ministry, looking to the service of the priests of the Archdiocese, I assure you of my prayer and support that you may find it to be satisfying and joyful.

Sincerely yours in Christ,

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

cc: Fr. M. Kennedy
Fr. Schwartz
office

MEMO

To Archbishop Roach

Date June 9, 1982

From Gil Gustafson

Subject Choice of schools for graduate education

After much consultation and reflection I have narrowed my choice of schools to two. One would be the Catholic University in Washington D.C. and the other Blackfriars College in Oxford, England. Having consulted with Father Dease, Father Froehle and Father Schwartz and a number of others I have come to the conclusion that the Blackfriars program is probably the best option. The only drawback to it is that they do not offer an STL degree there. They do offer a diploma which is the equivalent roughly of an STL. It involves two years of study and a major research paper. If they offered an STL degree as the Catholic University does it would be my clear choice.

What I would ask of you, Archbishop, is to let me know whether you are agreeable to my entering a program which would not earn a degree. If you are, then I will be contacting Blackfriars immediately to be certain that there is available space for me in their program. I also need your help in arranging for living accommodations. The Blackfriar School can only accommodate dominicans. I would be very interested in living in a rectory in the Oxford area much as Mike Tegeder does in London.

I will appreciate hearing your response to my proposal so that I might make plans as soon as possible. Many thanks for your help and consideration.

ARCH-014537

June 11, 1982

Reverend Gilbert Gustafson
Church of St. Matthew
507 Hall Avenue
St. Paul, Minnesota 55107

Dear Father Gustafson,

If the program at Blackfriars College is the better program, then I would suggest that you go there. I am somewhat bothered by the fact that it is not a degressed program, but we may be able to get some translation of credit should the degree become an important factor sometime in the future. I will be glad to help you with living accommodations. What I would suggest that you do is write to Mike Tegeder and have him give you a list of some places that you might live. Then I would be very pleased to talk to Cardinal Hume about it. You may find that the college would have some recommendations also, but I will be glad to do what I can to be of help.

Sincerely yours in Christ,

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

/cmh

st. mary of the lake church

305 bald eagle avenue
white bear lake, mn. 55110
612-429-7771

June 18, 1982

OK

Father Simon Tugwell
Regent of Studies
Blackfriars
Oxford, England

Dear Father Tugwell,

I am writing on behalf of Father Gilbert Gustafson who has recently spoken with you regarding admission to Blackfriars College. He informs me that you are unable to accept him as a student because of a large number of students already enrolled in your program. I am wondering if you would reconsider the possibility of him being a student at your school?

Father Gustafson has done a great deal of research on graduate education programs and feels Blackfriars best suits his needs. The position of Continuing Education Director for which Father Gustafson is preparing is a very important one. He will have a great influence on priests in this diocese for the next decade and more. I am, therefore, concerned that he receive the best possible education.

I know I am making a difficult request but I would appreciate whatever effort you can make.

In Christ,

SR

John R. Roach
Archbishop of ~~St. Paul~~ Paul / Minneapolis

nr

(card - copy to Fr. Gustafson)

file, please

Ideas On Potential Ministries for Gil Gustafson

- I. Strategic Planning:
 - A. Help parishes to make the transition from full time ordained pastor to:
 - part time ordained pastor
 - no ordained pastor
 - B. Planning for individual parishes and groups of parishes, especially areas with problems such as the East Side of St. Paul or North Minneapolis

- II. Work with Priests:
 - A. Continuing Education Functions:
 - Mentoring for new Pastors
 - New Pastors Group
 - Newly Ordained
 - check-in with priests on cont. ed. issues (one on one)
 - B. Pastoral/Priest Evaluation
 - C. Work with elderly/retired priests
 - pre-retirement planning
 - better utilization of retired priests
 - Manage the Byrne Residence
 - D. Put out personnel fires
 - E. Coordinate weekend help (especially for rural areas)
 - crisis
 - short term
 - long term
 - sabbatical replacement
 - F. Work with incardinating clergy especially foreign born
 - G. Work on the relationship between pastors and deans: defining the roles of deans and the recognition of gifts.

- III. Office of the Propagation of the Faith

- IV. Office for Evangelization

V. Services to Parishes:

- A. Work with pastors/parishes to develop job descriptions and methods for performance review
- B. Support for parish level volunteers: regional based with follow-up develop a certification program for volunteers
- C. Work with parishes w/o staffs: how to make the best use of volunteers
- D. Help parishes implement small group faith sharing processes (like RENEW). This would be a diocesan wide effort pushing the idea that the Church is more than parish.

VI. Catholic Cemeteries

VII. Minnesota Catholic Conference

IX. Retreat House work:
Retreat master
parish visioning
administration

X. Help parishes with building projects.

XI. Work with Fran Donnelly:

- A. Work to improve the relationship of lay ministry to clergy
- B. Provide assistance to Parish Life Coordinators

XII. ISTI Coordination

XIII. St. Thomas

XIV. Commonbond

XV. Shakopee Womens Correctional

XVI. Therapeutic/Teaching Center: e.g. James Gill SJ

Brother Vincent:

This past Monday Am I called and talked with you about a wedding rehearsal that failed to take place by an act. Gil Gustafson (as he so calls himself) instead of Father Gustafson.

Enclosed please find a article which was published in our monthly paper - this past Sunday.

In my opinion it is something that should never have been allowed in such a paper.

He also had his going away party on the church lawn - it was not a tea & craby affair -

He had a "kegger" as ~~the~~ called it and ~~partement~~ ^{short} dressed in cut off jeans.

I just think this was something you should know about -
Not a very Priestly manner - Sincerely

June 21, 1982

Dear

I have received your letter and clipping concerning Father Gilbert Gustafson this morning and have shared it with Father Robert J. Carlson, Chancellor of the Archdiocese.

I have also shared with Father Carlson the telephone conversation between you and me about Father Gustafson not being present for a scheduled marriage rehearsal.

Thank you for your telephone call and for writing.

Sincerely in Christ,

Brother Vincent Champine, OP
Assistant Chancellor

MEMO

To Archbishop Roach
From Gilbert J. Gustafson
Subject Schooling at Oxford

Date June 28, 1982

I am afraid my effort to initiate my graduate education is beginning to read like a serialized novel. I spoke with Father Simon Tugwell at Blackfriars on Saturday, June 19. He informed me that they have more students enrolled than he first realized. As a result, they don't seem to have room for me. In the finest American tradition I don't intend to take this sitting down. I still feel this is my best possible educational option and would ask your help in persuading Father Tugwell to reconsider my application for admission.

I have enclosed a draft of a letter to Father Tugwell that I hope will help to accomplish this end. If you think it would be appropriate I have also enclosed a draft of a letter to Cardinal Hume asking him if there is anything he might be able to do.

Thank you very much for your consideration and for whatever help you may feel you are able to offer.

GJG:cml

ARCH-014833

June 28, 1982

Cardinal Hume

Dear Eminence:

A priest in my Archdiocese, Father Gilbert J. Gustafson, has been seeking admission to Blackfriars College in Oxford. They have indicated that they do not feel they can accomodate him because of the large number of students enrolled in their school.

I have written to Father Tugwell, the Regent of Studies, asking him to reconsider the possibility of Father Gustafson studying there. If there is any help you might be able to offer in this regard I would be most appreciative.

Sincerely,

John R. Roach
Archbishop of St. Paul/Minneapolis

Do not send

June 29, 1982

Father Simon Tugwell
Regent of Studies
Blackfriars
Oxford, England

Dear Father Tugwell,

I am writing on behalf of Father Gilbert Gustafson who has recently spoken with you regarding admission to Blackfriars College. He informs me that you are unable to accept him as a student because of a large number of students already enrolled in your program. I am wondering if you would reconsider the possibility of him being a student at your school?

Father Gustafson has done a great deal of research on graduate education programs and feels Blackfriars best suits his needs. The position of Continuing Education Director for which Father Gustafson is preparing is a very important one. He will have a great influence on priests in this diocese for the next decade and more. I am, therefore, concerned that he receive the best possible education.

I know I am making a difficult request, but I would appreciate whatever effort you can make.

Sincerely yours in Christ,

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

/dmh
bcc - Father Gustafson

June 30, 1982

Reverend Gilbert J. Gustafson
Church of St. Matthew
507 Hall Avenue
St. Paul, Minnesota 55107

Dear Father Gustafson,

I have written a letter to Father Simon Tugwell at Blackfriars. I hope it will do some good.

I am more reluctant to ask Cardinal Hume to intervene. I think he would be uneasy about doing that. Let's wait and see what Father Tugwell says.

Sincerely yours in Christ,

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

/cmh

ARCHDIOCESE OF SAINT PAUL AND MINNEAPOLIS

212 N. Moore
Saint Paul, Minnesota 55104

Center for Growth in Priestly Ministry

July 6, 1982

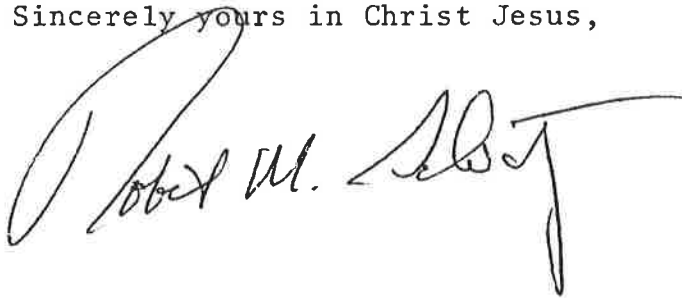
Monsignor Ambrose Hayden
Cathedral of St. Paul
239 Selby Avenue
St. Paul, Minnesota 55102

Dear Monsignor Hayden,

Father Gil Gustafson has begun his work as Associate Director for Continuing Education of Priests. How will his salary, room and board be covered? We will also need to know the expectations in regard to stipends for his weekend work.

Thank you for your help in this matter.

Sincerely yours in Christ Jesus,



Rev. Robert M. Schwartz, Director of Continuing Education
and Spiritual Growth for Priests

Center located in St. Mark's School, church side

(612) 646-4720 Bus.

ARCH-014867

BLACKFRIARS OXFORD OX1 3LY

Telephone (0865) 57607

From the Regent of Studies

July 14, 1982.

Dear and Most Reverend Archbishop Roach,

Thank you for your letter of June 29.

Since Fr Gustafson is asking for one specific tutor for 1982-3, I have passed on your letter to the tutor in question, Fr Fergus Kerr, with a renewed appeal. The problem is that, since Fr Gustafson wrote and I first replied to him, we received a considerable number of plausible applicants, so that we shall be operating next year more or less at maximum stretch. But Fr Fergus Kerr says he will draft a proposal for Fr Gustafson, which he thinks would be realistic for himself, and, if this is acceptable to Fr Gustafson and you, we will be prepared to receive him into the Studium for 1982-4. He expressed a desire to study some spiritual theology with me for one year, and I shall be able to take that on in 1983-4.

Yours sincerely in Christo,



Simon Tugwell, OP.

Copy to Fr Gilbert Gustafson.

ARCH-014588

July 23, 1982

Reverend Gil Gustafson
Center for Growth in Priestly Ministry
212 N. Moore Street
St. Paul, MN. 55104

Dear Father; Gustafson,

The copy of the enclosed memo will indicate to you the arrangements for your salary, etc.

When you leave for study we shall shift into another program. Let us know when you have your plans completed for study.

Sincerely yours in Christ,

Rev. Msgr. Ambrose V. Hayden
Vicar General

July 23, 1982

REV. ROBERT SCHWARTZ

MSGR. AMBROSE V. HAYDEN

REV. GIL GUSTAFSON

I checked with Fr. Gustafson concerning salary, etc. I find that he has received his full salary ~~starting~~ ^{through} the month of June.

In allocating his time at present he states that he spends 70% at your office and 30% at the Minneapolis CYC. We shall use that as our guideline for his salary.

1. Salary:

a. \$465.27 will be paid by the Chancery monthly and charged to your department.

b. \$199.40 will be paid by the Mpls. CYC monthly.

2. Fringe Benefits:

These will be charged to the Chancery.

3. Board and Room:

Board and Room will be paid monthly by the Chancery in the amount of \$250.00 to St. Matthews while he is in residence there.

4. Weekend Stipends:

Since he will receive a full month's salary from your office and Mpls. CYC, he will be asked to turn any weekend stipends into the Chancery.

cc: T. Baker
I. Wright
E. LaValla
G. Gustafson

DATE: July 27, 1982

MEMO TO: Archbishop Roach, Bishop Kinney, Bishop Ham, Bishop Bullock,
Monsignor Hayden

FROM: Father Michael Korf *myk*

SUBJECT: Personnel Farewell Party for Father Gil Gustafson

Because of Bishop Kinney's reception on August 16th, I have changed the farewell party for Father Gustafson to August 17th at 6:00 at St. Peter's in Mendota.

Father Arms has graciously offered to host this gathering.

I'd like to take this opportunity to invite each of you to join the Personnel Board for this celebration. Please get a response to me whether you will be able to make it or not for a 6:00 social and 7:00 dinner.

August 4, 1982

Father Michael Korf

Archbishop Roach

I am very sorry that I'm not going to be able to be with you for the farewell party for Father Gil Gustafson. I have agreed to do a Jewish/Protestant Civic Leader taping that evening on the whole question of peace and we have changed that date about three times and I just couldn't back off it.

I'm sending a copy of this to Gil, but I want you to know and him to know that I really am sorry that I'm going to have to miss that party.

cc- Father Gil Gustafson

DATE: August 9, 1982

MEMO TO: Archbishop Roach

FROM: Gil Gustafson

SUBJECT: Accommodations for schooling

I would like to, first of all, thank you for your kind assistance in getting me accepted at Blackfriar. I have been in correspondence with Father Kerrand find his proposal for my studies to be acceptable.

I am, however, in need of more assistance in the area of housing. I spoke with Father Mike Slusser while he was in town and he suggested I might try St. Aloysius Parish which is in Oxford. If you would be willing to write to the Bishop of Birmingham (in which diocese Oxford is located) and ask him if there would be room for me to live at that parish, I would be most appreciative. I would be willing to live in any other rectory as well, as long as it is in reasonable proximity to Oxford.

Many thanks.

bcc: Archbishop John R. Roach
Reverend Robert J. Carlson
Isabelle Wright
Ellen LaValla

August 24, 1982

Rev. Gilbert J. Gustafson
Church of St. Matthew
507 Hall Avenue
St. Paul, MN 55107

Dear Gil,

This letter will detail the financial arrangements for you while you are studying at Catholic University of America.

1. Salary and Fringe Benefits - The Chancery will pay full salary and pay dues for fringe benefits of pension and hospitalization insurance. A full salary check will become effective September 1, 1982.
2. Board and Room - It is our understanding that in return for certain services given at the rectory, you will receive board and room.
3. Tuition and Fees - Upon being billed the Archdiocese will pay Catholic University of America.
4. Books - The Archdiocese will give you a book allowance of \$300.00 per year. The check will be sent to you in September of each year.
5. Other Expenses related to the pursuance of the degree, such as typing of dissertation, will be paid by the Archdiocese; however, these costs should be reviewed with the Chancery as the time of publication approaches.
6. Travel - At the beginning and termination of studies the Archdiocese will reimburse you for costs incurred in traveling; please present your bills. The Archdiocese will not provide for any intermediate traveling expenses.

If there are any further questions or assistance that you need, please feel free to write or call.

Good wishes in your studies.

Sincerely yours,

Rev. Msgr. Ambrose V. Hayden
Vicar General

cc: Rev. Robert Schwartz

ARCH-014587

SHRINE OF THE MOST BLESSED SACRAMENT

6001 WESTERN AVENUE, N.W.

WASHINGTON, D.C. 20015

(202) 966-6575

Sept 4, 1987

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. Senclon he had no particular recommendation to make regarding counseling. Dr. 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 effective 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.



Shrine of the Most Blessed Sacrament

6001 Western Avenue, N.W., Washington, D. C. 20015

To whom it may concern:

Father Gilbert Gustafson
is a priest of the Archdiocese of
St. Paul and Minneapolis
enjoying full faculties. He ~~is~~ will
be studying at Catholic University
during the '82-83 and 83-84
terms at my request and with
my approval.

In Christ &

Archbishop John R. Roach

STRICTLY CONFIDENTIAL

DATE: September 20, 1982
MEMO TO: Archbishop Roach, Msgr. Hayden
FROM: Father Carlson
SUBJECT: Father Gil Gustafson

I made contact with the Rector of the Jesuit Community at Georgetown, Father James A. Devereux, when I was in town for the CLSA meeting with regard to a psychiatrist for Father Gustafson.

He talked to Father John O'Brien, a psychiatrist and Chief of Staff at Georgetown Hospital and two doctors have been recommended:

Dr. John D. Latendresse

Dr. Charles Tartaglia

If this does not work out for Gil then Father O'Brien will make other contacts for him.

I talked to Gil and he will contact me after he visits one of the two doctors that have been recommended.



September 27, 1982

Reverend Gilbert Gustafson
Shrine of the Most Blessed Sacrament
6001 Western Avenue, N.W.
Washington, D.C. 20015

Dear Gil,

I am sorry to be so tardy in replying to your letter. Bob Carlson was getting me some information about a referral source in Washington. He tells me that he has called you about that and so I hope you are set on that. If not, please let me know and we can also do some further investigation. I am enclosing a letter as you asked. I hope that my tardiness has not caused you any problem with that.

Mostly Gil, I just want to let you know that I am delighted that you have settled into Washington and I am sure that you are doing well. I will be in Washington in November and I hope it will be possible for us to get together at that time.

Sincerely yours in Christ,

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

enclosure

/cmh

September 27, 1982

To Whom It May Concern:

Father Gilbert Gustafson is a priest of the Archdiocese of Saint Paul and Minneapolis enjoying full faculties. He will be a student at the Catholic University during the 82/83 and 83/84 terms at my request and with my approval.

Sincerely yours in Christ,

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

/cmh

~~9-30-82~~

1-82

Dear Father Gustafson:

Please let us know if you wish your mail sent to Washington or to St. Matthew's in St. Paul.

We received a telephone call the other day from someone to send it to St. Matthew's, but could not verify the call.

Rev. Robert J. Carlson, Chancellor

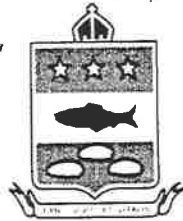
656

Shrine of the Most Blessed Sacrament

6001 Western Avenue, N.W., Washington, D. C. 20015



Fr. Bob Carlson
226 Summit Ave
St Paul, Mn 55102



Shrine of the Most Blessed Sacrament

6001 Western Avenue, N.W., Washington, D. C. 20015

Bob -

Please send my mail directly
to me in Washing ton. Wouldn't
want to miss a thing! - You
might mention to Ambrose I
would appreciate my Sept. Paycheck.

All goes well.

Bookkeeping
Dept. was advised
of this. St. Mark's
Catholic forwarded
checked after it
arrived. Bldg. Dept.
Necessary change in
address. MW

Bill

DATE: February 23, 1983

MEMO TO: Archbishop Roach

FROM: Robert M. Schwartz

SUBJECT:

I realize that sucession to this office may have become a bit blurred. I appreciate being informed.

Even more, I appreciate the firm yet kind and supportive way that you deal with priests who are having difficulty. I understand a bit more now than I did why plans about study in England were suddenly changed at the end of the summer. You make your point while going the extra mile and not writing a person off. Your own goodness and trust come through so clearly. I am grateful to you in behalf of many priests I am sure. We are lucky to have you as our bishop.

I would like to support Gil in any way possible. While we have not been personal friends, we have worked well together and I think I am a significant figure in his life. I am willing to continue supporting him, and if desirable to help him sort a few things out.

I want you to know that while I do not know what the future will bring, I am here to do what you and the Church need done until we agree otherwise. I have learned to keep a loose hand on the future direction of my life. The Lord has been very good to me. I find myself in a good place in my life. I am ready to move on, yet also ready to do in faith what must be done. For now, things are fine.

I know that you have many things to be concerned about. I don't want my response or the future of this ministry to be one of them. I appreciate all you do and will do all that I can to be supportive.


RMS:rms

March 15, 1983

Reverend Robert Schwartz
Center for Growth in Priestly Ministry
212 N. Moore
St. Paul, Minnesota 55104

Dear Bob,

Thank you for your memo of February 23.

I want you to know how grateful I am for your sensitivity to the situation regarding your position and your plan to move on to other work.

It is extremely helpful to know that you are willing to defer your personal plans while the present situation settles down and it is a great personal relief to me to have your support. Thank you.

Sincerely yours in Christ,

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

Mr/cmh

CHARLES R. TARTAGLIA, M. D.
GEORGETOWN UNIVERSITY HOSPITAL
3800 RESERVOIR RD., N. W.
WASHINGTON, D. C. 20007
TELEPHONE 625-7351

March 30, 1983

Reverend Robert Carlson
Chancery
226 Summit Avenue
St. Paul, Minnesota 55102

Dear Reverend Carlson:

Father Gilbert Gustafson has been a patient in my care since October 1, 1982 for the psychotherapy of certain psychological problems with which he is making suitable progress.

Yours very truly,



Charles R. Tartaglia, M.D.
Assistant Professor of Psychiatry
Georgetown University Medical Center

March 30, 1983

PERSONAL AND CONFIDENTIAL

Reverend Gilbert Gustafson
Shrine of the Most Blessed Sacrament
6001 Western Avenue, N.W.
Washington, D.C. 20015

Dear Father Gustafson,

I hereby accept your resignation as a candidate for the Director of Continuing Education of Priests for the Archdiocese of Saint Paul and Minneapolis.

I will want to meet with you reasonably soon to discuss your future.

Sincerely yours in Christ,

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

/cmh

bcc - Father Carlson
Fr. Gustafson File

DATE: 4/4/83

MEMO TO: Sly

FROM: Ment

SUBJECT: Fr. Gustafson

- 1) Fr. Carlson called at 8⁴⁵ to advise he would be in court all morning.
- 2) He wants you to know that Fr. John Malone was contacted by someone from Foley's office to alert us about the Gustafson case - didn't know if we knew.

Malone knows a reporter from the Dispatch and if we would like him to do so he will contact him to determine what the paper plans to do with this.

Bob recommends we sit tight and not ask Malone to contact the paper. Bob's observation is that the Gustafson case is being discussed.

Let's do nothing until you see what happens in court.
Ment

SHRINE OF THE MOST BLESSED SACRAMENT

6001 WESTERN AVENUE, N.W.

WASHINGTON, D.C. 20015

(202) 966-6575

April 18, 1983

Archbishop John R. Roach
 226 Summit Ave.
 St. Paul, Mn. 55102

Dear Archbishop,

I have received your letter accepting my resignation as a candidate for the position of director of continuing education. I thank you for the thought and consideration that I am sure went into your decision.

As to the question of my future, as I mentioned to you when we met on Feb. 28, I only wish to do what is best for the Church. I am open to a variety of possibilities. My own desire is that ultimately be able to serve as a parish priest in the arch diocese. I hope strongly that this will be able to come about if not at this time then at some future date.

I realize that there are many considerations which must go into my the decision of my placement. I have begun discussions with my psychiatrist about what factors may be influential in planning my future. We also have begun discussing appropriate forms of treatment. I asked him if he thought I would require some in-patient therapy. He said that in-patient therapy in my case would be "a waste of time, energy, and money."

Treatment of some sort is necessary but there would seem to be no reason why this couldn't take place while I function in some ministerial role.

I, for my part, wish to be as open as possible to the type of treatment, location, etc. that may be most appropriate. My goal, as stated above, is to someday return to parish ministry (most especially in St. Paul Mpls arch diocese.) I realize that it may be a while before this goal can be reached. I am open to the possibility of other forms of pastoral ministry (e.g. hospital chaplaincy, etc.) but would hope that it would only be an interim step.

I intend to return to the Twin Cities by May 15. My court sentencing date is May 19. If you would want me to fly back before the 15th to meet, I would do so. If you will be in Wash. and would care to meet I am at your disposal.

I wish to thank you again for your concern for my well-being. I place myself in your hands.

In Christ,
Bill Austerson

April 26, 1983

Reverend Gil Gustafson
Shrine of The Most Blessed Sacrament
6001 Western Avenue, N.W.
Washington, D.C. 20015

Dear Father Gustafson,

Thank you very much for your letter.

I think that any decisions that you and I have to make can wait until you return in May.

I would ask you, Gil, to bring with you a letter of recommendation from your doctor as to precisely what kind of treatment he would recommend. We should not lose his input in all of this.

I pray that things will go well for you. I assure you of my prayers.

Sincerely yours in Christ,

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

/cmh

bcc - Father Carlson
Father Korf

DATE: 5/18/83

MEMO TO: Archbishop Roach

FROM: M.J. Koef

SUBJECT: Gil Gustafson

Gil is town at 224 - 9793 (St Michaels) till SAT. Then 823-8205 (St Joan of Arc). Wants to know about an appt before or after his court date which is now May 27th. He would like to know from you, personally or thru me about his treatment options from the diocesan point of view. Gil is exploring options w/ Ken Pierre and other local resources - so am I. We can talk further on Friday at 1:30 PM.

J.D., M.B., T.O., D.U. Fr. Kopf -

5/19/83

Re: Fr. C. Gualipon

~~J.D.~~
J.D. = Jim Douglas
M.B. = Mark Boll
T.O. = Tim O'Brien
D.U. = Danny

J.D. - From Fr. M. Kennedy

One child (a boy) ^(X) has seen several councillors -

- ① Bill Manning - 6/82
- ② Fr. Pierre
- ③

Knows 2 ^(Y) more children involved - does not
met with ~~one~~ child or family here -

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

T.O. - apparently the police have knowledge
of (X) + (Y)

6/15/82 T of out of White Deer to St Matthews

Was being proposed ^{Committee} to head Center for Priority Ministry

To call it H82 - tracing off for drive (Center for
Priority Ministry)

M.B. July or Aug 82 went. at Mfrs cyc while
Fr. Packer out

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

Sentencing of Fr. G. delayed until 3/21/83

(X) to Bill Murray # 6/82 (!)

Fr. Kennedy advised J.D. -
Some legal opinion - may be Canon 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 Archd. has been paying.)

See Notes
meeting 11/17/83
more precise info

Fv Koop (continued)

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

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

Fv G had been scheduled to go to England (ex profi) in 1982 - ADP confronted Fv G - ADP changed assumption and went to call G - thinking then Fv G, told to seek psychiatric care - Fv G. apparently did so.

Koop or Kennedy? (probably Koop)

Fv K learned about the case first around Xmas, 1982

Fv G came back to Wk D Xmas season - sang with German Chorus group at Mass - parents of (X) at this Mass - this became too much

Re: Civil law -
T.D. = ~~some~~ once known "reasonable" action should be taken by person (professional) who learns of the abuse.

Fv Koop Fv G's transfer from Wk D had nothing to do with the abuse case - had been scheduled previously -

For Koff

For G's work at Mpls C4E - ~~_____~~
was with administrative staff - he does
not think he worked with children

For G - after W.B. believed at St. Matthews -
didn't know if he had anything to do
with children or liturgy -

For G. lived at parents in Washington -

CONFIDENTIAL

DATE:

MEMO TO:

FROM:

SUBJECT:

Statement to be released if and when something breaks on the Gustafson case:

I am deeply saddened by the allegations made against Father Gilbert Gustafson. These are serious charges and I have talked to Father Gustafson offering him my prayers and brotherly concern.

I sympathize with the family in this tragedy and can only imagine the pain this causes them. I pray for them and ask the Lord to be with each one of them.

Father Robert J. Carlson
Chancellor

ARCH-014632

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

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

1:00 - P.M. -
Gil - at house

You received a memo from Mert detailing the sentence and the possibility of work release.

Steve Adrian, who was in the courtroom, contacted John Coskran at Catholic Charities and he will be talking with Msgr. Boxleitner about work release possibly working at the Dorothy Day Center in St. Paul.

Steve said that the family is extremely angry, he also thought that there were a couple of reporters there for the print media. He did not think that any of the major network tv stations were there.

I thought that you might like to talk with Gil over the Memorial Day weekend since he begins his six month sentence on Tuesday morning. Gil will either be at his parents, telephone number is 452-1612, you may be able to leave a message there or at St. Joan of Arc, 823-8318.

I just got off the phone with Gil, he called me and said that he would very much like to speak with you or meet with you before he goes into the workhouse on Tuesday.

This is the latest material. It is 4:00, Friday afternoon.

Parish
involvement

Priest sentenced to 6 months on sex charge

By Larry M. Witt
Staff Writer

Former associate pastor of a White Lake church was sentenced Friday to six months in jail for having sex with a parishioner.

The Rev. Gilbert John Gustafson, 41, received the sentence plus 18 months probation from Ramsey District Judge John Godfrey.

Gustafson pleaded guilty to a second count of third-degree criminal sexual conduct.

According to court records, Gustafson was an associate pastor at St. Mary's of the Lake Catholic Church in 1977 when he first began having sex with the boy.

The boy later told police...

activity began when he was serving as an altar boy and started "wrestling" with Gustafson in the church sacristy.

The sexual activity, which included oral sex, continued for five years, the boy said. During that period, the boy estimated that he and Gustafson engaged in sexual activity twice a month.

The boy said the sexual acts sometimes took place in the sacristy at Gustafson's home.

After the boy's parents learned what was going on, they contacted church officials and reported the matter to Washington, D.C. authorities.

However, Gustafson returned to the White Lake area for a time in December, and it was not until January that police learned

of the case and began an investigation.

A police report filed with the case says Gustafson admitted to having sexual relations with two other boys during his years at St. Mary's. No criminal charges have been filed in connection with those alleged activities.

The Rev. Robert J. Carlson, chancellor of the St. Paul-Minneapolis Archdiocese, said in a statement issued Friday that he was "deeply saddened by the allegations made against Father Gustafson.

"These are serious charges and I have talked to him offering my prayers and brotherly concern. I sympathize with the (boy's) family in this tragedy and can only imagine the pain this causes them. I pray for them and ask the Lord to be with each of

them." Gustafson was ordained in 1977 and St. Mary's was his first assignment, according to a spokesman for the archdiocese.

During his appearance Friday before Godfrey, Gustafson said little, other than that he was very sorry for what had happened.

He will serve his six-month sentence at the Ramsey County Workhouse.

In Duluth, another Roman Catholic priest is being sued in civil court for alleged sexual activities with a 16-year-old boy.

The Rev. Dennis Puhl of Cloquet pleaded guilty to a criminal sexual conduct charge in 1980 and now is being sued for civil damages by the boy's parents. The suit also names former Duluth Bishop Paul Anderson and the Duluth diocese as defendants.

St Paul Roman Court
May 28, 1983

DEPOSITION
EXHIBIT
9

1 PASTOR SENTENCED TO 6 MONTHS ON SEX CHARGE

By Larry Millett
Staff Writer

A former associate pastor of a White Bear Lake church was sentenced Friday to six months in jail for having sex with a boy parishioner.

The Rev. Gilbert John Gustafson, 32, received the sentence plus 18 months of probation from Ramsey District Judge Otis Godfrey.

Gustafson pleaded guilty last month to one count of third-degree criminal sexual misconduct. According to court documents, Gustafson was an associate pastor at St. Mary's of the Lake Catholic Church in 1977 when he first began having sex with the boy, then 16.

The boy later told police that the sexual

activity began when he was serving as an altar boy and started "wrestling" with Gustafson in the church sacristy.

The sexual activity, which included oral sex, continued for five years, the boy said. During that period, the boy estimated that he and Gustafson engaged in sexual activity twice a month.

The boy said the sexual acts sometimes took place at his home when Gustafson came to visit the family.

Last July, the boy's parents learned what was happening and contacted church officials, who sent Gustafson to Washington, D.C., for therapy.

However, Gustafson returned to the White Bear Lake area for a time in December, and it was not until January that police learned

them."

A police report filed with the case says Gustafson admitted to having sexual relations with two other boys during his years at St. Mary's. No criminal charges have been filed in connection with those alleged activities.

The Rev. Robert J. Carlson, chancellor of the St. Paul-Minneapolis Archdiocese, said in a statement issued Friday that he was "deeply saddened by the allegations made against Father Gustafson."

"These are serious charges and I have talked to him offering my prayers and brotherly concern. I sympathize with the (boy's) family in this tragedy and can only imagine the pain this causes them. I pray for them and ask the Lord to be with each of

of the case and began an investigation. Gustafson was ordained in 1977 and St. Mary's was his first assignment, according to a spokesman for the archdiocese. During his appearance Friday before Godfrey, Gustafson said little, other than that he was very sorry for what had happened.

He will serve his six-month sentence at the Ramsey County Workhouse.

In Duluth, another Roman Catholic priest is being sued in civil court for alleged sexual activities with a 16-year-old boy.

The Rev. Dennis Puhl of Cloquet pleaded guilty to a criminal sexual misconduct charge in 1982 and now is being sued for civil damages by the boy's parents. The suit also names former Duluth Bishop Paul Anderson and the Duluth diocese as defendants.

573 444 P. 05
1883
May 5/81

1981 1-9 STATE - May 20, 1983

Former pastor sentenced to 6 months on sex charge

The boy's parents learned what was happening last July and contacted church officials, who sent Gustafson to Washington, D.C., for therapy in January. Police learned of the case and began an investigation.

Associated Press

A former associate pastor of a Catholic church in White Bear Lake has been sentenced to six months in jail for having sex with a boy parishioner. The Rev. Gilbert John Gustafson, 32, was sentenced Friday after pleading guilty last month to one count of third-degree criminal sexual misconduct.

According to court documents, Gustafson was an associate pastor at St. Mary's of the Lake Catholic Church in 1977 when he began having sex with the boy. Then in 1981, the boy told police that the sexual activity began when he was an altar boy; that it included oral sex, and that Gustafson had twice a month for five years.

Priest sentenced in misconduct case

In Ramsey County District Court recently, Gilbert Gustafson pled guilty to third degree criminal sexual misconduct. On May 27 Gustafson, appearing before Judge Otis Godfrey, was sentenced to Stillwater Prison for a term of 18 months. The sentence was stayed and Gustafson was placed on probation for ten years on the condition he serve six months in the Ramsey County Workhouse.

Gustafson, a former associate pastor of St. Mary's of the Lake church in White Bear Lake, had been charged with the felony by the Ramsey County Attorney's office. The case first came to police attention in January 1983 when Detective Greg Kindle of the White Bear Lake Police Department received communication from a counseling service on the situation involving Gustafson and a male juvenile victim. Kindle declined to comment on any additional incidences or victims, indicating the charges against Gustafson evolved from one victim's family that came forward.

St. Mary's was Gustafson's first assignment after ordination at St. Paul Seminary in 1977. He worked in a broad range of parish activities, said John Cherek, Parish administrator for St. Mary's.

Gustafson resigned as associate pastor in the summer of 1982. A spokesperson for the Archdiocese of St. Paul-Minneapolis said Gustafson was to study at the Catholic University of America, Washington, D.C. Spokeswoman Joan Burnet, of the Chancery Office, had no knowledge of Gustafson's sexual misconduct prior to his move from St. Mary's. Gustafson was to have attended the Catholic

University of America for two years in preparation for an assignment in the Archdiocese Office of Continuing Education for Priests.

The Reverend Michael Kennedy, pastor of St. Mary's, issued a written statement of condolence "prayer and concern of the entire parish community to those who are involved in this unfortunate situation. I am confident that our entire parish is ready to support the family in any way we can."

In a recent interview, Kennedy said he knew of no additional individuals, other than the family who brought the original charges, who were involved with Gustafson in this way.

Kennedy, in his written statement, alluded to the numerous positive contributions Gustafson made to the parish, adding, "I am hopeful that our people will consider the Lord's example of compassion in their response to his (Gustafson)."

The Reverend Robert J. Carlson, Chancellor of the Archdiocese of Minneapolis-St. Paul, issued a statement for the White Bear Press shortly after Gustafson was sentenced on May 27.

Carlson's statement read, "I am deeply saddened by the allegations made against Father Gustafson. These are serious charges and I have talked with him offering my prayers and brotherly concern."

"I sympathize with the family in this tragedy and can only imagine the pain it causes them. I pray for them and ask the Lord to be with each of them."

Gustafson began his workhouse sentence on Tuesday, May 31.

June 1, 1983



Diocese of Bismarck

420 RAYMOND ST. • P.O. BOX 1575 • BISMARCK, ND 58502 • PHONE (701) 223-1347

June 1, 1983

His Excellency
The Most Reverend John R. Roach, D.D.
Archbishop of Saint Paul and Minneapolis
226 Summit Avenue
St. Paul, Minnesota 55102

Dear Archbishop Roach,

In these past days I have heard of the situation of Father Gil Gustafson. While I have not been aware of all of the details, I am at least generally knowledgeable of his condition.

I write only to let you know that if, after the six month confinement, either you or he are looking for a diocese where he could do some priestly ministry, permanently or even temporarily, and in a controlled situation, I would be willing to explore his coming to Bismarck.

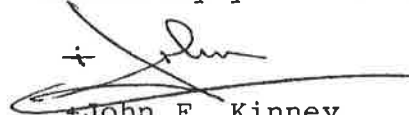
As I mentioned, I would have to know much more fully the whole case, but it strikes me that if he is to continue in priestly ministry, it will have to be some distance from the metropolitan area with good counselling and medical facilities readily available. I would be willing to give him a chance to work here, so long as counselling continues and the situation is monitored.

It's an offer, only. I have not contacted him.

Perhaps you and I can talk at the Canon Law Seminar in Stillwater.

With kind personal regards, I remain

Sincerely yours in Christ,


+John F. Kinney
Bishop of Bismarck

st. mary of the lake church

4690 bald eagle avenue
white bear lake, mn. 55110
612-429-7771

Fr. Robert Carlson
Chancery
226 Summit Ave.
St. Paul, MN 55102

June 2, 1983

Dear Fr. Carlson,

Enclosed is the statement I made in church after the story about
Fr. Gustafson was in the newspaper and on television. You may
want it for your files.

Sincerely yours in Christ,



Fr. Michael J. Kennedy

cc: Fr. Michael Korf

Statement about Fr. Gustafson
Sunday, May 29, 1983

"You may have seen in the newspaper or heard on the news that Fr. Gustafson, our former associate, was sentenced to six months in Ramsey County Workhouse and ten years probation after pleading guilty to third degree criminal sexual abuse. This is a sad, difficult piece of news for those of us in the parish and those of us who know him. I hope that beginning right away we all strive to follow the Lord's example of compassion for the family, the victim, and for him.

I do want to make a couple of points today. First, the charge is true, it is not 'trumped up'. Secondly, I did not know it was going on when it was. Obviously, we do not condone his behavior. Thirdly, it's important that we not minimize what happened - it is very serious and there are people in this parish who have been very seriously hurt.

Fourth, it is also important to realize that this is not the end of the world. I would hope that you each understand that it is his disorder and he would have it whether he were ordained or not. All priests do not have this kind of disorder.

Fifth, please give yourselves the time and the room you will need to work through all kinds of emotions. You will probably find yourself moving back and forth from sadness to surprise to anger. I know - I've been there. I've known about it for a few months and to this day still find myself having a mixture of emotions.

Sixth, we will do all we can to support you. If this situation is causing trouble for you or your family please call us. Also, please give an extra dose of support to us - we are in this together. We hurt as much as you.

Finally, please pray for all who are involved. It seems that the Lord is calling us to a more mature faith than we would have guessed just a short while ago."

Fr. Michael J. Kennedy

A Wee Bit of Scéal

by Bridget

Lois

FOXY SKIIER
COMFORTER TENNISER
DEPENDABLE
RELIABLE
SWEET GOLFER EASY RIDER
KIND HUMAN
RESPONSIBLE SEXY
KISSER NEIL DIAMOND &
GENEROUS JOHNNY MATHIS
MAD HUGGER ROLLED INTO ONE
INTIMATE LAYED BACK
SINCERE INTELLIGENT
SERIOUS FRIEND
LUNCHER A PRIEST TO ALL

All of the above words describe Gil and we could add many more.

Shortly after Gil came to our parish, Father Q. Kennedy had a heart attack. "Q" said Gil was not responsible for the attack; as a matter of fact, the very reverse.

Gil stepped into a difficult situation with unbelievable poise and effectiveness and immediately won our hearts and support.

Everyone hates to give up something special, but this might be St. Mary's contribution to making a nicer world.

WE LOVE YOU, FOX.



June 7, 1983

The Reverend Monsignor Thomas M. Duffy
Shrine of the Most Blessed Sacrament
6001 Western Avenue, N.W.
Washington, DC 20015

Dear Monsignor Duffy:

I am enclosing with this letter copies of articles which appeared in the Twin City newspapers regarding Father Gustafson.

I am sending you this so that you are aware of the situation and informed.

I appreciate the support you were able to give to Father Gustafson.

Sincerely yours in Christ,

Reverend Robert J. Carlson
Chancellor

RJC:mo

1 PASTOR SENTENCED TO 6 MONTHS ON SEX CHARGE

573 3rd Pcs
May 30, 1983

By Larry Millett
Staff Writer

A former associate pastor of a White Bear Lakes church was sentenced Friday to six months in jail for having sex with a boy parishioner.

The Rev. Gilbert John Gustafson, 32, received the sentence plus 18 months of probation from Ramsey District Judge Otis Godfrey.

Gustafson pleaded guilty last month to one count of third-degree criminal sexual misconduct.

According to court documents, Gustafson worked in a broad range of parish activities, said John Cherek, Parish administrator for [redacted].

Gustafson resigned as associate pastor in the summer of 1982. A spokesperson for the Archdiocese of St. Paul-Minneapolis said Gustafson was to study at the Catholic University of America, Washington, D.C. Spokeswoman Joan Burnet, of the Chancery Office, had no knowledge of Gustafson's sexual misconduct prior to his move from [redacted]. Gustafson was to have attended the Catholic

activity began when he [redacted] and started "wrestling" with Gustafson in the church sacristy.

The sexual activity, which included oral sex, [redacted] the boy said. During that period, the boy estimated that he and Gustafson engaged in sexual activity twice a month.

The boy said the sexual acts sometimes [redacted] when Gustafson came [redacted].

Last July, the boy's parents learned what was happening and contacted church officials, who sent Gustafson to Washington, D.C., for therapy.

However, Gustafson returned to the [redacted] area for a time in December, and it was not until January that police learned [redacted] was Gustafson's [redacted].

of the case and began an investigation.

A police report filed with the case says Gustafson admitted to having sexual relations with [redacted].

No criminal charges have been filed in connection with those alleged activities.

The Rev. Robert J. Carlson, chancellor of the St. Paul-Minneapolis Archdiocese, said in a statement issued Friday that he was "deeply saddened by the allegations made against Father Gustafson.

"These are serious charges and I have talked to him offering my prayers and brotherly concern. I sympathize with the (boy's) family in this tragedy and can only imagine the pain this causes them. I pray for them and ask the Lord to be with each of

them." Gustafson was ordained in 1977 and [redacted] was his first assignment, according to a spokesman for the archdiocese.

During his appearance Friday before Godfrey, Gustafson said little, other than that he was very sorry for what had happened.

He will serve his six-month sentence at the Ramsey County Workhouse.

In Duluth, another Roman Catholic priest is being sued in civil court for alleged sexual activities with a [redacted].

The Rev. Dennis Paul of Cloquet pleaded guilty to a criminal sexual misconduct charge in [redacted] and now is being sued for civil damages by the boy's parents. The suit also names former Duluth Bishop Paul Anderson and the Duluth diocese as defendants.

worked in a broad range of parish activities, said John Cherek, Parish administrator for [redacted]. Gustafson resigned as associate pastor in the summer of 1982. A spokesperson for the Archdiocese of St. Paul-Minneapolis said Gustafson was to study at the Catholic University of America, Washington, D.C. Spokeswoman Joan Burnet, of the Chancery Office, had no knowledge of Gustafson's sexual misconduct prior to his move from [redacted]. Gustafson was to have attended the Catholic

Priest sentenced in misconduct case

In Ramsey County District Court recently, Gilbert Gustafson pled guilty to third degree criminal sexual misconduct. On May 27 Gustafson, appearing before Judge Otis Godfrey, was sentenced to Stillwater Prison for a term of 18 months. The sentence was stayed and Gustafson was placed on probation for ten years on the condition he serve six months in the Ramsey County Workhouse.

Gustafson, a former associate pastor of [redacted] church in [redacted] had been charged with the felony by the Ramsey County Attorney's office. The case first came to police attention in [redacted] when Detective Greg Kindle of the [redacted] Police Department received communication from a counseling service on the situation involving Gustafson and a [redacted]. Kindle declined to comment on any additional incidences or victims, indicating the charges against Gustafson evolved from one victim's family that came forward.

[redacted] was Gustafson's [redacted]. Gustafson was to have attended the Catholic

University of America for [redacted] years in preparation for a [redacted] assignment in the Archdiocese Office of Continuing Education for Priests.

The Reverend Michael Kennedy, pastor of St. Mary's, issued a written statement of [redacted] "prayer and concern of [redacted] entire parish community to [redacted] who are involved in this unfortunate situation. I am confident that our entire parish after ready to support the family in a way we can."

In a recent interview, Kennedy said he knew of no additional individuals, other than the [redacted] family who brought the original charges, who were involved with Gustafson in this way.

Kennedy, in his written statement, alluded to the numerous positive contributions Gustafson made to the parish, adding, "I am hopeful that our people will consider the Lord's example of compassion in their response to his (Gustafson)."

The Reverend Robert J. Carlson, Chancellor of the Archdiocese of Minneapolis-St. Paul issued a statement for the White Bear Press shortly after Gustafson was sentenced on May 27.

Carlson's statement read, "I am deeply saddened by the allegations made against Father Gustafson. These are serious charges and I have talked with him offering my prayers and brotherly concern."

"I sympathize with the family in this tragedy and can only imagine the pain it causes them. I pray for them and ask the Lord to be with each of them."

Gustafson began his workhouse sentence on Tuesday, May 31.

Former pastor sentenced to 6 months on sex charge

Associated Press

A former associate pastor of a Catholic church [redacted] has been sentenced to six months in jail for having sex with a [redacted].

The Rev. Gilbert John Gustafson, 32, was sentenced Friday after pleading guilty last month to one count of third-degree criminal sexual misconduct.

[redacted] according to court documents. Gustafson was ordained in 1977 and [redacted] was his first assignment, according to a spokesman for the archdiocese. During his appearance Friday before Godfrey, Gustafson said little, other than that he was very sorry for what had happened. He will serve his six-month sentence at the Ramsey County Workhouse. In Duluth, another Roman Catholic priest is being sued in civil court for alleged sexual activities with a [redacted].

The [redacted] learned what was happening last July and contacted church officials, who sent Gustafson to Washington, D.C., for therapy. In January, police learned of the case and began an investigation.

June 9, 1983

PERSONAL AND CONFIDENTIAL

The Most Reverend John F. Kinney
Bishop of Bismarck
420 Raymond Street
Box 1575
Bismarck, ND 58501

Dear Bishop Kinney,

I am deeply grateful to you for your letter of June 1.

That's an extremely generous offer and one that I would like to explore with you.

I have not determined what is to be done after the initial six months. However, my inclination is to believe that he really could not serve in this Archdiocese.

At any rate, why don't we leave the issue open since we do have a little time. I would welcome the opportunity to discuss this with you in Stillwater during the Canon Law Seminar.

Sincerely yours in Christ,

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

/cmh

June 23, 1983

Thomas J. Baker

Monsignor Ambrose V. Hayden

Salary for Father Gil Gustafson

Effective July 1, 1983, please pay salary to Father
Gilbert Gustafson according to present salary scale.

Charge the salary to the Clergy Fund along with his
fringe benefits.

cc: Isabelle Wright
Jim Douglas



CATHOLIC CHARITIES OF THE ARCHDIOCESE OF ST. PAUL AND MINNEAPOLIS

404 SOUTH 8TH STREET, MINNEAPOLIS, MINNESOTA 55404 / (612) 340-7500

Rev. Msgr. J. Jerome Boxleitner, Director
John T. Coskran, Associate Director
Lloyd W. Lenarz, Assistant Director

July 5, 1983

Officers of the Corporation:

Most Reverend John R. Roach, D. D.,
President
Rev. Msgr. J. Jerome Boxleitner,
Vice President
John T. Coskran, Secretary
Howard E. Dalton, Treasurer

Board of Directors:

William G. Stocks, Chairman
Ronald M. Bosrock, Vice Chairman
Anthony J. Adducci
Edwin Anderson
Sr. Mary Madonna Ashton, CSJ
Marilyn Berg
Richard Bernard
Leon F. Cook
Howard E. Dalton
Dennis J. Dyrhaug
Mary Frey
Rev. Msgr. Ambrose V. Hayden
Lawrence J. Hayes
T. Gerald Hayes
Albert J. Holstede
Patricia Holloran
C. Bernard Jacobs
Richard J. Long
Stella Lundquist
Sr. Janet Mathison, OSF
Charles J. McCarthy, M.D.
John S. McKeon
Harry G. McNealy, Jr.
Robert C. Munns
Patrick H. O'Neill
John E. Pellegrine
Mary Outgley
Robert J. Reardon
Most Reverend John R. Roach, D.D.
Nancy Schaffer
Guy Schoenecker
Reverend Gerald J. Schunk
Guadalupe Serrano
Robert J. Sheran
James G. Sippl
Arthur R. Thelemann, M.D.
John F. Tracy
Helen Waddick

Most Reverend John R. Roach
Archbishop of St. Paul and Minneapolis
226 Summit Avenue
St. Paul, Minnesota 55102

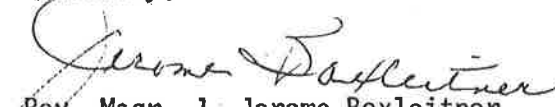
Dear Archbishop Roach:

Father Gilbert Gustafson's work release program has been approved effective today. A copy of his job description has been sent to Monsignor Hayden.

Essentially, Gil will be working as an assistant to me on a number of projects related to planning and personnel policies. I am looking forward to Gil's working with Catholic Charities and believe he will be of great assistance.

I will keep you informed of Gil's progress during the next four months.

Sincerely,


Rev. Msgr. J. Jerome Boxleitner
Director (Jm)

JJB:fm

DATE: July 5, 1983
MEMO TO: Archbishop Roach
FROM: Fr. Korf
SUBJECT: Fr. Gil Gustafson

I have been informed that Fr. Gustafson will begin work release on July 5. He will be the Administrative Assistant to Msgr. Boxleitner at Catholic Charities.

I would recommend that Fr. Gustafson receive some psychiatric therapy during his work release if at all possible.

I would suggest that this could be worked out with Msgr. Boxleitner. I would further suggest that the University of Minnesota has an excellent clinic on sexuality which has and continues to deal in the area that Fr. Gustafson has a problem. I would recommend this over Dr. Gendren. Dr. Gendren would definitely be my second choice.

Fr. Carlson may also have some suggestions.

cc: Fr. Carlson



CATHOLIC CHARITIES OF THE ARCHDIOCESE OF ST. PAUL AND MINNEAPOLIS

404 SOUTH 8TH STREET, MINNEAPOLIS, MINNESOTA 55404 / (612) 340-7500

Rev. Msgr. J. Jerome Boxleitner, Director
John T. Coskran, Associate Director
Lloyd W. Lenarz, Assistant Director

July 5, 1983

Officers of the Corporation:

Most Reverend John R. Roach, D. D.,
President
Rev. Msgr. J. Jerome Boxleitner,
Vice President
John T. Coskran, Secretary
Howard E. Dalton, Treasurer

Board of Directors:

William G. Stocks, Chairman
Ronald M. Bosrock, Vice Chairman
Anthony J. Adducci
Edwin Anderson
Sr. Mary Madonna Ashton, CSJ
Marilyn Berg
Richard Bernard
Leon F. Cook
Howard E. Dalton
Dennis J. Dyrhaug
Mary Frey
Rev. Msgr. Ambrose V. Hayden
Lawrence J. Hayes
T. Gerald Hayes
Albert J. Holstede
Patricia Holloran
C. Bernard Jacobs
Richard J. Long
Stella Lundquist
Sr. Janet Malhison, OSF
Charles J. McCarthy, M.D.
John S. McKeon
Harry G. McNeely, Jr.
Robert C. Munns
Patrick H. O'Neill
John E. Pellegrine
Mary Quigley
Robert J. Reardon
Most Reverend John R. Roach, D.D.
Nancy Schaller
Guy Schoenecker
Reverend Gerald J. Schunk
Guadalupe Serrano
Robert J. Sheran
James G. Sippl
Arthur R. Thelemann, M.D.
John F. Tracy
Helen Waddick


Rev. Msgr. Ambrose V. Hayden
Vicar General
Archdiocese of St. Paul and Minneapolis
226 Summit Avenue
St. Paul, Minnesota 55102

Dear Ambrose:

Enclosed is a copy of the job description for Gil Gustafson which has been approved and is effective today. Mike Korf indicated that you wanted a copy for your records.

I appreciate your assistance with the salary and benefits question. If there is anything else you need, please let me know.

Fraternally,


Reverend Timothy J. Sawina

TJS;fm

Enclosure



United Way
ARCH-014731

Catholic Charities of the Archdiocese of St. Paul and Minneapolis
404 South 8th Street
Minneapolis, Minnesota 55404

JOB DESCRIPTION

Job Title: Administrative Assistant
Department: Central Management
Reports to: Msgr. J. Jerome Boxleitner, Executive Director

Job Summary: The Administrative Assistant is supervised by the Executive Director of Catholic Charities. This staff person would assist with projects relating to program development, grantsmanship, and other central management concerns as instructed by the Executive Director.

Specific Duties and Responsibilities:

1. Assist with the planning for new programs regarding housing and employment.
2. Research funding sources and prepare grant proposals regarding these new programs.
3. Conduct a survey and prepare recommendations regarding employee benefit packages.
4. Review and prepare revisions regarding Catholic Charities' Personnel Policies and Procedures.
5. Supervise the review and revision of Catholic Charities' Strategic and Thrust Statements.

Work Schedule: 9:00 a.m. - 5:00 p.m. (Monday thru Friday)
Catholic Charities Central Office
404 South 8th Street
Minneapolis, Minnesota 55404
(340-7529)

Salary: \$7,976 (Archdiocesan Clergy Scale)

CATHOLIC CHARITIES OF THE ARCHDIOCESE OF ST. PAUL AND MINNEAPOLIS

404 SOUTH 8TH STREET, MINNEAPOLIS, MINNESOTA 55404 / 340-7500

Rev. Msgr. J. Jerome Boxleitner, Director
Mr. John T. Coskran, Associate Director



July 21, 1983

Most Reverend John R. Roach
226 Summit Ave.
St. Paul, MN 55102

Dear Archbishop,

I wanted to write to you before we meet in August. I feel that I am at a point where I need to make some decisions about treatment. I have done some research as to what is available in the Twin Cities and would like to discuss with you my feelings about an appropriate course of action.

As a starting point let me say that I have clarified my objectives for treatment somewhat. They are two. First, to modify, change, and control my sexual acting out. Second, to search for the underlying causes of my pedophilic behavior. That is, to try to understand how I got to the point at which I am.

In a general way, there are two approaches to therapy: group or individual. Some programs make use of both modalities. There are also basically two philosophies. One uses an addictive model employing many of the techniques of chemical dependency counseling. Most radically it would follow the A.A. twelve steps approach and focus almost entirely on behavior and very little on the path that led to the behavior. One deals with the "here and now." The other philosophy is psycho-dynamic. Its goals include changing behavior but there is greater emphasis placed on discovering what caused the behavior. The first approach seems to see the problem as incurable but controllable. The second holds hope that the root causes of the behavior can be identified

and treated thus leading to a cure. I am drawn to this second approach.

My searching has revealed that there are a number of good programs in the Twin Cities. From the point of view of my preference and my estimation of optimal benefit to me, I would rank them in the following fashion:

1) Dr. Robert Faas: a psychologist with eight years experience as consulting psychologist at Alpha House. He has received good refernces from every one to whom I mentioned his name (that is, people in the sex offense treatment field). I talked with him on the phone and he impressed me as having a "down to earth" approach. He would "start form the outside (the sexual acting out) and work to the inside(the underlying causes)". He is also a theoretician doing some writing in the field.

2) Uptown Medical Health Center: run by Dr. Carl Marquit who has had long experience with sex offenders. This program utilizes both individual and group therapy. I am not sure how long the center has been in operation but Marquit is pretty well respected.

3) Alpha House: has both a residential program and out patient group. Almost all clients are referred by the courts. As such, part of the program is to break down resistance to therapy for those who are not self-motivated. They take a "criminal" mentality. By this they seem to mean that they focus on the societal impact of the crime; how one has broken a trust. The style is highly confrontative and uses both group and individual therapy. The ultimate goal is to make sure the client does not repeat.

4) University of Minnesota Program In Human Sexuality: utilizes group therapy almost exclusively. Has a sort of "educative" approach involving a lot of cognitional work including: journaling of sexual thoughts and fantasies, writing

writing a personal sexual history, and attending a Sexual Attitude Reassessment seminar (SAR). Group meetings are held once a week for two hours. Two times a month a member of one's support system (e.g. family member, friend, probation officer, etc.) attends.

Placing an individual therapist on the top of my list represents a change for me. My assesment of my treatment in Washington was that it was unsatisfactory. As a result I was leaning toward a group program. My conversation with Bob Faas changed my mind. After talking with him (others have supported this) it is clear that what is of primary importance for me is to answer the question of how I got to where I am. This is much more difficult than my other goal of behavior modification.

I think that individual therapy is more likely to be successful in reaching this goal. It offers more time to explore the particular paths that led to my behavior and greater flexibility in meeting my individual needs. My choice of Dr. Faas is predicated on a good conversation with him; high reccomendations from other mental health professionals, and most importantly, his extensive experience in dealing with sex offenders.

I offer these options and ranking as a starting point for our conversation. I don't feel they are carved in stone. I have not investigated other treatment options outside of the Twin Cities. First I don't know who to contact. Second, from local therapists I get the impression that the Twin Cities holds a similiar position in the area of sex offenders treatment as it does in chemical dependency treatment. It is in the lead nationally.

The one criteria for treatment that I feel is pivotal is that I be treated by a specialist. There are peculiarities to this syndrome of behavior and I think it requires a specialist to treat it well. It is as if I had cancer. I would want to see a specialist even though there are many talented General Practitioners around.

I look forward to meeting with you. I greatly appreciated our last conversation. It gave me hope on a very dark day. I thank you for your concern for me. I keep you constantly in my prayers. I am afraid that no matter what decision you make in my regard you will be criticized. I regret that I have placed you in such a position. I realize that my difficulty is only one of many thorny problems you face. I pray that the Lord will strengthen and guide you in all of your tasks.

Lovingly in Christ,

A handwritten signature in cursive script, reading "Ail Austerlitz". The signature is written in dark ink and is positioned below the typed text "Lovingly in Christ,".

CATHOLIC CHARITIES OF THE ARCHDIOCESE OF ST. PAUL AND MINNEAPOLIS

404 SOUTH 8TH STREET, MINNEAPOLIS, MINNESOTA 55404 / 340-7500

Rev. Msgr. J. Jerome Boxleitner, Director
Mr. John T. Coskran, Associate Director



August 5, 1983

Monsignor Ambrose Hayden
226 Summit Ave.
St. Paul, MN 55102

Dear Monsignor Hayden:

I would like to ask the archdiocese to help defray some expenses that I am encountering in my current circumstances. The first is a matter of a four dollar per day charge that the work house imposes on inmates who participate in the work release program. I was wondering if the archdiocese would be willing to consider this the cost of room and board and reimburse me for this expense. To date I have paid \$120.00. If my sentence runs to November 1, 1983, as it is currently scheduled, I will have to pay an additional \$352.00.

The other consistent expense I am encountering revolves around meals. Due to my work schedule I am responsible for procuring my own lunch and supper. I would ask for a \$5.00 per working day subsidy (5 days per week) to help defray this cost.

I will appreciate whatever help the archdiocese can offer. I am already most grateful for the kindness, concern and real love that I have received from all who have been involved in my case.

I hope that your health is steadily improving and that you are not over extending yourself. If I can clarify these request or give you additional information my office number is 340-7530. (No matter what, I would enjoy the chance to chat with you.)

In Christ's love,

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 responded 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.

ARCH-014924

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,

✓

August 9, 1983

Rev. Gilbert J. Gustafson
Catholic Charities
404 South 8th Street
Minneapolis, Minn. 55404

Dear Gil,

I have given thought to your request of August 5 about subsidy for meals, etc.

Inasmuch as the Chancery now provides you with a full salary and takes care of your fringe benefits, we shall have to ask you to use your own resources for your present needs.

Thank you for your concern about my health; I really appreciate your thoughtfulness. I hope that all goes well with you in your present program.

Sincerely yours in Christ,

Rev. Msgr. Ambrose V. Hayden
Vicar General

bcc: Archbishop Roach
Father Carlson
Father Korf

August 10, 1983

Dear Dr.

Thank you for your letter.

Without going into a lot of detail, I do want to let you know that we put Father Gustafson under some fairly heavy therapy as soon as we were aware of his situation.

I do appreciate your letter. It is good advice and I assure you it will be taken seriously.

Sincerely yours,

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

/cmh

- Synod: long range study; possible preparat

- committees: handle hiring of new director

- Chancery Building: develop 5 year plan for updating and adaptation.

- Public Art St Paul: represent Anglican interests

- (discuss w/ Mart) Staff Anglican Pastoral Council

- Legal/Disciplinary Case: "Executive Director's calendar" coordinate "calendar of events and flow of information"

- Aux Rp. Ordination

- Joint Venture Scheme
↓
Egan

Bill Gustafson: Chancery Talks

8/21
- Gil
- Karin
- Mac

John
check
- Ben
- Henry

INSTITUTE FOR PSYCHOLOGICAL THERAPIES
204 W. Franklin Avenue
Minneapolis, MN. 55404



2-10-83	\$172.50
3-15-83	467.50
4-6-83	1,049.15
5-18-83	802.00
6-15-83	852.50
8-4-83	1,232.00
8-12-83	996.00
9-3-83	<u>1,491.30</u>
Total	\$7,062.95

DATE: September 14, 1983
MEMO TO: Archbishop Roach
FROM: Jim Douglas
SUBJECT: Father Gil Gustafson

Father Gustafson called me yesterday regarding insurance coverage for his psychotherapy. He intends to deal with a psychologist whose capacity is not CONSULTING; and, therefore, no insurance payment is available. Under the terms of our hospitalization program for priests, payment will be made when services are received from:

- A hospital out-patient department, or
- A mental health facility, or
- A licensed consulting psychologist, or
- A physician (psychiatrist).

Coverage will be 80% of the first \$750.

After the initial coverage, a \$100 deductible must be satisfied; and, thereafter, 50% of the cost of services provided by only a psychiatrist will be covered. The question is, does the diocese wish to pick up the full cost of Father Gustafson's care, or would you wish me to contact Father Ken Pierre and determine if a satisfactory psychiatrist can be located, which would enable us to utilize the hospitalization coverage, leaving only the issue of payment responsibility for the coinsurance balances.

*c.c. - Msgr. Roy Bell
Jim Douglas*



CATHOLIC CHARITIES OF THE ARCHDIOCESE OF ST. PAUL AND MINNEAPOLIS

404 SOUTH 8TH STREET, MINNEAPOLIS, MINNESOTA 55404 / (612) 340-7500

Rev. Msgr. J. Jerome Boxleitner, Director
John T. Coskran, Associate Director
Lloyd W. Lenarz, Assistant Director

September 16, 1983

Officers of the Corporation:

Most Reverend John R. Roach, D. D.,
President
Rev. Msgr. J. Jerome Boxleitner,
Vice President
John T. Coskran, Secretary
Howard E. Dalton, Treasurer

Board of Directors:

William G. Stocks, Chairman
Ronald M. Bosrock, Vice Chairman
Anthony J. Adducci
Edwin Anderson
Sr. Mary Madonna Ashton, CSJ
Marilyn Berg
Richard Bernard
Leon F. Cook
Howard E. Dalton
Dennis J. Dyrnaug
Mary Frey
Rev. Msgr. Ambrose V. Hayden
Lawrence J. Hayes
T. Gerald Hayes
Albert J. Holstede
Patricia Holloran
C. Bernard Jacobs
Richard J. Long
Stella Lundquist
Sr. Janet Mathison, OSF
Charles J. McCarthy, M.D.
John S. McKeon
Harry G. McNeely, Jr.
Robert C. Munns
Patrick H. O'Neill
John E. Pellegrine
Mary Quigley
Robert J. Reardon
Most Reverend John R. Roach, D.D.
Nancy Schaffer
Guy Schoenecker
Reverend Gerald J. Schunk
Guadalupe Serrano
Robert J. Sheran
James G. Sippel
Arthur R. Thelemann, M.D.
John F. Tracy
Helen Waddick

Most Reverend John R. Roach
Archbishop of St. Paul and Minneapolis
226 Summit Avenue
St. Paul, Minnesota 55102

Dear Archbishop Roach:

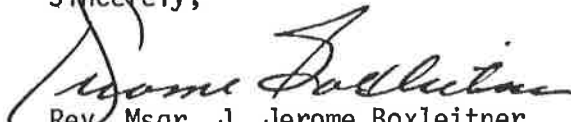
Father Gil Gustafson has told me that he expects to be released from custody no later than November 1. We have discussed the question of his employment while he pursues therapy in this area. I believe he mentioned to you the possibility that he continue working at Catholic Charities until he completes his therapeutic program.

I would recommend that he stay with Charities. The work he does is mainly in the area of personnel: policies and procedures, wage and salary, etc. This is a low profile type of assignment and the job requires no contact with the public. He has considerable skills in these areas and fills a real need at Charities. We have wanted someone to work at these tasks but the budget has not allowed it.

I would appreciate your guidance on this. If you approve, I will discuss the financial arrangements with Monsignor Hayden. That should be interesting!

Thanks for your help.

Sincerely,


Rev. Msgr. J. Jerome Boxleitner
Director



ANNUAL CATHOLIC APPEAL



United Way
ARCH-014946

ARCHDIOCESE OF SAINT PAUL AND MINNEAPOLIS

226 Summit Avenue
Saint Paul, Minnesota 55102

Office of the Archbishop

September 16, 1983

Rev. Gil Gustafson
Catholic Charities
404 South 8th Street
Minneapolis, MN 55404

Dear Gil,

I have been advised by Jim Douglas of your intention to begin therapy with a Twin Cities psychologist who does not qualify for insurance reimbursement under the terms of our Hospitalization Program for Priests. Frankly, Gil, this places the Archdiocese in a very difficult position of exposing our Clergy Benefit Fund to an extensive drain of resources. In good conscience and in deference to the priests, I must ask you to reconsider and obtain the services of a psychiatrist so that expenses for your therapy will be insured.

Please call me as soon as possible to discuss the medical and financial implications of this matter.

Sincerely yours in Christ,

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

9/26/83

*By phone w/ Msgr. Boxletter
- discussed salary of the
new 1st when he is
employed at Cath. Charities
- agreed to discuss
again after Gustafson
finishes his parole
to see what effort
he will be employed
at Cath. Char.*

CATHOLIC CHARITIES OF THE ARCHDIOCESE OF ST. PAUL AND MINNEAPOLIS

404 SOUTH 8TH STREET, MINNEAPOLIS, MINNESOTA 55404 / 340-7500

Rev. Msgr. J. Jerome Boxleitner, Director
Mr. John T. Coskran, Associate Director



September 19, 1983

Archbishop John R. Roach
226 Summit Ave.
St. Paul, MN 55102

Dear Archbishop Roach:

In approximately a week I will be requesting an early release from my sentence at the work house. I have asked Ted Collins his opinion of the advisability of your contacting Judge Godfrey. He clearly feels that it would not be in my best interest or yours that you speak with the judge. Such a conversation offers the possibility of embarrassment for you, the judge, and for me. I agree with his reasoning that any appearance of interference is to be avoided. I thank you, though, for your kind offer and want you to know that I do appreciate the thought.

I have been in contact with Fr. Steve Adrian. He assures me that I am welcome to take up residence at St. Matthew's again. He understands that I will not be able to offer any pastoral assistance and will be strictly a resident.

I am still interested in serving as a chaplain for some community when I am released. I realize that you will soon be in Rome. Unless I should hear otherwise I will check with Fr. Carlson about what opportunities may be available. If it is not possible for me to begin such ministry until your return, then I shall await that day. I do not mean to appear to be pressing, only anxious to offer priestly service in whatever way is feasible.

Treatment has made a good start. I am very happy with the therapist I am seeing. His long experience in dealing with sex offenders makes him finely attuned to the nuances of my problems. I have great hopes that treatment will end satisfactorily.

Please know that I am grateful for the help and support that you have offered. You will be in my prayers, both for a safe journey as well as for a fruitful visit to Rome.

In Christ,

September 20, 1983

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

Dear Monsignor Boxleitner,

I feel that Father Gil Gustafson remaining at Charities after November 1st is probably the best situation for him.

I really don't know how long the therapy is going to take; but he will need employment and since you indicate that he is doing good work at Charities, I would find that a pretty ideal situation.

I would ask that you discuss the financial arrangements with Monsignor Hayden.

Sincerely yours in Christ,

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

/cmh Msgr. Hayden
bcc - Fr. Carlson
Fr. Korf

DATE: September 21, 1983

MEMO TO: Father Urban Wagner

CONFIDENTIAL

FROM: Archbishop Roach

SUBJECT:

Urban, my recollection of our conversation about Father Gil Gustafson is that you would talk to the priests at Assumption Parish to see about his residency there while he perhaps might be able to offer Liturgy on a fairly regular basis with the Poor Clares. He would prefer to live at St. Matthews in St. Paul but still would be very much interested in offering a Mass with some regularity and I don't see that the Poor Clares necessarily would be ruled out. Visitation would not be a good idea for the reasons you and I talked about. Would you pursue this for me rather quickly since he will be released on November 1st and I won't be back until at least that time. Thank you very much.

September 21, 1983

Reverend Gil Gustafson
c/o Catholic Charities of the
Archdiocese of St. Paul and Minneapolis
404 South 8th Street
Minneapolis, MN 55404

Dear Gil,

I have not forgotten our conversation and the efforts that I promised to try to get you into a situation where you could experience liturgy with a group. Urban Wagner is working on that for me. There is a possibility of the Poor Clares, though they are insisting that they have some experience of different celebrants of liturgy. We have ruled out Visitation and I think we probably ought to rule out the Carmelites. Those are pretty much the communities that would be available, though I have asked Urban to pursue this question more fully. At any rate, I'll be ready to try to be of some help in this.

I am sure you have received my other letter by this time and that letter does pose some problems.

Sincerely yours in Christ,

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

/ck



Church of the Assumption
305 East 77th Street
Minneapolis, Minnesota 55423 • 866-5019

September 26, 1983

Fr. Urban Wagner, OFM Conv.
Vice-Chancellor
The Chancery
226 Summit Ave.
St. Paul, MN 55102

Dear Father Wagner:

After discussing with the members of my Oblate community your inquiry about the possibility of a priest staying here at Assumption for a few months while he completes therapy for the problem we discussed, I would like to inform you that we feel this would not be the opportune time to have him stay here.

First of all, it is quite obvious that some degree of anonymity would be most desirable. Given the set-up in our rectory, I don't see how that anonymity could be maintained very long. I am fairly certain that Father's reason for being here would become known sooner or later. It could be damaging to his good name.

Secondly, we are in a period of transition at this parish. Fr. Meyer and I have worked very hard these past several months to build up a positive feeling in our parishioners about the coming changes and, in particular, about the clergy of the Archdiocese. If anything at all happened that might throw an unbecoming light on the priests of the Archdiocese, the new pastor's job would be all the more difficult. Richfield and Bloomington are very "small-townish" in the way rumors fly.

Since you seem to be looking for a community atmosphere where anonymity could be preserved, may I suggest that you consider the Oblates' provincial residence on Mississippi River Boulevard. All of us in our community felt that such a residence would fit what you are looking for much better. It is not tied to a parish: anonymity would be assured. And there is an in-house chapel, as well as some degree of community life.

We are filled with compassion for the priest in question. But we regret that right now is not the time for him to come to Assumption.

Wishing you the very best, I remain

Fraternaly yours in Christ,
Fr. James Allen, O.M.I.
Fr. James Allen, OMI, Pastor

Served by the Oblates of Mary Immaculate (O.M.I.)

ARCH-014797

September 27, 1983

Reverend Urban Wagner, O.F.M. Conv.
Vicar for Religious
Archdiocese of Saint Paul and Minneapolis
226 Summit Avenue
Saint Paul, Minnesota 55102

Dear Father Urban:

As you requested, our community has given careful consideration to the proposed plan by which Father Gilbert Gustafson would celebrate the Eucharist here during the time between his release from detention and his leaving the archdiocese for an assignment elsewhere. There is a firm community consensus of willingness to be the community with which Father Gustafson celebrates Mass. However, this willingness is extended in the context of certain conditions or processes, also developed and agreed to by community discussion, which we would consider a necessary part of committing the community to having Father come here regularly as requested. I will explain these conditions:

1. The proposal as you phrased it to me, Father, was that Father Gustafson would celebrate here three or four times a week, definitely exclusive of weekends. It is this understanding which we discussed and to which the community is agreeing.
2. Because the Eucharistic celebration is so integral to the fibre of our daily life as a contemplative community, we desire to build into this agreement from the beginning, an understanding that at the end of the first month of Father's presiding at the Eucharist here, the community will evaluate the experience and have the right to "re-negotiate" the arrangement if there is some serious discomfort or problem. We hope that Father Gustafson will have the opportunity for the same kind of evaluation!
3. We would ask for the understanding that before Father begins to function as the celebrant here, he would come to the monastery for a) a meeting with two or three members of the community, where our arrangement and situation could be simply and frankly discussed; b) some experience of our community prayer; e.g., praying an Hour of the Office with us several times, perhaps participating in our Eucharist as a member of the congregation; c) a simple meeting with all the Sisters, just for purposes of mutual introduction -- over a cup of coffee after liturgy, perhaps.
4. As I mentioned to you in conversation, the community is most concerned to preserve our tradition of welcoming visitors from outside the community to join us for daily Eucharist. This has been the custom here from the time the monastery was founded, and we do have people, in varying numbers, with us every day. There are some who come daily, and a half a dozen or so who are frequently in attendance. On weekends or major feastdays there is often quite a crowd present to worship with us. I was grateful to know that you, too, value this tradition of ours, Father Urban. Our affirmative response to the Archbishop's request did rest in

part on your suggesting that we discuss it with the assumption that we might be able to acquaint those of our visitors who come here most often -- that would be about half a dozen people -- with the fact that this regular celebrant is available to us because he is participating in a rehabilitation program, and that in deference to his situation we would like them not to discuss elsewhere the fact of his chaplaincy here.

I might mention that, along with the question about the issue of the frequent visitors that come to worship at our monastery, there is also a question about guest priests. We are accustomed to having priest friends, friars, or missionaries travelling through this area, etc., ask to celebrate Mass with us. At present, our regular chaplains just don't come on the days when we have such guest celebrants. We would need to know what you would like us to do in such instances with regard to Father Gustafson: whether he would concelebrate, or omit one of his weekly celebrations here.

I will be very happy to discuss all this in more detail with you, Father, or to give you the background of the conditions I described above. Please know that we appreciate the complexity of this situation, and also that we are united in wanting to do what we can to support this priest brother of ours.

Sincerely in the Lord,

Sister Mary C. Martin, OSC

Sister Mary C. Martin, O.S.C.

abbess

ARCHDIOCESE OF SAINT PAUL AND MINNEAPOLIS

226 Summit Avenue
Saint Paul, Minnesota 55102

Vicar For Religious

September 28, 1983

Sister Mary C. Martin, O.S.C.
Monastery of St. Clare
8650 Russell Avenue, South
Minneapolis, Minnesota 55431

Peace!

Thanks, Sister Mary, for the prompt response you gave to my request that the community consider the possibility of having a priest undergoing rehabilitation celebrating mass at your chapel three or four times a week.

I appreciate your willingness to consider this matter and for the positive response that you gave.

The suggestion of the community that the priest should meet the community beforehand so that you could get to know each other on an informal basis has been carefully noted.

If it should happen that the priest were to celebrate mass at the Poor Clare Monastery, there may be no necessity to inform the visitors at the Liturgy that this is an exceptional case.

All the information you sent me will be passed on to the ones making the final decision. Whatever decision is made, if it should affect the Poor Clare Community, will be shared with you at the earliest possible date.

Thank you for your prayers, your cooperation, and your expression of compassion.

God's blessing,

Reverend Urban S. Wagner, O.F.M. Conv.
Vicar for Religious

USW:ggr

CONFIDENTIAL

DATE: September 28, 1983
MEMO TO: Msgr. A. Hayden & Fr. Bob Carlson & Fr. Korf
FROM: Fr. Urban Wagner
SUBJECT: Fr. Gustafson

Archbishop Roach asked me to collect the attached information.

Fr. Korf and I have discussed the situation and believe that even if Fr. Gustafson lives at St. Matthew's he could easily celebrate mass at the Poor Clare Monastery. The fact that there are two to eight visitors at the daily Liturgy would pose no great problem in our opinion.

No commitments have been made either with Assumption Parish or with the Poor Clares. If their facilities are to be used, they will have to be notified.

Attachment

ARCHDIOCESE OF SAINT PAUL AND MINNEAPOLIS

226 Summit Avenue
Saint Paul, Minnesota 55102

Vicar For Religious

September 28, 1983

Reverend James Allen, O.M.I.
Church of the Assumption
305 East 77th Street
Minneapolis, Minnesota 55423

Peace!

Thank you, Father Allen, for your prompt response to my query whether a priest who is undergoing a rehabilitation process could reside at Assumption rectory without causing undue problems.

I appreciate the candid opinion you and your community expressed concerning this matter. I value also the suggestion that you made that the residence of the Oblate Provincial House could be used as a residence for this priest.

This information will be given to the ones who will be making the final decision. If necessary, they will be in contact with you as well as with Father Don Bergen, your minister provincial.

God's blessing,

Reverend Urban S. Wagner, O.F.M. Conv.
Vicar for Religious

USW:ggr

CATHOLIC CHARITIES OF THE ARCHDIOCESE OF ST. PAUL AND MINNEAPOLIS

404 SOUTH 8TH STREET, MINNEAPOLIS, MINNESOTA 55404 / 340-7500

Rev. Msgr. J. Jerome Boxleitner, Director



October 17, 1983

Monsignor Ambrose Hayden
226 Summit Ave.
St. Paul, MN 55102

Dear Monsignor Hayden:

As I mentioned in our telephone conversation and in my conversation with the archbishop (9-21-83) I have come to the conclusion that it is not advisable for me to change therapists. I have made this decision because I am very satisfied with the treatment that I am receiving from Bob Faas. I feel to change therapists would be detrimental to the treatment process. I am fully aware that Blue Cross will not cover the cost of therapy.

I have projected the cost of treatment as you requested. It should fall in the range of \$3,00 to \$4,500. This is based on a \$60 fee per hour session. The estimated length of treatment would be between a year and a year and a half. If there is a change in the format of treatment (e.g. group rather than individual) there may be a change in the actual cost figure. Still I think that the range mentioned above is quite realistic. If it appears that treatment may extend beyond a year and a half I would let you know as soon as possible.

You have asked me to indicate what portion of the expense I am able to bear. I propose that I pick up the portion of the cost that I would have borne had Blue Cross covered this therapy. This would be as follows:

a) \$0-\$750	I pay 20%; archdiocese pays 80%
b) \$750-\$850	I pay this full \$100
c) \$850...	I pay 50%; the archdiocese pays 50%

Using the high estimate of a total bill of \$4,500, I would pay \$2,075 and the archdiocese \$2,425. On a \$3,000 base I would pay \$1,325 and the archdiocese \$1,675.

I have already paid for the first month's treatment (\$300). As my funds are a bit low I would appreciate help from the archdiocese as soon as possible. I will have another bill of \$180 due at the end of this month.

Thank you for your consideration of my needs.

In Christ,

ARCHDIOCESE OF SAINT PAUL AND MINNEAPOLIS

226 Summit Avenue
Saint Paul, Minnesota 55102

The Chancery

October 18, 1983

Reverend Gil Gustafson
c/o Catholic Charities of the
Archdiocese of St. Paul and Minneapolis
404 South Eighth Street
Minneapolis, Minnesota 55404

Dear Gil,

The proposal in your letter of October 17 is acceptable for the defraying of the cost for the therapist.

As to procedure, I would ask that monthly you would send us a copy of the statement from the therapist with the indication of how much you have paid; then the Chancery will forward the remaining payment to the therapist. If there is any problem with this, please call me.

Good wishes.

Sincerely in Christ,

Rev. Msgr. Ambrose V. Hayden
Vicar General

AVH:mo
Bcc: ~~Archbishop~~ Roach

EUGENE H. STEIN

ATTORNEY AT LAW

1150 E. Grain Exchange Bldg.
412 South Fourth Street
Minneapolis, MN 55415
(612) 333-6350

Of Counsel
Walter E. Sawicki

October 31, 1983

Archbishop John R. Roach
Archdiocese of Saint Paul
and Minneapolis
226 Summit Avenue
St. Paul, MN 55102

Re: [REDACTED]
vs Reverend Gilbert Gustafson, et. al.

Dear Archbishop Roach:

Enclosed you will find a Summons and Complaint in re the matter of [REDACTED] vs the Reverend Gilbert Gustafson, Archdiocese of Saint Paul and Minneapolis, yourself, and the Church of St. Mary of the Lake of White Bear Lake.

I would greatly appreciate it if you would have your legal representative contact me so that we can discuss the case and hopefully arrange for acceptance of service of this Summons and Complaint by all defendants.

Finally, my clients are willing to accept a reasonable amount to settle this matter and are prepared to enter into immediate settlement negotiations.

Sincerely,

Eugene H. Stein
Eugene H. Stein

EHS/mam
Enc

cc: [REDACTED]

ARCHDIOCESE OF SAINT PAUL AND MINNEAPOLIS

Copy

226 Summit Avenue
Saint Paul, Minnesota 55102

The Chancery

November 2, 1983

Mr. Timothy P. Quinn
Meier, Kennedy & Quinn
Suite 430
Minnesota Building
St. Paul, MN 55101

Dear Mr. Quinn:

On November 2, 1983. the attached letter and summons arrived at the Chancery, naming Archbishop Roach, the Church of St. Mary of the Lake, White Bear Lake, and the Reverend Gilbert Gustafson in a civil suit.

I would request that you respond to the summons and complaint, as well as the letter from Mr. Eugene Stein, the Attorney representing the plaintiffs.

Sincerely,

Reverend Robert J. Carlson
Chancellor

RJC:mo

DATE: November 3, 1983

MEMO TO: ARCHBISHOP ROACH

FROM: FATHER KORF *NK.*

SUBJECT: FATHER GILBERT GUSTAFSON

Find attached a letter from you to Father Gustafson outlining the expectations that you have of him for the next couple of months. I have talked with Father Gustafson about what is contained in this letter and he understands that you will be sending him a letter to this effect.

I have gone over each of the points of the letter with him and he understands them.

Father Carlson is also aware of the above letter.

Copy

- Bob Carlson
- J12 - file
- File up front
- Carl File

ARCHDIOCESE OF SAINT PAUL AND MINNEAPOLIS

226 Summit Avenue
Saint Paul, Minnesota 55102

Office of the Archbishop

November 3, 1983

Reverend Gilbert J. Gustafson
Catholic Charities
404 South 8th Street
Minneapolis, Minnesota 55404

Dear Father Gustafson,

Having consulted with a number of people, especially Father Korf, I understand the following to be your relationship to the Archdiocese and me:

- 1) that you will undergo regular psychiatric therapy,
- 2) that you will be seeing a spiritual director on a regular basis,
- 3) that you will live at Saint Matthew's in Saint Paul,
- 4) that you will continue to work at Catholic Charities under the direction of Monsignor Boxleitner,
- 5) that you will do no parish or youth work in the Archdiocese, while in therapy,
- 6) that you will celebrate Eucharist in a convent type setting (it is my understanding that you are working with Father Urban Wagner),
- 7) that you will meet with Father Carlson every three to four weeks, to keep him updated,
- 8) that guidelines for contact with people in the White Bear area will be established by you and Father Carlson,
- 9) that after six months we will meet.

This is what I expect of you over the next months. If you have any questions or would like to meet with me, please contact Mert Lassonde for an appointment.

I hope and pray that this time will be of great benefit to you and that all goes well with you. Be assured of my prayer.

Sincerely yours in Christ,

A handwritten signature in cursive script, appearing to read "John R. Roach".

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

November 14, 1983

Reverend Michael J. Kennedy
Church of St. Mary of the Lake
4690 Bald Eagle Avenue
White Bear Lake, Minn. 55110

Dear Father Kennedy,

I have your letter of November 11 regarding the summons in the Gustafson case. I am also giving Jim Douglas a copy of your letter.

I now have a call in to Andy Eisenzimmer at Tim Quinn's office to arrange a meeting as early as we can. You will hear from me.

Sincerely yours in Christ,

Rev. Msgr. Ambrose V. Hayden
Vicar General

cc: James H. Douglas

November 14, 1983

MEMORANDUM

TO: Father Robert Carlson
James Douglas
Mark Boll
B. Charles Tierney
Father Michael Kennedy
Andy Eisenzimmer

FROM: Msgr. Ambrose Hayden

RE: [REDACTED]

There will be a meeting at 10:00 a.m., Friday,
November 18, at the Chancery, to review the
[REDACTED]

11/1/83

①

Marty - Re: For Custaper Martin

For Kennedy, ^{Atty} John Burke, Atty Terry O'Loughlin, Mayor H,

For Carlson, MB, Andy Eis., J.P. BCI - Training

↓
Mark Bell ↓
A Eisenhammer → Jim Douglas

8/1/84 - wrong
see MB's letter
2/16/84

Lloyds does not want us to pay legal expense
for Custaper - but ~~some~~ SIF can pay
settlement for all defendants including For Custaper -

For Kennedy's concern -

Settlement - all publicity 1/13 that such
" is made for For G - (not
for Archb., Archb. or St. Marys.)

J.B. + T.O.L. = would like Archb. to pay For G's
defense.

J.B. = wants T.O.L. to rep ch of St. Marys
+ SIF to pay basic costs.

A.E. Thinks differing representation (Atty) for G.M.
+ Archb. is unnecessary overlapping of costs.

11/17/

(2)

Delivery of parking to St M - ^{SIF}

Si in wants; J.D. has
with held until then making.

Other possible claims -

Fr K = sum of 5 others -

only 2 ^{identified} on Comm. case

Disc re Summons & Complaint

Re Art XI

part of 71 6 July 78 = administrator

7/78 - to date Fr K = pastor +

Fr G Associate Pastor

Assume family constituted 2 persons etc -

8/16/82 3:30 Friday = Date Mr & Mrs Henry

Came to see Mrs H = 1st time

story came to ~~Mr~~ Mrs Henry -

11:00 PM that night Fr K

learned = Mr Henry came

to Fr K.

8/18/82 - Fr Col Fr G + Mrs H ^{discussed} ~~to be discussed~~

Therefore Fr. Controversy handled

11/17/83 (2)

As Chancellor = Fr C expresses particular concern about
about also behavior of priests -

On 8/14 meeting Fr C admitted to an ~~account~~ firm
of an ~~account~~ = ~~at~~ ~~me~~ ~~point~~ -
at Valley Fair.

~~He~~
Dennis boy had written letter to Fr C -
left it in his room - found by ~~John~~ parents -
then their 1st knowledge - then they came to
see it. -

Fr C transferred in June, ^{became} as ASL -
Dir. of Commission For Priestly Councils
Council at St. Anthony

Also served at ~~refers~~ CYC - (when
Fr Pecher injured)

Fr C now working for Cath. Charities -
as employee of Archd (paid by
Archd)

Background - Fr C -
labeled as ~~leaving~~, entering at
O.C.G., Fr Paul Shalley commended
(to Fr C) ~~Fr C's~~ Fr C's rapport
with children.

(4) 11/17/63

F- C - all covered files (including ADP's file) are
shown from G's evidence to be impeccable.

To cover - F- G. went to Cath U. -

~~was~~
saw psychiatrist - at Georgetown
lived at a place where person
headed Wash. Arch. personnel Bd.

~~at Cath U.~~

Cath U. = a cover - F- G. told
no chance that he would
to work for whom he studied
at C.U. -

F- G. went to C.U. because they knew they
he could see psych. & they could
keep "short sitting" -

Xmas '82 -

F- G. back in pants - this in his
room -

Thru Comp advised him to say with the children,

F- R. front
was aware of this on going into Ch.
for 4:30 more - he saw F- G. in sanctum
with children -

F- G. admitted to F- C (secretly) that
he had contact with person during
Xmas season - not Henry.

⑤ 10/17/83

Criminal Investigation

by ~~John~~ ~~Walter~~ ~~Dean~~ ~~Polina~~ ~~son~~
to R.C. Myr # 345/83 2/16 to ~~with~~ ~~1483~~
with T.D.
Fr K = WD police room
shown 2/10/83 -

~~to~~
Clary, - R.C. Dist Ct -
Judge Godfrey

Date =

On about 4/25 - Fr C met Fr B at
airport (G. Clary plans to go
to Utah) - Fr C told
him to cancel flight; G stayed
at Fr C's residence for 4 days,
then he wants to clean out attendance
them.

Throughout Am'd (Myr # Fr C) & Fr K,
no contact (to rep. by T. Collins)

DATE: December 7, 1983
MEMO TO: File
FROM: Msgr. Ambrose Hayden
SUBJECT: FATHER GILBERT GUSTAFSON'S SALARY

Referring to note on letter of September 16, 1983, of Archbishop Roach to Gil Gustafson, I reviewed today with Monsignor Boxleitner the question of salary for Gil.

Since he was not scheduled in their budget, Catholic Charities has no funds to pay his salary. Therefore, until further notice, we shall continue to pay his salary from the Chancery.

Catholic Charities is providing him with transportation costs, etc.

DATE: 12-22-83

MEMO TO: ~~Archbishop Koach~~

FROM: *TC* Bob Carlson

SUBJECT: Father Gilbert Gustafson

I had a long meeting with Father Gustafson and he has agreed to stay out of White Bear and will call me before he gets together with any of the families from the parish.

I gave him permission to have one family (not involved in the case in any way and aware of the case) to come over to St. Matthews to have lunch with Gil during the holidays.

I will be seeing Gil once a month.

OK Finally, the Poor Clares like Gil and would like to have him say mass on Sunday. If you do not object they would like to try that on Christmas and New Years. I told them I felt that was ok but would talk to you.

As you may remember the sisters have visitors every Sunday but it is not exactly public and the crowd is small.

The sisters will evaluate the Sunday experience after the two Sundays and then contact me.

OK
This is fine
L. Ad.

MONASTERY OF SAINT CLARE • 8650 RUSSELL AVENUE SOUTH, MINNEAPOLIS, MINNESOTA 55431

January 19, 1984

Bishop Robert J. Carlson
Chancellor
Archdiocese of Saint Paul and Minneapolis
226 Summit Avenue
Saint Paul, Minnesota 55102

Dear Bishop Carlson:

In a telephone conversation shortly before Christmas, I discussed with you the possibility of our extending the part time chaplain services which Father Gilbert Gustafson has been offering here, to include celebration of our Sunday Eucharist. You suggested we ask Father Gustafson to celebrate the Christmas and New Year's Eucharist, and then send you an evaluation of the Sisters' feelings about his continuing as Sunday celebrant.

I want to inform you that, having invited Father to offer the Mass on Christmas and Epiphany (New Year's Day coincided with an anniversary celebration here for one of the Sisters' families, and another celebrant came for that) the Sisters are unanimously agreed on a willingness to have Father Gustafson celebrate Eucharist for us on Sundays. We assume there may be particular occasions when a priest-visitor asks to celebrate or when we wish to invite another priest friend on a Sunday morning; but in terms of Father Gustafson's service here, we are happy to offer him the general invitation to preside at our Sunday Eucharist. We very much appreciate his liturgical sensitivity and excellent homilies. On the practical level, it is very helpful that he can be with us during this transition period for our long-time chaplains, the Oblate Fathers at Assumption parish.

We appreciate your pastoral concern for us and for Father Gustafson, expressed in the way decisions related to his ministry with us have been processed.

Sincerely yours,

Sister Mary C. Martin, OSC

Sister Mary C. Martin, O.S.C.
abbess

copy: Rev. Gilbert Gustafson

ARCH-014902

January 23, 1984

Sister Mary C. Martin, O.S.C.
Abbess
Monastery of Saint Clare
8650 Russell Avenue South
Minneapolis, MN 55431

Dear Sister Mary C. Martin:

I received your kind letter of January 19, 1984, and I am delighted that things are going so well with Father Gustafson.

Since the Community is willing to have Father Gustafson as celebrant for the Sunday Eucharists, I see no reason why he cannot have permission to celebrate the Eucharist on Sundays on a regular basis.

I know Father Gustafson to be a good liturgist and a fine homilist, and I pray that he continues to be a source of blessing for you.

Sincerely yours in Christ,

Most Reverend Robert J. Carlson, D.D.
Auxiliary Bishop of Saint Paul and Minneapolis

RJC:mo

cc Father Gustafson, St. Matthew, St. Paul

February 10, 1984

[REDACTED]

Dear [REDACTED]

This letter is to inform you that today we sent a check in the amount of \$172.50 to the [REDACTED] consultation.

We promised to give this assistance when you visited with me in my office.

I am really pleased that you are taking advantage of this opportunity to seek professional help. With you we hope that this will be of great help to [REDACTED]

Sincerely yours,

Rev. Msgr. Ambrose V. Hayden
Vicar General

bc: Rev. Michael Kennedy
Church of St. Mary of the Lake
White Bear Lake

file

CATHOLIC CHARITIES OF THE ARCHDIOCESE OF ST. PAUL AND MINNEAPOLIS

404 SOUTH 8TH STREET, MINNEAPOLIS, MINNESOTA 55404 / 340-7500

Rev. Msgr. J. Jerome Boxleitner, Director
Mr. John T. Coskran, Associate Director



February 27, 1984

Most Reverend Robert J. Carlson
226 Summit Ave.
St. Paul, MN 55102

Dear Bob:

I tried to make contact with you on Sunday February 26 but was not able to reach you. [REDACTED]

[REDACTED] asked me to accompany them to visit an elderly aunt at the Wilder Home in St. Paul. I did so on Sunday the 26th from 1:30 to 3:00 P.M.

As per our agreement, I used my own discretion in making this decision and informing you of what I have done. If you have any questions you can give me a call when you get back.

Al

fill

CATHOLIC CHARITIES OF THE ARCHDIOCESE OF ST. PAUL AND MINNEAPOLIS

404 SOUTH 8TH STREET, MINNEAPOLIS, MINNESOTA 55404 / 340-7500

Rev. Msgr. J. Jerome Boxleitner, Director
Mr. John T. Coskran, Associate Director



February 27, 1984

Most Reverend Robert J. Carlson
226 Summit Ave.
St. Paul, MN 55102

Dear Bob:

I tried to make contact with you on Sunday February 26 but was not able to reach you. A family from White Bear Lake, the family, asked me to accompany them to visit an elderly aunt at the Wilder Home in St. Paul. I did so on Sunday the 26th from 1:30 to 3:00 P.M.

As per our agreement, I used my own discretion in making this decision and informing you of what I have done. If you have any questions you can give me a call when you get back.

Ad

CATHOLIC CHARITIES OF THE ARCHDIOCESE OF ST. PAUL AND MINNEAPOLIS

404 SOUTH 8TH STREET, MINNEAPOLIS, MINNESOTA 55404 / 340-7500

Rev. Msgr. J. Jerome Boxleitner, Director
Mr. John T. Coskran, Associate Director



February 27, 1984

Most Reverend John R. Roach
226 Summit Ave.
St. Paul, MN 55102

Dear Archbishop:

I thought that you might appreciate a note outlining my expectations of our meeting on March 6. I really don't have any particular actions that need to be considered. My intent in meeting is primarily to personally let you know how things are going. I very much appreciated our conversation the day after I was sentenced. It was very supportive while being frank and honest. I am hoping for the opportunity to speak again in that fashion.

The one issue that I would like to discuss is the manner in which the decision of my excommunication was reached. I'm not objecting to the decision. I accept that it was the only realistic one to make. It is the "how" of that decision that I would like to discuss.

I look forward to our meeting.

Sincerely in Christ,

A handwritten signature in black ink, appearing to read "Al Austin". The signature is written in a cursive, flowing style.

Gustafson

CATHOLIC CHARITIES OF THE ARCHDIOCESE OF ST. PAUL AND MINNEAPOLIS

404 SOUTH 8TH STREET, MINNEAPOLIS, MINNESOTA 55404 / 340-7500

Rev. Msgr. J. Jerome Boxleitner, Director
Mr. John T. Coskran, Associate Director



March 27, 1984

Most Reverend Robert J. Carlson
Chancery
226 Summit Ave.
St. Paul, MN 55102

Dear Bob:

I just wanted to drop a quick note to let you know how much I enjoyed our meeting last Tuesday. Your suggestions for future discussions were excellent. As I think I indicated I would like to focus our attention for our May luncheon on the review of the past 18 months and what unresolved issues and feelings there may be. The focus would especially be on feelings toward the Church.

I would ask you to enter into the same sort of review process. It would be most helpful for me to know what your feelings were during various times in the last 18 months. If there are unresolved feelings on your part it would be as destructive to our relationship as my feelings would be.

The other area that you mentioned, changes in support systems, is also very interesting. I would like to discuss that when we feel we have satisfactorily covered the above.

I'm looking forward to lunch on May 1. I'll see you at the Normandy.

Peace,

Church of St. Joan of Arc

4457 Third Ave. So.

Minneapolis, Minn. 55409

May 11, 1984

Dear Archbishop Roach,

I have been meaning to write you for some time. I just wanted to take the opportunity to say thanks for the ways that you have cared for Gil Gustafson. It has been an extremely painful situation for alot of us as I am sure it has for you.

Gil has shared with me how kind and compassionate you have been towards him while still showing concern and responsibility for the Archdiocese. I know he appreciates it and so do I.

Your ministry is a difficult one. You do it well. Know that you have my prayers and support.

In gratitude,

ARCH-014647_____



CATHOLIC CHARITIES
OF THE ARCHDIOCESE OF ST. PAUL AND MINNEAPOLIS

Finance, Accounting & Personnel
404 South 8th Street
Minneapolis, Minnesota 55404
(612) 340-7500

Edward L. Beck, C.P.A.
Administrator

September 13, 1984

Most Reverend John R. Roach
226 Summit Ave.
St. Paul, MN 55102

Dear Archbishop Roach:

I am delighted that we will be able to meet on Tuesday the 18th.

Last March when we met you suggested that I consider where I would like to relocate. I have done some thinking about this. My therapist, however, has suggested that this may not be the best time for me to turn my attention to such a decision. My treatment has not progressed to the point where it is clear what the effects of moving might be. Thus it is not clear if or when moving would be an advisable course of action.

I realize that this raises a number of fundamental questions about my future. I am willing to discuss these questions, but I am not in a position to have answers to them. I am asking that we delay any concrete decisions about my future until early 1985.

I am looking forward to the opportunity to discuss these matters with you.

Sincerely,

Send us letter

January 14, 1985

Dear Sir:

This letter is to inform you of the treatment course and progress of Father Gil Gustafson. The beginning course of Fr. Gill's treatment consisted of breaking down and eliminating the fusion of hostility with his sexuality. In sex offenses there is fusion of hostility and inadequacy-regression with the sexual component of an individual's psyche. First, it is necessary to phase down and eliminate any activities (i.e. fantasies, masturbation-pairing, etc.) that led to reinforcement of deviant aspects of sexual functioning. At the same time, positive shaping of the sexual functioning in a nondeviant direction is inaugurated. This was the beginning course of Fr. Gill's treatment direction and he was quite cooperative and faithful in fulfilling his assignments and work direction. As he worked on breaking down his anger/shame complex, underlying conflicts, especially in regard to his nuclear family began to emerge. Quite a bit of painful material as well as rage toward significant family members and cultural-religious institutions surfaced and was worked with. During this period of time a shift from anger/power to use of power as a vehicle of expression and strength was established. In general, the first phase of Fr. Gil's treatment consisted of breaking down the deviant complex of functioning, working through the underlying conflicts, healing old psychic wounds, and at the same time beginning a diversion of energy into shaping a more positive sexual and power direction.


The second phase of Fr. Gil's treatment consisted of establishing a more surrendered or open relationship to himself and the world, while at the same time undertaking a more radical rooting out of homo-erotic attachments to male youths. A transforming of deviant memories and raw sexual energy fixation on boys underwent major changes. An inner sexual developmental process from early adolescent homosexual fixation and pairing of sex/punishment to a more adult homosexual direction as well as a heterosexual direction. Also, a movement towards pairing sexuality and love or warmth rather than pain or punishment was established.

In the final phase (present) a major decision to break with adult homo-erotic aspects was initiated. Hence a move towards developing basic androgenous (heterosexual) sexual functioning and orientation is taking place. This process will need a few more months of weekly work for com-

pletion and anchoring. Following that period, a few months time period of bi-monthly meetings is advisable. In all, a phasing down period of approximately the next four months would be helpful in order to bring about a synthesized completion.

I have found, throughout the treatment course, that Fr. Gil has been a highly motivated and hardworking individual. I believe he sincerely wishes (and at this point is capable of) to not bring any more harm to youths. At present, he has the power and the tools to not engage in deviant behavior, and to do so could only come about as a result of willful and painful turning away from his chosen and established course of adult sexual functioning.

I hope this letter assists in clarifying Fr. Gil's course of treatment and present status. If I can be of any further assistance, please contact me.


Robert J. Faas
Licensed Psychologist

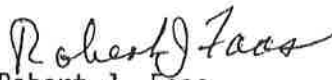
RJF:ep

3650 Edmund Boulevard
Minneapolis, MN 55406
March 8, 1985

Dear Sir:

This is an addendum to my recent report regarding Father Gil Gustafson. The issue I would like to address is the type of ministry that is most germane to Father Gil at this time. Given the nature of his offense and its long-term ramifications, I believe that Father Gil should not be placed in a ministry situation in which contact with youth is involved. However, he appears to be a gifted spiritual minister and such a calling and talent should not be lost. My recommendation would be to place Father Gil in spiritual ministry positions with adults, i.e., hospital, prison, nursing homes, etc., thereby insuring that his growth and gift will not be wasted.

If I can be of any further assistance, please feel free to contact me.


Robert J. Faas
Licensed Psychologist

RJF:ep

Write:

- Gustafson

- Koon

Sugg. analysis pt.
of formally
electing

Parish ~~Board~~ +
Pastoral Staff



CATHOLIC CHARITIES
OF THE ARCHDIOCESE OF ST. PAUL AND MINNEAPOLIS

Justaf sta - file

Finance, Accounting & Personnel
404 South 8th Street
Minneapolis, Minnesota 55404
(612) 340-7500

Edward L. Beck, C.P.A.
Administrator

January, 18, 1985

Archbishop John R. Roach
226 Summit Ave
St. Paul, MN 55102

Dear Archbishop Roach:

Since I am entering the final phases of my treatment program I thought this might be a good time for you and I to meet. I would like to engage in a process of discerning the direction of my future.

I would like to review the decision you made in August of 1983 that I should transfer to another diocese when my treatment concluded. I am not seeking to debate the decision. I would, however, like to review the rationale behind the decision which was, as I recall, that, "forces beyond our control would not allow me to effectively minister in this archdiocese." Specifically, I would like to consider whether this rationale is still valid or if conditions have changed since Aug. 1983.

I have come to the realization that my basic principle for discerning my future is that I must go where I can perform the widest range of ministerial tasks (eventually to include parochial ministry). I would like to stay in this archdiocese if at all possible, but geography is not the first consideration. I also am willing to be very patient about my future in ministry. The proper time for me to reengage in parish work is at least three years off. I could easily see my self waiting five to ten years before I returned to a parish.

I also could see myself involved in any number of non-parochial ministries in this archdiocese such as R.C.I.A., RENEW, Ministry to Priests, consultation to offices or parishes around staff development, planning, communications, etc. I am also willing to stay on at Charities but I would need to expand my current job description to include more direct service or programmatic components.

If your discernment is that I must go, I would ask that the implementation of the decision not take place before June. My psychologist has suggested a four month period of time to conclude the final phase of treatment. I would appreciate having that amount of time. I have enclosed Bob Faas's letter which summarizes the process of treatment.

It would also be my preference that I not excardinate immediately. I would prefer a three to five year period when I would be "on loan." This would help me to be sure that I am at home in my new diocese.

Some possible locations that I have considered are:

Seattle
Milwaukee
Oakland

I am certainly willing to entertain other suggestions but these are the plces that are foremost at this time.

You might want to contact some persons who have been close to me these past 18 months. They could give you from various perspectives a pretty good reading on my currenbt status. I would suggest Sr. Mary Martin, Fr. Jerome Boxleitner, Fr. Steve Adrian, and Fr. Dick Rice. These people could offer assesments on my liturgical, professional personal and spiritual life.

I have been long at prayer in my preparations for this meeting. I would ask your prayerful consideration of the issues I have outlined. I trust completely in the Holy Spirit's ability to work through both of us.

In Christ,



MONASTERY OF SAINT CLARE

8650 RUSSELL AVENUE SOUTH
MINNEAPOLIS, MN 55431

January 18, 1985

Most Reverend John R. Roach
Archbishop of Saint Paul and Minneapolis
The Chancery
226 Summit Avenue
Saint Paul, Minnesota 55102

Dear Archbishop Roach:

A little over a year ago, you asked our community to consider an arrangement for chaplaincy services with Father Gilbert Gustafson, who at that time was looking for a relatively private setting for celebrating Eucharist. We agreed to receive Father Gustafson here as chaplain, an arrangement which has been in force ever since that time.

We understood, Archbishop, that after a year or so there would be an assessment of Father Gustafson's situation, with decisions made about his future ministry, including his possible re-location in another diocese. Because you asked us in late 1983 to be associated with Father in the context of the Eucharist, the center of our community life, and since we have come to know him well in that ministerial context in the months since then, the Council of our community has felt it appropriate to offer you our comments on Father's ministry and presence among us, as information pertinent to the decisions you will make about his future assignment.

When we agreed to receive Father Gustafson as chaplain on a regular basis, we did so primarily (since none of us knew him at all) because we thought we could thus be of help to you and the presbytery of the Archdiocese. We found very soon that, rather than being benefactors ourselves, it was we who were being blessed in that agreement! As you know, Father Gustafson is very gifted as homilist, presider and liturgist. He has been unfailingly generous and cooperative with the community in our liturgy planning and celebration, and keenly sensitive to the particular character of the community worship here. The creativity and depth he contributes have greatly enriched our liturgy and community experience. We have the highest respect for his dedication to building and fostering community through the celebration of the Eucharist.

However, the power of Father's ministry for us has lain not just with his natural talents for the role of celebrant. Through Father Gustafson we have experienced the reality of the Gospel paradox that God's power reveals its perfect scope through human weakness. Because we have known how deeply he has suffered and struggled, because we are aware that he has faced the depths of his own brokenness, and with hope and courage taken on the long journey of therapy and the re-building of his own life; that he has wrestled seriously with prayer and the call to conversion; for all these reasons, his preaching and celebration of the Eucharist have a special power. We have met in him someone who has taken the Good News seriously and put his faith in a God who forgives, and thus we have learned important things about Church and the forgiveness and support for human persons that it must manifest. Father's ministry here has been extraordinarily contributive to our contemplative life and our own development as community.

page 2

As mentioned above, at the beginning of our acquaintance with Father Gustafson's situation, Father Urban Wagner told us that Father would eventually be sent elsewhere. We appreciate the difficulties you must face in balancing the needs and demands of outraged parents, the young people who have been wronged, the risk of harmful publicity, and the welfare of Father Gustafson himself. But at this time of decision-making, we want to offer you, from our continual experience of the past year, the observation that Father Gustafson is a compelling witness to the very core of the Gospel message: the healing power of God's grace poured out on those who turn to Him in faith for salvation and renewal. Given all his gifts for pastoral service, we hope that it might be possible for him to continue to serve the Church in this diocese. We as community would consider it a great loss to ourselves and to this local Church if he were sent elsewhere. Assuming that there are effective support systems already in place for him here, we feel that he has special qualities to bring to the service of Christian community -- qualities forged precisely by the psychological and spiritual journey he has been through over the past year, and which we have seen consistently in action. Perhaps there are principles operating of which we are unaware, which make it necessary to transfer him out of the Archdiocese; but we hope you will consider also those which weigh on the side of retaining him here.

We want you to know, Archbishop, how grateful we are to you for having made it possible for Father Gustafson to come here as chaplain, and for our having had this striking witness to the re-creative power of God's love acting through the compassion, patience and forgiveness of Church authority and Church community. We consider ourselves richly privileged and blessed to have had his services over this past year. We would be only too happy if plans for the future allowed for the continuing association of Father Gustafson with our monastery.

Please be assured that you have our earnest prayers for the guidance of the Holy Spirit as you make these decisions with and for Father. May God give you light and wisdom for this and all your heavy responsibilities.

Sincerely yours,

Sister Mary C. Martin, OSC

Sister Mary C. Martin, O.S.C., abbess
and the Community
The Poor Clare Sisters, Bloomington

MONASTERY OF SAINT CLARE

8650 RUSSELL AVENUE SOUTH
MINNEAPOLIS, MN 55431

January 29, 1985

To Whom It May Concern:

Father Gilbert Gustafson has served as chaplain at our monastery since December, 1983. Our entire community has the highest appreciation and regard for him as a person, and for the quality of his ministry as celebrant, liturgist and preacher. Although Father Gustafson was not acquainted with us at all before coming as chaplain, he manifested from the beginning an acute sensitivity to our particular identity as a worshipping community, and has been able to enhance and enrich our liturgy while fully respecting the community's tradition and values. He has been unfailingly gracious and cooperative, open to our requests and suggestions, easily adapting to immediate needs, generous with time for planning and discussion, and welcoming of our full participation in every way possible.

As a community of prayer, we have been particularly touched by Father Gustafson's prayerfulness and depth of insight. We feel that our contemplative life and our development as a community, have been truly nourished by his homilies and by the way he presides at the Eucharist. He carries out these functions not as though they were roles outside himself, but in a personal, self-giving way which is very up-building of the community of worship.

It is characteristic of the Eucharist at our monastery, that guests from a variety of religious or cultural backgrounds come to join us -- often unexpectedly. Father Gustafson draws everyone into celebration with a marvelous pastoral hospitality, and our guests have repeatedly spoken their appreciation for the liturgy and his way of leading it. In addition to celebrating the great cycles of the Church year, on particular occasions here he has been called upon to celebrate for persons in grief, for joyous family events, for special community festivities, for very large groups or for quite intimate gatherings. In every case he has shown sensitive care for the specific persons involved, and witnessed powerfully to the presence of the Church in any human situation.

We consider it a great privilege for our community to have had this association with Father Gustafson. We would recommend him wholeheartedly for pastoral ministry: for any roles requiring listening to and caring about people and their needs; for ministries involving bringing people together; and, in a special way, for sacramental ministry. We have seen continually his love for people and his love for the Church, his profound appreciation for the Eucharist and the sacraments, and his dedication to creating and nurturing community. We are certain that any group of persons to whom he is sent as priest-minister, will be blessed by his presence and by his work among them.

Sister Mary Catherine Martin, OSC
Sister Mary Catherine Martin, O.S.C.
abbess



Rev. Msgr. J. Jerome Boxleitner, Director
John T. Coskran, Associate Director
Lloyd W. Lenarz, Assistant Director

February 14, 1985

Officers of the Corporation:
Most Reverend John R. Roach, D.D.,
President
Rev. Msgr. J. Jerome Boxleitner,
Vice President
John T. Coskran, Secretary
Howard E. Dalton, Treasurer

TO WHOM IT MAY CONCERN:

Board of Directors:
Mary T. Quigley, Chairman
Albert J. Hofstede, Vice Chairman
Anthony J. Adducci
Edwin Anderson
Sr. Mary Madonna Ashton, C.S.J.
Marilyn Berg
Ronald M. Bosrock
Leon F. Cook
Howard E. Dalton
Thomas E. Dolan
Dennis J. Dyrhaug
Mary Frey
Rev. Msgr. Ambrose V. Hayden
Lawrence J. Hayes
T. Gerald Hayes
Patricia M. Hollaran
C. Bernard Jacobs
Richard J. Long
Stella Lundquist
Charles J. McCarthy, M.D.
John S. McKeon
Harry G. McNeely, Jr.
Robert C. Munns
Rosemary F. Nichols
Patrick H. O'Neill
Laurence J. Payne
John E. Pellegrine
Robert J. Reardon
Most Reverend John R. Roach, D.D.
Nancy Schaffer
Guy Schoenecker
Reverend Gerald J. Schunk
Lupe Serrano
Robert J. Sheran
James G. Sippl
William G. Stocks
Arthur R. Thelemann, M.D.
John F. Tracy
Helen T. Waddick

Father Gilbert Gustafson has been employed by Catholic Charities of the Archdiocese of St. Paul and Minneapolis for approximately eighteen months. His primary area of responsibility has been to establish a personnel office. Our institutional division has had a formal personnel office, but the rest of the agency had these duties delegated to various administrators.

Father Gustafson has done a remarkably efficient job in quickly establishing this office. His duties include keeping our policies abreast with the rapidly changing law in this area. He also performs the routine aspects of such an office, such as record keeping, etc. In addition, he has helped significantly in standardizing our performance review practices and is currently designing an affirmative action program. He also orchestrates our annual strategic and thrust statements which articulate our agency planning.

Father Gustafson has regular meetings with individual staff members as well as groups of staff. He is well received and his methodology is highly respected. He has a keen understanding of group process and is a very effective group leader. The nature of his job necessitates regular encounters with difficult situations, and he handles these matters with skill and diplomacy. He is a very gifted person with a keen intellect. He is well organized, very efficient, and dependable.

I think Father Gustafson would be a very valuable person in planning and overall administrative work. He has a strong commitment to the Church and an excellent sense of ecclesiology. I would not hesitate to recommend him for employment.

Sincerely,


Rev. Msgr. J. Jerome Boxleitner
Director



Feb. 20, 1985

Dear Bob.

Thank you for your kind offer to arrange a meeting between Michael Kennedy and myself. I have decided to accept your offer. I would suggest the following as possible dates and times.

Monday	March 11	:	Morning or afternoon
Tuesday	March 12	:	Afternoon
Wed.	March 13	:	Afternoon
Thursday	March 14	:	Morning - Afternoon
Friday	March 15	:	Morning - afternoon
Monday	March 18	:	Morn. - aft.
Wed.	March 20	:	aft.
Th.	March 21	:	Morn. - aft.
Fri.	March 22	:	Aft.

I understand we will meet at your residence at St. Thomas College. Please let me know what would be an acceptable time and place.

Many thanks,
Ed. Beck

February 21, 1985

To Whom It May Concern:

My name is Gilbert Gustafson. I was born in Minneapolis, Minnesota on April 18, 1951. I am the youngest of four children. I attended the local parish school for grades one through eight. In ninth grade, I entered Nazareth Hall Preparatory Seminary and continued in the Archdiocesan seminary system for college and graduate work. I received a Master's Degree in Sacramental Theology from St. Paul Seminary. I was ordained in June, 1977 by Archbishop John Roach.

The first five years of my ministry were spent at St. Mary of the Lake Parish. Due to the illness of the pastor, I functioned as administrator for much of my first year. The parish was composed of 1,500 families and provided a wide variety of opportunities for pastoral experience. I very much enjoyed my assignment at the parish. During this period, I also served on the Priest Personnel Board for two years and was Chairman of the Committee for Continuing Education of Priests for three years.

In June of 1982, I was reassigned as the Associate Director of the Center for Growth in Priestly Ministry. The intent was that I should study for two years and succeed Father Robert Schwartz as Director. To this end, I spent one year at Catholic University in Washington, D.C. studying toward an S.T.L. Degree in Ecclesiology.

In August of 1982, the Archdiocese became aware that I had engaged in sexual misconduct with young boys [REDACTED]. It was decided that I would begin my study as I mentioned above. This course of action was cut short in the spring of 1983 when the police became aware of my actions. I tendered by resignation as Associate Director of Continuing Education and it was accepted. In May, 1983, I was sentenced to six months in the county workhouse and ten years probation with appropriate psychological therapy. I have served the time in the workhouse and am now entering the final phase of treatment (please refer to the letter from Bob Fass for details on the course of treatment).

At this time, I feel confident that there is little likelihood that I will act out with young boys again. My goal in treatment has been to develop a healthy, celibate sexuality. This includes the concept of adult heterosexual orientation. I feel that I am now achieving that goal and see the next years as a time of deepening this healthy sexuality and learning to live it out.

Early in my childhood I knew I wanted to be a priest. I felt attracted to serving people. During my years in the seminary, it became clear to me that priesthood was the way I could best use my talents and abilities to serve others. I must admit that before ordination my concept of priesthood

was a mixture of teacher, social worker and community organizer. The profound spiritual aspects of priesthood were not foremost in my conscientiousness. I pursued my goal of priesthood with great enthusiasm. My ordination date was a wonderfully joyful day for me. I felt convinced that I had made the right vocational decision. I still am convinced.

My experiences in priesthood have changed my view of its essential elements. Eucharist is the focus for me now. I never feel more alive, more fully myself, than when I preside at Eucharist. It is the foundation and fullest expression of my priesthood. Next to it is my desire and ability to build community. I feel that I can help people of diverse backgrounds be united in a church which is an extension of the Body of Christ. Presider at Eucharist and community builder are the two phrases that most aptly describe priesthood for me today.

The events of the last two years have led me to reflect a great deal on my priesthood. My love for priesthood is stronger now than it has ever been before. I have been forced to face my own human weakness, my sinfulness. It has made me a more effective preacher of the word, minister of compassion, and devoted follower of the Lord. I regret many things about the last two years. I do not regret the lessons that I have learned about myself and my God, even though the lessons have often been painful and arduous.

I suppose your question logically is, "Why should I accept this man into my diocese? What can he do here?". My answer is that I bring many talents and abilities, paired with a good theological education and a rich variety of pastoral and administrative experiences. I want to put myself in the service of the Church. In my mind, there are many possibilities for this service. My administrative experience could be helpful in management consultation for diocesan/ parochial staff. I also would be willing to assist in any form of ministry to priests. My theological area of interest is the sacraments, especially the Sacraments of Initiation. I might be useful in promoting the Rite of Christian Initiation of Adults or the RENEW Program. I have worked at Catholic Charities in Minneapolis/St. Paul for 1½ years as a Personnel Coordinator. I would be willing to explore a position in the Catholic Charities organization of your diocese. I would be willing to engage in hospital or jail chaplaincy, teaching introductory courses in college theology or in adult education. I am open to many possibilities.

My ultimate ambition is to return to parish ministry. I feel I am most effective there. It is where my heart is. I do not, however, feel that it is in my best interest or any one else's to return to parish work at this time. I need another year or two to allow the work I have done in treatment to be cemented in the fibre of my being. For this reason, I have offered the alternatives in the previous paragraph. None of them are as dear to me as parish ministry, but they would be more appropriate for me at this time.

Page 3

I am anxious to explore the possibility of serving in your diocese. I would be grateful for the opportunity to give back to the Lord for all that he has given me.

Sincerely,

A handwritten signature in cursive script, appearing to read "Gilbert J. Gustafson".

Rev. Gilbert J. Gustafson

Enclosure

CONFIDENTIAL

**AUTHORIZATION
REQUIRED TO
VIEW OR COPY**

DATE: April 29, 1987
MEMO TO: Father Bill Kenney
FROM: Father O'Connell
SUBJECT:

Leht Faas

Bill, you will find attached to this memo an "authorization for release of medical information" which I asked Mr. Eisenzimmer to prepare for us. I would want you to have Father Gustafson sign this form and have it filed with his counselor.

Then I would ask you to use the access that the form will provide to Father Gustafson's file as a basis through which you would report to the Archbishop twice a year commencing with June 1, 1987, a full report of both Father Gustafson's personal estimation of his recovery program, his therapist and your own as his designated mentor from the Archdiocese.

If you would be so kind as to copy me when you make this report on or around June 1st and every six months thereafter, I would appreciate it, Bill. If you have any questions please contact me.

Enclosure

AUTHORIZATION FOR RELEASE OF MEDICAL INFORMATION

Patient's Name Rev. Gilbert J. Gustafson
Address 507 Hall, St Paul, MN Telephone # 224-3128
Birthdate 4/18/51 Social Security # [REDACTED]

THIS WILL AUTHORIZE Bob Faas
(Physician/hospital/clinic/other facility)

to release to The Archdiocese of Saint Paul and Minneapolis, or to its agents or employees, all information from any record that you have prepared, maintained or acquired at any time respecting my physical, blood, psychological, psychiatric, or mental condition.

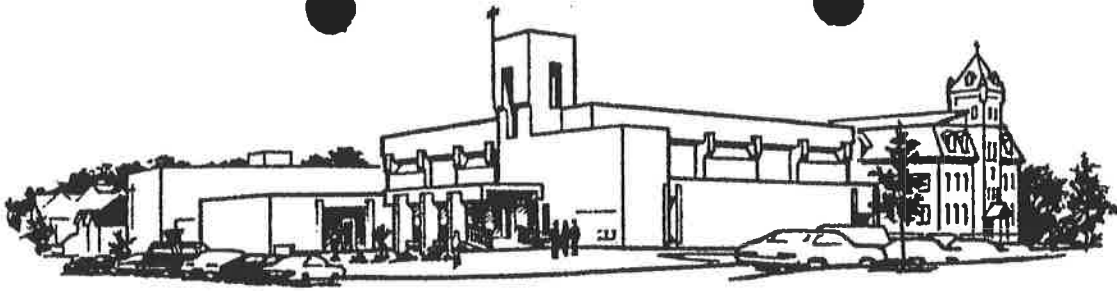
YOU ARE FURTHER AUTHORIZED to furnish to The Archdiocese of Saint Paul and Minneapolis, its agents or employees, such oral or written reports respecting said conditions as they might request, to inform them of the meaning of any data to which this authorization applies, and to provide them with copies of such records as they might request.

I understand that I may revoke this authorization at any time upon written notice to the provider. Unless revoked in writing, this authorization shall be deemed to continue.

A PHOTOCOPY OF THIS AUTHORIZATION SHALL BE CONSIDERED AS VALID AS THE ORIGINAL.

Dated this 3rd day of May, 1987.

Gilbert J. Gustafson
Patient



Church of Saint Matthew
507 Hall Ave.
Saint Paul, Minnesota 55107

July 21, 1987

Rev. William Kenney
226 Summit Ave.
St. Paul, MN 55102

Dear Bill:

I have enclosed a copy of my summary of the treatment process. I appreciated our meeting on July 8. and thought I would jot down my recollection of the meeting. I was especially delighted that the possibility exists to look at more direct ministry (hospital or corrections chaplaincy). I understood you to say that this could be examined in the next six to twelve months. I would like to discuss this further when we meet on Thursday.

We also talked about the St Luke's workshop as a possibility for the seminar which I agreed to attend this year. I understand that you will send for more information and let me know what is being offered and when.

Another area of conversation was the possibility of my doing some volunteer work with Project Pathfinder (see the copy of the brochure enclosed). This is the program Bob Faas mentioned. Bob and I will draw up a description of what the volunteer involvement would entail. so that you can discuss it with the Archbishop.

Finally, we discussed the frequency of my therapy sessions. I will continue meeting with Bob on a bi-weekly basis for the next 6-8 months. After that I will be meeting with him approximately once a month gradually reducing to a more infrequent schedule.

When we meet on Thursday you can let me know if your recollection of these matters differs from the above. Looking forward to seeing you.



Sincerely,

Bill

P.S. I also have enclosed an article by Pat Cairns,
The founder of Sex Addicts Anonymous.


A HISTORY OF GIL GUSTAFSON'S TREATMENT PROCESS

1. Exposure of my actions (Sept 1982-May 1983): my admission and acknowledgement of my sexual acting out.
2. Revealing my behavior to friends and family. During this period I discovered the reality of unconditional love. This became the foundation for all the work that would follow. The first lie of the disease, "if anyone knew this about me they would have nothing to do with me" is disputed.
3. Effects of publicity, sentencing and jail: I am confronted with the consequences of my behavior. Society exacts its justice. The time in jail gives me further opportunity to acknowledge to myself what I have done.
4. In the fall of 1983 I began treatment. The starting questions were, "Why was I angry at the boys? and Why was I angry at women?" Bob made clear that my behavior was borne of rage and not sexual desire. It becomes clear that the "engine" of my distorted sexuality is the fusion of the two forbidden in my life: sex and anger.
5. Early therapy techniques:
 - a. charting fantasies and masturbation activity.
 - b. cessation of fantasies about sex with boys; turning fantasy attention to adults.
6. The critical therapy process which will be used throughout the course of therapy begins. It consists of sketching an image of the issue at hand (eg. positive or negative images of sexuality) and writing about the image.
7. I begin to learn how to identify my feelings. This is a difficult process for me. I learn that anger is a defense for my hurts. I also learn to diffuse the anger so that I can deal with the hurt.
8. A lot of treatment deals with shame which is hugely important in the whole dysfunctional sexual pattern.
9. I use the sketch and reflect technique to identify an image that helps me to understand my positive potential.
10. The process of dealing with the archdiocese about my relationship with the archdiocese and the civil lawsuit provides an arena to learn about anger, sadness, and pain.
11. Use the sketch and reflect technique to identify my image of positive/divine forces which can help with the healing process.

12. I begin refraining from masturbating in response to inappropriate needs such as fatigue, anger, sadness, etc. Sex had been the response to my every need. I now try to confine masturbation as a response to sexual desire only.
13. I begin to use the Positive-Negative-Positive (P-N-P) technique. I use a positive image to bracket my reflection on powerful negative feelings (sexual, anger,) or significant dreams.
14. A lot of time was spent dealing with the history and issues from my family of origin: Sense of my Dad being absent/emotionally during my formative years; silence as punishment; deep fear of rejection (I could never be good enough); my Dad's occasional inappropriate anger; my sister's unwed pregnancy when I was 14 years old which gave me the message that heterosexuality is dangerous, that it can be imprisoning/forcing commitment. The bottom line of my pain becomes clear: my fear of rejection.
15. I bring positive image to heal rejection.
16. I learn how to identify anxiety and take steps to reduce it.
17. I work to integrate my fantasies of passionate genital sex with my loving caring self.
18. I deal with homosexual orientation; some experimentation, demythologizing of the sex act.
19. I take on the attraction to boys directly by using the P-N-P technique to deal with the memories:
 - a. I felt confident sexually with boys: boys are objects not partners they make no adult demands.
 - b. pairing of sex with shame.
 - c. 
 - d. 
 - e. I wanted to be a good father to them and ended up hurting them, thus replaying my own hurt.
20. The healing of the memories above involved unlocking the energy which had been bound and handing them over in a transformational exercise handing over the negative portion and retaining the positive.
21. I work at developing deeper relationships.
22. I deal with ongoing casual attraction to boys:
(over)

- a. acknowledge the attraction; see it as an attraction to an image of a boy and not a real person.
 - b. Hand the attraction over to God
 - c. realize the consequences of acting sexually with the boy.
 - d. Ask for help from other humans.
23. I make the choice for heterosexual orientation:
- a. experimentation with and demythologizing of the sexual act.
 - b. dealing with fears from my childhood associated with heterosexuality.
 - c. work with the androgeny of heterosexuality: the complimentarity.
 - d. surrendering homosexuality and all situations where I could feel in total control (men and boys).
24. I work with the feminine image of God "Sophia"
25. Decrease of masturbation: ritualizing to one time a week. This leads to desensitizing my sexual system. Later the masturbation was discontinued.

MEMORANDUM

DATE: July 31, 1987
TO: Archbishop Roach
FROM: Father William Kenney 
RE: Father Gil Gustafson

I met with Gil and his therapist, Bob Faas, on July 8. Gil reviewed his therapy history over the past four years; his summary is enclosed.

I was impressed with his openness and vulnerability. He spoke very candidly and sincerely about his struggles and the pain he has encountered. It's obvious he is committed to growth and is trying to be as faithful as possible in taking the steps to bring that about.

Bob Faas, his therapist, was positive in his assessment as well. First of all, he concurred with Gil's report, stating that it was both accurate and complete. He continues to see Gil as an excellent candidate for recovery and intends to continue to work with Gil for at least two more years. For the next 6-8 months, they will meet on a bi-weekly basis, then meet once a month and gradually reduce their sessions to a more infrequent schedule.

Gil continues to feel a need for more pastoral work. While his job at Catholic Charities is okay for now, he would like to think we would be open to his taking a hospital assignment within the next year or so. I said such a move might be possible, but that I would suggest his meeting with you sometime in December to explore the possibility further.

One question I neglected to ask and still don't know the answer to: Wouldn't group therapy be more helpful to him rather than his meeting one-on-one with his therapist? I spoke to Gil about that this past week, and he intends to discuss the matter with Bob Faas.

Finally, I am exploring the possibility of Gil's attending a workshop at St. Luke's Institute. His contract calls for an annual workshop. Most programs that provide that do so only for their former clients. I have written to St. Luke's asking them to accept Gil for the one-week aftercare workshop.

Recommendation: I would like to see Gil given the opportunity of some hospital ministry sometime in 1988. A more structured setting like St. Mary's in Minneapolis with Chuck Ceronsky as his supervisor might have merit.

Copy - Bishop Carlson
Father O'Connell
Father McDonough

DATE: August 6, 1987
MEMO TO: Father William Kenney
FROM: Archbishop Roach
SUBJECT:

Thank you for your memo on Father Gil Gustafson.

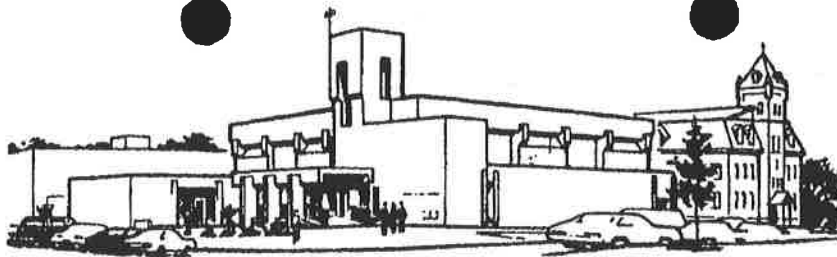
The Institute of St. Luke is probably a good answer. I really don't know that there are others around. The possibility of a hospital chaplaincy should be considered. I will want, however, a discussion with the two Auxiliary Bishops, Father O'Connell, yourself and myself before we make that a concrete reality. Public perceptions are still very important in this case.

CONFIDENTIAL

DATE: August 25, 1987
MEMO TO: The File of Fr. Gil Gustafson
FROM: Fr. Michael O'Connell
SUBJECT:

I asked Fr. Bill Kenney in August of 1987 if he would communicate to Fr. Gustafson the Archbishop's wish to have him participate in at least one week of evaluation at the St. Luke's Institute and possibly if he would wish, another week of whatever kind of remedial program they might offer out there. Secondly, I asked Fr. Kenney to tell Fr. Gustafson that we would like him to give some very serious thought to working in a group support format. I suggested the one that is conducted at the Consultation Services Center and led by Dr. Dolore Rockers.

cc: Fr. Bill Kenney



Saint Matthew's Parish Center

480 Hall Avenue
Saint Paul, Minnesota 55107
(612) 224-9793

September 7, 1987

Rev. William Kenney
226 Summit Ave.
St. Paul, MN 55102

Dear Bill:

I had meant to get this note off to you shortly after our meeting on July 8 with Bob Faas. Hard to believe that two months have gone by. I have written my recollections of the topics of our meeting. I would like to get together soon to discuss these topics and whatever else may be appropriate.

1. You asked why Group work wasn't a part of my therapy process. Bob told me that it was a judgment call on his part. He felt that my denial system wasn't particularly entrenched. I was able to admit my guilt early on. This being the case it was a matter of judgment as to what style of treatment would be most effective. Bob chose individual therapy. If you would like further details you can speak with Bob.

2. We had discussed the possibility of my working as a volunteer for the Pathfinder sexual treatment program. Bob is drawing up a letter outlining what my role could be. He will send this letter to you.

3. You mentioned that you would recommend to the Archbishop that the dioceses place me in a hospital or corrections chaplaincy position. I understood that you saw this a possibility in the spring of 1988. I will plan to meet with the Archbishop during the winter (January) to discuss my ministerial possibilities.

There are a couple of other matters that have come up in the past few weeks. I have a cousin who is to be married in Boston at the end of the month. He has asked me to be part of the ceremony (at a Unitarian Church.) Is there any problem with this? Similarly, a person from my childhood neighborhood has asked me to witness his marriage at the College of St. Catherine in January. Would you please let me know if this is permissible?

I would like to set up a meeting soon to discuss all the above. Also I would like the opportunity to share with you some of the feelings I have toward the diocese. When we met at Bob's you asked me if I was able to express my anger at the diocese. After much reflection I have discovered there is a lot of anger in me that I need to express. If you would be willing I would like to speak my piece about the hurts I feel I have suffered from the diocese. For this reason I would like to suggest we meet at your office (or home) rather than a restaurant. I think it could be a very emotional experience for me and would appreciate privacy.

I'll call soon to set up a time to meet.

Thanks,

ARCH-014565

MEMORANDUM

DATE: September 17, 1987
TO: Archbishop Roach
FROM: Father William Kenney *WCK*
RE: Father Gil Gustafson

I met with Gil Gustafson September 16. He shared with me some anger and hurt he carries, especially because of the reactions on the part of the Archdiocese when the Adamson case hit the papers. He felt we were reacting to that when we went to him and put more restrictions into his contract.

He has resigned himself to the reality that he will probably never go back to parish work. However, he still has a strong desire to do some kind of pastoral ministry. He feels he is dying by inches in his present job at Charities.

He is agreeable to going to St. Luke's Institute for a week-long workshop and also an evaluation while he is there. He also is willing to pursue the possibility of getting into a support group either with Dolore or one of the other agencies in the Twin Cities.

My recommendation: If he comes through with a satisfactory evaluation at St. Luke's and gets into a support group, that we work toward a pastoral ministry position for Gil sometime in 1988.

He plans to set up a meeting with you shortly after the first of the year.

Copy - Bishop Carlson
Father O'Connell
Father McDonough

DATE: September 29, 1987
MEMO TO: Father William Kenney
FROM: Archbishop Roach
SUBJECT:

I will be eager to see the report from St. Luke's Institute on Gil Gustafson. I do believe that based on what I have read, a support group is going to be very important for him.

As to a pastoral ministry position, begin to think about that. It absolutely will not be a parish and I am still open to some kind of assignment to a hospital chaplaincy where there is minimal perception of dealing with young people. I am prepared to talk about that any time you want.



MEMO

TO: Rev. William Kenney
FROM: Robert J. Faas, Licensed Psychologist
RE: Fr. Gil Gustafson

This memo is to confirm the fact that Fr. Gil Gustafson remains in therapy at this time. However, he has been on a reduced treatment schedule, twice monthly rather than weekly, since 1986. He is on a follow-up or maintenance therapy schedule. The major issues he is working with will be described below.

He continues to monitor his sexual feelings and life and also his anger formations. If any inappropriate sexual fantasy emerges it is processed, undergoes a psychic dismantling procedure and the energy then is redirected into appropriate sexual fantasy or sublimation. Anger is also monitored and attempts made to not reach major build-up or for anger to become focused with sexual feelings. Fr. Gil is still doing a good deal of work in the area of effective anger management.

He also is heavily engaged in positive enhancement work which includes development of deeper, more emotionally intimate adult relationships, both male and female friendships. A further enhancement of his sexual functioning is also a major current work and goal. In the sexual area those major aids are employed, i.e., masturbatory expression of sexual needs and feelings, sublimation activities of sexual urges and transformation work regarding sexual energies.

To my knowledge, there has been no major inappropriate or antisocial sexual behavior on the part of Fr. Gil during this last year (or since he has been in treatment). His greatest difficulties and failures have been in the arena of anger management. He still manifests a cycle of anger exhaustion in which he tends to suppress too much anger in work situations and then drives himself into exhaustion. At this point in treatment he has done more effective work in that area, but it remains a problem and needs further work. He has not, to my knowledge, however, been heavily engaged in reinforcing anger and sexuality as before; that being a major place for him to accumulate his hostility. The anger work is truly a long-term work and will need continued effort and development.

Fr. Gil remains a cooperative and basically hardworking individual in treatment. He needs to continue in a modified treatment schedule of twice monthly for another six months or so, and into a monthly maintenance schedule for a period of time. I would also advise that his work or pastoral duties be restricted to adult ministerial roles and situations.

Please contact me if I can be of any further assistance. Thank you.

Sincerely,


Robert J. Faas
Licensed Psychologist

RJF:ep
10-9-87
cc: Grant Stabenar

3650 Edmund Boulevard
Minneapolis, Minnesota
October 9, 1987

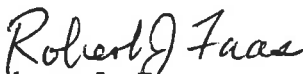
The Rev. William Kenney
226 Summit Avenue
St. Paul, Minnesota 55102

Dear Bill,

This letter is a follow-up of our joint conference with Fr. Gil Gustafson. At that meeting his future ministerial role was discussed, and various safeguards and directions were delineated. It was advised that any ministry regarding child contact was to be seen as inappropriate, and placed in the restricted or out-of-bounds category at this time. However, a ministry that dealt with adults, such as hospital or corrections ministry was recommended and not seen as inappropriate or dangerous. Hence, I am suggesting a ministerial or chaplain position to a hospital-based program, Mounds Park-St. John's, Project Pathfinder, as a way that Fr. Gil can serve in a priestly function, help or guide the spiritual troubles of clients in difficulty. Project Pathfinder is an outpatient sex offenders program that is primarily serving Ramsey County Court Services, but not exclusively.

My judgment is that Fr. Gil is able, at this point in his recovery process, to work with a population that has had the same problem area as he has had. He would undergo training in the area he is to be involved in, but serve as a spiritual guide and helper to members of the program. I believe that Fr. Gil could make a ministerial contribution to this population and hope that this direction for him can be implemented. Thank you.

Sincerely,


Robert J. Paas
Licensed Psychologist

RJF:ep
cc: Grant Stabenar

MEMORANDUM

DATE: November ¹⁶~~23~~, 1987

TO: Archbishop Roach

FROM: Father William Kenney *WJK*

RE: Father Gil Gustafson *- file*

I received a preliminary report by phone today from Fr. Francis Valcour, priest-psychologist from St. Luke's Institute, regarding Gil Gustafson's evaluation.

He found Gil very cooperative and insightful and a good candidate for being able to make a recovery.

In his written report to us that will follow soon, he will recommend:

1. That Gil get into a self-help group made up of other persons dealing with sexual problems;
2. That Gil consider taking the drug Depo provera that lessens the sexual drive; Father Valcour would not mandate this medication, but sees it as an added safeguard. The side effects of the drug are drowsiness, tendency to gain weight, and a mild increase in blood pressure and blood sugar. The drug can only be administered intravenously on a weekly basis. Gil's initial reaction was negative, but said he would consider it;
3. That Gil abstain from alcohol. While he is not alcoholic, his history seems to indicate that some of Gil's acting out was alcohol-related. Since alcohol is a disinhibitor, abstinence would be another safeguard; and
4. That Gil have his ministry expanded. It was felt he has had a good period of recovery. It would seem that his therapy program has gone well, and the tests they administered to Gil support that.

Father Valcour said he has interviewed more than 150 priest-pedophiles, and he sees Gil as one of the more hopeful candidates for returning to a more active ministry. His written report to you will spell out the above in more detail.

Copy - Bishop Carlson
Father O'Connell
Father McDonough



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,



Affiliated with the
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 agrandizing 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

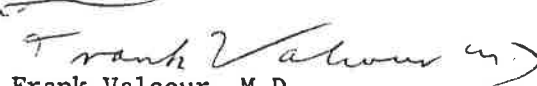
Recommendation and Discussion: As indicated above, and in our telephone

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

CONFIDENTIAL

DATE: November 19, 1987
MEMO TO: Fr. Bill Kenney
FROM: Fr. Michael O'Connell
SUBJECT: FR. GIL GUSTAFSON

The Archbishop is holding firm on his decision to exclude Gil Gustafson from Pastoral contact in the Archdiocese outside of his work with the Poor Clares. Therefore, he will not grant the permission for Gil to perform that wedding. Gil should be told.

ARCH-014952

DATE: November 30, 1987
MEMO TO: Archbishop Roach, Father O'Connell
FROM: Bishop Robert J. Carlson
SUBJECT:

I received a call today from Father Mark Jeuttner at Maple Lake, Minnesota, indicating that he wanted to know if Father Gil Gustafson was allowed to take public Masses in parishes.

Apparently, Gil has been giving workshops on Lay involvement through Catholic Charities, and is offering to come out to the parish in Maple Lake, and take all the Masses on a Sunday, to preach about this topic.

Father Jeuttner has received mixed reactions from priests and before he were to invite Father Gil Gustafson out to Maple Lake, he wanted to know if this would be allowed. I told him that I was unaware of any permission that Father Gil had, but that I would check it out and then get back to him.

Basically, I suppose they are asking whether or not Father Gil could go out to the parishes and take all the Masses on the weekends.

I would be happy to communicate to Father Jeuttner whatever the status is on this question.



December 1, 1987

Bishop Carlson

Archbishop Roach

I am not prepared to have Gil Gustafson take public Masses in our parishes at this point.

Please inform Father Jeuttner of this. I think Gustafson is coming in to see me reasonably soon and I will make a note of this and make sure I inform him of it also.

cmh

DATE: December 5, 1987

MEMO TO: Fr. Bill Kenney

FROM: Fr. Michael O'Connell

SUBJECT: Bp. Carlson's Memo of 11/30/87 Regarding Gil Gustafson

Bill, I do not think Gil Gustafson has authorization to offer public masses in parishes. Therefore, I would ask you to advise him to not make this offer to pastors of parishes regarding giving talks about the Catholic Charities workshops on lay involvement.

It is still certainly appropriate for him to give talks in parishes even after masses on Sundays if that is a more convenient time to gather people. But he does not have permission as yet to offer these public masses.

I would ask you to get back to me after you talk to Gil about this so that I can, therefore, get back to Bishop Carlson and he can talk to Fr. Juettner.

Functions Related to "The Cases"

Receiving the Complaint

Evaluating Complaint

Confrontation.

Treatment

Follow-Up w/ Victim

Follow-Up w/ Offender

Follow-Up w/ Publics

Managing the legal processes.

The Cases

1. Receiving the Complaint

1. receive initial phone call or letter
2. ~~set~~ ~~pre~~ ~~conditions~~ for interview with victim
3. interview victim (w/ proper age cautions)
4. respond to victim w/ appropriate information, empathy, preview of follow up.
5. (where necessary) contact civil officials

2. Evaluating the Complaint

1. review interview results w/ other knowledgeable person
2. (when possible) follow up in interviews with persons who could provide corroborating testimony
3. review priest's/~~deacon's~~ file and check with senior administrators about possible undocumented concerns.
4. review all data w/ civil attorney
5. provide summary for Abp and Council.

3. Confrontation

1. prepare a written statement, including facts known, conclusions drawn, and proposed disciplinary steps.
2. contact offender-advocate; schedule tentatively
3. contact archdiocesan witness; schedule
4. contact offender
5. host meeting for confrontation
6. lead confrontation meeting
7. prepare written summary of meeting for Abp and file.
8. (when necessary) assist w/ short-term needs of offender (suicide prevention, housing, attorney referral)

4. Treatment

1. make a tentative judgment about referral site.
2. review case by phone with admissions people at referral site.
3. (if necessary) make reservations in facility/program.
4. prepare a referral letter.
5. visit offender at referral site
6. discuss aftercare plan with facility officials.
7. contact for aftercare w/ offender.

February 21, 1985

To Whom It May Concern:

My name is Gilbert Gustafson. I was born in Minneapolis, Minnesota on April 18, 1951. I am the youngest of four children. I attended the local parish school for grades one through eight. In ninth grade, I entered Nazareth Hall Preparatory Seminary and continued in the Archdiocesan seminary system for college and graduate work. I received a Master's Degree in Sacramental Theology from St. Paul Seminary. I was ordained in June, 1977 by Archbishop John Roach.

The first five years of my ministry were spent at St. Mary of the Lake Parish. Due to the illness of the pastor, I functioned as administrator for much of my first year. The parish was composed of 1,500 families and provided a wide variety of opportunities for pastoral experience. I very much enjoyed my assignment at the parish. During this period, I also served on the Priest Personnel Board for two years and was Chairman of the Committee for Continuing Education of Priests for three years.

In June of 1982, I was reassigned as the Associate Director of the Center for Growth in Priestly Ministry. The intent was that I should study for two years and succeed Father Robert Schwartz as Director. To this end, I spent one year at Catholic University in Washington, D.C. studying toward an S.T.L. Degree in Ecclesiology.

In August of 1982, the Archdiocese became aware that I had engaged in sexual misconduct with young boys at St. Mary of the Lake Parish. It was decided that I would begin my study as I mentioned above. This course of action was cut short in the spring of 1983 when the police became aware of my actions. I tendered by resignation as Associate Director of Continuing Education and it was accepted. In May, 1983, I was sentenced to six months in the county workhouse and ten years probation with appropriate psychological therapy. I have served the time in the workhouse and am now entering the final phase of treatment (please refer to the letter from Bob Fass for details on the course of treatment).

At this time, I feel confident that there is little likelihood that I will act out with young boys again. My goal in treatment has been to develop a healthy, celibate sexuality. This includes the concept of adult heterosexual orientation. I feel that I am now achieving that goal and see the next years as a time of deepening this healthy sexuality and learning to live it out.

Early in my childhood I knew I wanted to be a priest. I felt attracted to serving people. During my years in the seminary, it became clear to me that priesthood was the way I could best use my talents and abilities to serve others. I must admit that before ordination my concept of priesthood

was a mixture of teacher, social worker and community organizer. The profound spiritual aspects of priesthood were not foremost in my conscientiousness. I pursued my goal of priesthood with great enthusiasm. My ordination date was a wonderfully joyful day for me. I felt convinced that I had made the right vocational decision. I still am convinced.

My experiences in priesthood have changed my view of its essential elements. Eucharist is the focus for me now. I never feel more alive, more fully myself, than when I preside at Eucharist. It is the foundation and fullest expression of my priesthood. Next to it is my desire and ability to build community. I feel that I can help people of diverse backgrounds be united in a church which is an extension of the Body of Christ. Presider at Eucharist and community builder are the two phrases that most aptly describe priesthood for me today.

The events of the last two years have led me to reflect a great deal on my priesthood. My love for priesthood is stronger now than it has ever been before. I have been forced to face my own human weakness, my sinfulness. It has made me a more effective preacher of the word, minister of compassion, and devoted follower of the Lord. I regret many things about the last two years. I do not regret the lessons that I have learned about myself and my God, even though the lessons have often been painful and arduous.

I suppose your question logically is, "Why should I accept this man into my diocese? What can he do here?". My answer is that I bring many talents and abilities, paired with a good theological education and a rich variety of pastoral and administrative experiences. I want to put myself in the service of the Church. In my mind, there are many possibilities for this service. My administrative experience could be helpful in management consultation for diocesan/parochial staff. I also would be willing to assist in any form of ministry to priests. My theological area of interest is the sacraments, especially the Sacraments of Initiation. I might be useful in promoting the Rite of Christian Initiation of Adults or the RENEW Program. I have worked at Catholic Charities in Minneapolis/St. Paul for 1½ years as a Personnel Coordinator. I would be willing to explore a position in the Catholic Charities organization of your diocese. I would be willing to engage in hospital or jail chaplaincy, teaching introductory courses in college theology or in adult education. I am open to many possibilities.

My ultimate ambition is to return to parish ministry. I feel I am most effective there. It is where my heart is. I do not, however, feel that it is in my best interest or any one else's to return to parish work at this time. I need another year or two to allow the work I have done in treatment to be cemented in the fibre of my being. For this reason, I have offered the alternatives in the previous paragraph. None of them are as dear to me as parish ministry, but they would be more appropriate for me at this time.

Page 3

I am anxious to explore the possibility of serving in your diocese. I would be grateful for the opportunity to give back to the Lord for all that he has given me.

Sincerely,

A handwritten signature in cursive script, appearing to read "Gilbert J. Gustafson".

Rev. Gilbert J. Gustafson

Enclosure

2/25/55

DEAR ARCHBISHOP ROACH

THIS IS ABOUT THE 8TH TIME I'VE STARTED THIS LETTER.

YESTERDAY. ST. MARY OF THE LAKE. WHITE BEAR. 10:30 MASS. MICHAEL KENNEDY. HOMILY. ST. MARK. SUFFERING. DESERT. ARCHBISHOP ROACH. TROUBLE. LINDSTROM. MEDIA. SUFFERING. PERSONAL DESERT. ERROR IN JUDGEMENT. LOVE. PRAYERS. SUPPORT WRITE TO HIM. COMPASSION.

I'VE NEVER WRITTEN TO AN ARCHBISHOP BEFORE. I HOPE YOU GET A CHANCE TO READ THIS LETTER BECAUSE I WILL ASK A FAVOR OF YOU. I SHOULD ALSO TELL YOU THAT I'M GOING TO TELL YOU THINGS I'VE NEVER TOLD MY WIFE.

UNTIL MICHAEL KENNEDY SUGGESTED WE WRITE TO YOU I HAD NO INTENTION OF DOING SO. THE MORE I THOUGHT ABOUT IT THE MORE I KNEW I SHOULD DO IT.

WHEN I READ OF YOUR TROUBLE I THOUGHT, ANOTHER DRUNK GOT CAUGHT. I ALSO THOUGHT "THAT THERE BUT FOR THE GRACE OF GOD" - YOU KNOW THE REST.

BOTH CITIES' NEWSPAPERS REPORTED YOUR APPEARANCE AT CST. THE MRS PAPER REPORTED THAT THOSE GATHERED PRAISED YOU FOR YOUR COURAGE; FOR YOUR HUMANESS. ADMIRATION FOR BEING ABLE TO SHARE YOUR EXPERIENCE. STANDING OVATION.

ARCH-014496

YEARS AGO I WOULD HAVE THOUGHT THIS WAS A VERY LARGE CROCK.
A BUNCH OF BLEEDING HEARTS. TOUCHY. FEELY. REACH OUT. COMFORT.
I'VE CHANGED. I GENUINELY FEEL SORRY FOR YOU. I WILL PRAY
FOR YOU THAT A SIMILAR EXPERIENCE NEVER HAPPENS TO YOU.

I KNOW YOU'RE NOT JUST ANOTHER DRUNK- JUST A GUY WHO MADE A
BAD DECISION AND GOT CAUGHT. YOU'RE QUOTED AS SAYING THAT
YOU'VE PLEDGED IN A RENEWED WAY TO SERVE US. YOU DON'T FEEL
IMPAIRED AND YOU HAVE A CHANCE TO BACK UP YOUR PLEDGE. FAIR
ENOUGH. ANOTHER CHANCE. I'M NOT SURE WE HAVE TO FORGIVE YOU
OR RATHER ITS NOT OUR FORGIVENESS YOU NEED. PERHAPS A HIGHER
AUTHORITY.

SO THE NEXT TIME YOU SEE MICHAEL KENNEDY YOU CAN TELL HIM
FORGIVES YOU. HE'LL CHUCKLE. I WILL PRAY FOR YOU AND WILL
SUPPORT YOU. YOU CAN DO THE SAME FOR ME. DEAL?

IF I WERE TO DO THAT FOR YOU WOULD YOU CONSIDER DOING SOMETHING FOR
ME?

1978. EAST SIDE. ST. PAUL. 3RD KID ON THE WAY - NEED BIGGER
HOUSE. MOVE! WHERE. WHITE BEAR. ST. MARY. BABY DUE ANY
DAY. BAPTIZED. NO. WHY? HAVE TO TAKE CLASS. WHY? CUZ!
WHEN? SOON. WHO'S CLASS? GIL GUSTAFSON.

WHEN I MET GIL GUSTAFSON I WAS ABOUT AS LOW, CATHOLIC-WISE AS I
COULD HAVE BEEN. NO CHURCH. DISORGANIZED. A LATTER DAY PAUL OR
WAS IT AUGUSTINE. ONE OF THOSE TWO. ANYHOW WHEN I MET THE
PRIESTS OF ST. MARY KENNEDY, GUSTAFSON, WILLIS AND DONO MCDONOUGH
ARCH-014497

IT WAS IF I HAD MY OWN VESPAIR SPIRITUAL REBIRTH. YEARS AGO IF SOMEONE SAID THAT HE/SHE WAS "BOEN AGAIN," I WOULD HAVE SAID "WHAT A CROCK". I'M FOND (OR WAS FOND) OF THAT EXPRESSION. I BELIEVE IT HAPPENED TO ME. I'LL NEVER BE A DEACON BUT I'M A HELL OF A LOT BETTER OFF NOW THAN I WAS THEN. IT IS DUE TO THE EXAMPLE AND INSPIRATION OF THE PRIESTS OF ST. MARY'S.

YEARS AGO I COULDN'T HAVE ADMITTED THAT I LOVED A PRIEST. I CAN TODAY. KENNEDY & GUSTAFSON & NOW McDONOUGH HAVE TOUCHED SOMETHING WITHIN ME. I BELIEVE THOSE GUYS SAVED MY SPIRITUAL LIFE. IN ALL HONESTY I BELIEVE THAT.

I HAVE COME TO KNOW GIL GUSTAFSON MORE THAN THE OTHERS. I WAS ON THE ST. MARYS BOARD OF EDUCATION WITH HIM. WE'VE BEEN CLOSE OVER THE LAST 6 YEARS. MY WIFE GERI THINKS THE WORLD OF HIM. MY KIDS LIKE (MAYBE LOVE) HIM. THE LAST DAY HE WAS AT ST MARY'S TUESDAY JUNE 13 OR 15, 1983 AFTER THE 8:00 AM MASS I STOOD IN FRONT OF THE CHURCH & SAID A TEARFUL FAREWELL. THE PRIOR SUNDAY HE HELD MY MIDDLE KID AND TOLD HIM HE'D MISS HIM. THE KID CRIED TOO!

JUST AS YOU'VE MADE A MISTAKE AND HAVE ASKED FOR FORGIVENESS SO TOO DID GIL. AND IF HE HADN'T ASKED FOR FORGIVENESS I WOULD. WILL YOU FORGIVE HIM AND ALLOW HIM TO STAY HERE. I KNOW ITS SELFISH OF ME TO ASK BUT I MUST. I'M NOTHING IF NOT HONEST.

SATURDAY. FEB 16. W.A. PROBT. ONE MILE FROM THE CHANCERY. DINNER.
• GIL GUSTAFSON. PLANS FOR FUTURE.

THERAPY. ON-GOING. WHAT'S NEW. TRANSFER. WHEN. SOON. WHERE.
DON'T KNOW. WEST. OAKLAND. SEATTLE. WHY? THAT'S THE WAY
ARCHBISHOP ROACH WANTS IT TO BE.

IF HE HAS TO GO HE'LL GO. HE LOVES THE PRIESTHOOD TOO MUCH NOT TO
GO. HE'LL DO WHATEVER IT TAKES. I THINK HE'S MADE THE
SAME PLEDGE YOU HAVE. RENEWAL TO SERVE. UNIMPAIRED. A CHANCE.

WE WILL MISS GIL IF HE GOES. WE WON'T LIKE IT. WE'LL SURVIVE. BUT
CAN HE HAVE ANOTHER CHANCE. CAN HE BE FORGIVEN. CAN HE STAY. YOUR
BOSS DIDN'T SAY THAT YOU HAD TO GO TO OKLAHOMA. I THINK
YOU HAVEN'T BEEN IN THERAPY FOR THE PAST 18 MONTHS. HE TELLS US
HIS THERAPIST SAYS IMPROVEMENT HAS BEEN MADE. HE'S FEELING GOOD ABOUT
HIMSELF. ABOUT HIS CALLING. HE'S PAID HIS DEBT TO SOCIETY.
(ANOTHER CLICHE - BUT APPROPRIATE!) I BELIEVE HE CAN DO GOOD WORK
HERE. HE BELIEVES HE CAN DO GOOD WORK HERE.

ARE THE CRIMES OF DWI AND SEXUAL ABUSE COMPARABLE? IS ONE
WORSE THAN THE OTHER? I SUPPOSE IF NO ONE IS KILLED AT THE HANDS
OF AN INTOXICATED DRIVER THEN SEXUAL ABUSE IS WORSE. IF THERE IS
A FATALITY THEN DWI MAY BE WORSE. NEITHER IS GOOD. BOTH CAN BE
OVERCOME. BEATEN. WITH UNDERSTANDING. COMPASSION. SUPPORT. CARING.
LOVE. TIME. FRIENDS.

TO CLOSE. SOME OTHER PERSON COULD HAVE MADE THIS LETTER MORE
ELOQUENT. NO ONE COULD HAVE MADE IT MORE HONESTLY OR SINCERELY.

WILL YOU PLEASE SHOW THE SAME COMPASSION TO GIL GUSTAFSON THAT YOU HAVE ASKED US TO SHOW YOU. WILL YOU KEEP HIM. WILL YOU HELP HIM. WILL YOU PROTECT HIM. WILL YOU FORGIVE HIM.

WILL YOU GIVE THIS REQUEST YOUR CONSIDERATION.

I WOULD HOPE THAT MY WRITING TO YOU WILL NOT CAUSE ANY BACKLASH AGAINST GIL. I HAVE NOT TOLD HIM I WAS WRITING TO YOU NOR DO I PLAN TO TELL HIM.

I WILL PRAY FOR YOU. MY WIFE WILL PRAY FOR YOU. FR. KENNEDY AND MOST OF THE PARISHIONERS OF ST. MARY OF THE LAKE WILL PRAY FOR YOU. WILL YOU PRAY FOR US. FOR WHAT WE NEED AND FOR WHAT A SMALL GROUP OF VERY LOYAL PEOPLE WOULD LIKE.

THANKS.

GOOD LUCK.

March 5, 1985

Reverend Micheel Kennedy
Church of St. Mary of the Lake
4690 Bald Eagle Avenue
White Bear Lake, Minnesota 55110

Dear Mike,

I'm attaching to this letter a handwritten letter which I received from Gil Gustafson.

In his note you will notice that he is suggesting several times when he would be available to meet with you.

I could facilitate a meeting either at the Chancery or my residence at 2084 Grand on Monday afternoon, March 11 or Wednesday afternoon March 13, or later in the afternoon on Friday, March 15. If the times I've suggested workout please let me know, if another time would workout you would be free to use my office at the Chancery, but I would not be able to be there.

I pray that you and the Parish at St. Mary of the Lake have a very blessed Lent.

Sincerely yours in Christ,

Most Reverend Robert J. Carlson
Auxiliary Bishop



A Call to Stewardship

Church of Saint Matthew
507 Hall Avenue
St. Paul, Minnesota 55107

March 22, 1985

TO WHOM IT MAY CONCERN:

My name is Father Stephen J. Adrian. I was ordained for the Archdiocese in 1968. For the past seventeen years I have served in parish ministry in the Archdiocese. Since 1978 I have been Pastor of the Church of Saint Matthew, a Saint Paul inner city parish.

I have known Fr. Gilbert Gustafson for the past ten years. I came to know him during his theology years at the Saint Paul Seminary.

In June of 1982 Gil was leaving his assignment at Saint Mary of the Lake in White Bear Lake and was beginning his new assignment in the Archdiocesan Office for Priestly Life and Ministry. At that time he asked if he might reside at the Saint Matthew rectory. I was delighted to welcome him. Since that time Gil's residence in the Archdiocese has been the rectory of the Church of Saint Matthew.

The life in the rectory is close. We spend time daily with each other. We take some meals together. We do social things together. We confide to each other our frustrations and our successes. I do feel that I have a clear idea of what Gil has been doing, experiencing, thinking and living during the past years.

In my judgement Gil has been an easy person to live with. He is adaptable, conscientious, and responsible for household life. He takes time for prayer and reflection. He is regular and dedicated to preparation for his liturgical assignments at the Monestary. He clearly delights in being a priest and possesses a deep faith life and strong ministerial commitments.

He has a good sense of humor and enters into life with gusto. Even at very difficult times in the recent past he has not become overly depressed and withdrawn. He seems to be able to maintain a balance. He is committed to personal growth and is realistic and honest about the process of that growth.

He is very serious about his therapy, spends considerable time in preparation for his weekly sessions, shares with me freely the content of those sessions and his feelings about what is taking

page 2
Gustafson

place within him.


I am confident that Gil has moved to a condition of strength in his understanding of himself, his sexuality, his needs.

I find it very easy to recommend him as a priest. I am confident that he will bring great strength and talent to any local Church. I am sad about the very real consideration which make it necessary for him to leave the Archdiocese. I loose a friend and a brother priest.

I would be more than happy to be of any assistance I can be in helping you make your decision as to the possibilty of Gil serving the Church in your Diocese.

Please feel free to call on me. (612)224-3128.

Yours sincerely,


Fr. Stephen J. Adrian
Pastor
Church of Saint Matthew



CATHOLIC CHARITIES
OF THE ARCHDIOCESE OF ST. PAUL AND MINNEAPOLIS

Gustafson - lib

Finance, Accounting & Personnel
404 South 8th Street
Minneapolis, Minnesota 55404
(612) 340-7500

Edward L. Beck, C.P.A.
Administrator

March 26, 1985

Most Rev. John R. Roach
The Chancery
226 Summit
St. Paul, Minnesota 55102

Dear Archbishop Roach:

I have attached two sets of my resume and reference letters. The originals can be sent to the prospective bishop. You may keep the other set for your files. I have other copies if they are needed.

It is my understanding, from our meeting of January 23rd, that you will make a preliminary phone contact with Bishop Cummins in Oakland. If he is amenable, the printed material will be sent to him. I am more than happy to fly out at any point in the process to meet with him. In fact, I am anxious to do so as I think it would enhance my chances at being accepted into the Oakland diocese.

I hope I am accurate in my recollection that the process described above is that which we agreed upon at our meeting. I would appreciate a phone call from you or Mert to keep me informed of what I should be doing in regards to the move. Thank you for all your efforts. I am sorry it has taken so long to assemble the packet of materials. I hope it has not caused any inconvenience.

Please be assured of my prayers and humble support as you continue the chemical dependency assessment process. From my own experience, I know how frightening and humbling it is to face one's weakness and limitations. I also know the incredible power of therapy and skilled help. My prayer is that you will experience tremendous growth and development humanly and spiritually these next few months. God has richly blessed you in the past. He continues to bless you these days, albeit painfully. For what it is worth, I think I know a little of what you are going through and I love you.

In Christ,


Rev. Gilbert J. Gustafson

GJG/mbn

Enclosures

Phone:
340-7530 (w)
224-3128 (R)

April 25, 1985

Dear

I'm very, very tardy in responding to your letter. As you may know, I received an enormous number of letters and most of them were able to be handled rather easily. Yours was not.

I'm not going to go into any detail on this. I have to tell you, however, that the very best advice I can get both for the welfare of Gil Gustafson and for the Archdiocese, is that we try to find him another diocese in which to perform his priestly ministry.

I know that that doesn't satisfy you, but you also know the enormous stigma which is attached to that whole situation.

I can only assure you that I have made this decision in a lot of prayer and out of a lot of consideration for Gil Gustafson.

I do appreciate your writing and I respect your opinion.

Sincerely yours in Christ,

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

DATE: May 9, 1985
MEMO TO: Archbishop Roach
FROM: Fr. Urban Wagner
SUBJECT:



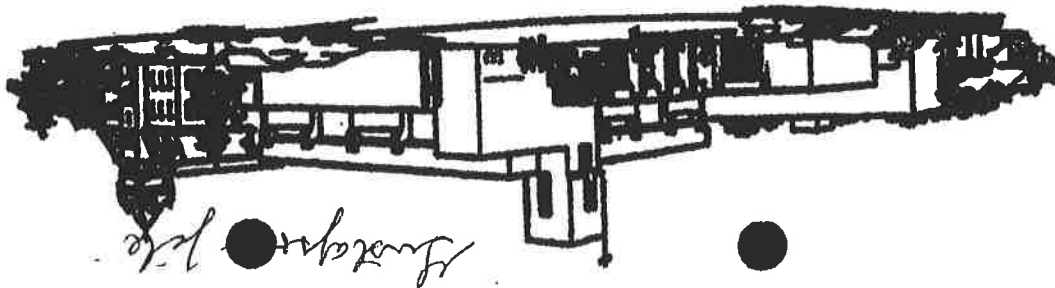
In the letter to the Poor Clares, I went beyond thanking them for their complimentary remarks about the meeting with Major Superiors.

Fr. Gil Gustafson has been having Liturgy with them for a couple of years now, I believe. He has made a terrific impact on the community. They took him in because they were asked to, but they find that they have profited very much by his ministry and liturgical celebrations at the monastery. They hate to see him go, and I believe that they will appreciate recognition of the help that they have given him.

Attachment - 1

May 29, 1985.

Church of Saint Matthew
507 Hall Avenue
St. Paul, Minnesota 55107



Sketch by Mike

Dear Archbishop Koch:

I want to thank you for our conversation on May 7. I greatly appreciate your sympathy and amirability to my disappointment

for parochial ministry. At our meeting you mentioned the

possibility of some in-touch with bishops who would be

person of the meeting of St. John's. I would be

happy to meet with any interested bishops. I would be

very interested in meeting Bishop Cammino from Oakland.

If there is anything which I should prepare, I would be

Happy to do so. Could you please let me know if

meeting with bishops still seems possible or advisable?

I will keep my schedule open and want to hear

from you.

In the love of Christ
Bill Johnson

DATE: June 26, 1985
MEMO TO: Mert
FROM: Archbishop Roach
SUBJECT:

I want to set up a meeting of Monsignor Boxleitner, Bishop Carlson, Father Bill Kenney and Bishop Bullock to discuss Future Plans for Father Gil Gustafson. That meeting could take place sometime in August. I want Father Austin Ward at that too, since it will involve finance.

CONFIDENTIAL

DATE: July 10, 1985
TO: Archbishop Roach
FROM: Father William Kenney *WCK*
SUBJECT: Father Gil Gustafson

I met with Gil Gustafson today. He seems comfortable with his current position at Catholic Charities. He is presently involved with planning and some restructuring that is occurring within that organization.

He shared briefly with me some of the difficulties about finding another diocese in which to work. It is his perception--rightly or wrongly--that his chances of remaining in our Archdiocese are pretty good at this point.

In the event that such is the case, he wanted to let us know that he is much more open to the possibility of doing hospital work than he has been in the past. He also would welcome an office job, working in evangelization, RENEW, RCIA, or related fields.

Gil appeared more relaxed and genuine than I have seen him in the past.

ARCH-014652

July 23, 1985

~~Bishop Bullock, Bishop Carlson, Msgr. Boxleitner,
Fr. Kenney, Fr. Ward~~
Wert Lassonde

*No
Personnel Retreat*

Archbishop Roach asked that I set up a meeting with him to discuss the future plans for Father Gil Gustafson.

Is it possible for you to meet at the Chancery at 2:30 p.m. Tuesday, August 13, 1985 for this purpose? Please call Carol at 291-4420 and let her know of your availability.

July 26, 1985

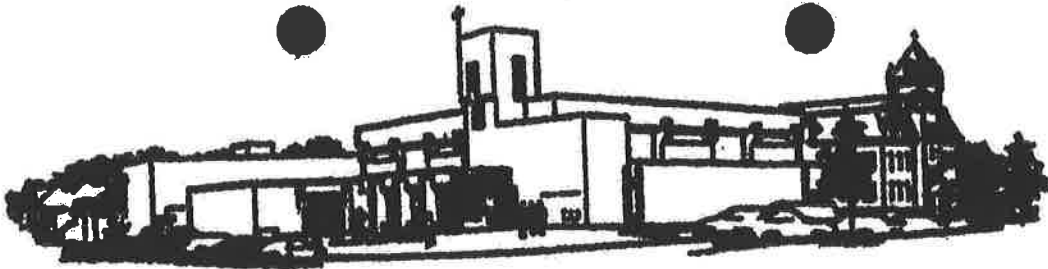
Father William Kenney

Archbishop Roach

The next time you and I are scheduled to meet Bill, I want to talk to you about Gil Gustafson. You need to have some background on that and I will want your thinking on where we go now.

I think it's impossible to hope that another diocese will accept him. The seminar we had at Collegeville pretty well eliminated that as a possibility.

cash



**Church of Saint Matthew
907 Hall Avenue
St. Paul, Minnesota 55107**

August 18, 1985

Most Reverend Robert J. Carlson
Chancery
226 Summit Ave.
St. Paul, MN 55102

Dear Bob:

As you requested at our meeting of August 15, 1985 I am outlining what I understand to be the parameters of my contact with the [REDACTED] family.

1. I will not meet with [REDACTED] family in their home.
2. I am free to respond to initiatives which they may make as long as contact is outside of their home.
3. I will not ask any members of the [REDACTED] to meet with me. However, following my luncheon meeting with [REDACTED] I am free to write her expressing my gratitude at having had the chance to be with her. I also can express my openness to meeting again if she should desire to do so. The initiative for a subsequent meeting must be hers.

This is my understanding of the parameters upon which the Archbishop and I agreed on August 14, 1985. I would appreciate your verification of this understanding as soon as possible. You can reach me at 340-7416 (office) or 224-3128 (home). Thankyou for your efforts.

In Christ,

DATE: August 21, 1985

MEMO TO: Archbishop Roach

FROM: Bishop Carlson

SUBJECT: FATHER GIL GUSTAFSON - *file*

When I met with Father Gil Gustafson on August 15th, 1985 he shared with me an agreement that he had worked out with you regarding Since it was different than my understanding after we spoke of this in your office I asked Gil to put it in writing.

If this is what you agreed upon, then I will write this up in the contract with Gil.

After meeting with him on August 15th, I have a renewed concern about the effect of his therapy. In my opinion Gil is still very angry and would simply like to walk away from everything and just forget it. I do not see him in the same healthy position that his therapist appears to view him.

I would recommend that as a part of his continuing growth that he would enter some type of group program which should also serve as a support group for him.

Perhaps we could talk about this after I return from vacation.

md/

Correspondence
1983 -
1989

Ministerial Options for Gil Gustafson

The point of this brief paper is to state what I can offer the archdiocese in my ministry; or, to put it another way, how I can minister effectively in the archdiocese. Let me say first of all that I believe that one of the most powerful resources I bring to ministry is my history as a sex offender. Many of the ministerial options I suggest in this paper hinge on the diocese's willingness to allow me to make my sexual history a foundation for ministering to people who suffer from the same or a similar problem. We know that there is an incredible number of people dealing with sexual issues. My first desire is to be a wounded healer for them.

I have many talents which I bring to ministry and they can be used in a number of ways. I am a good facilitator of processes which enable people to accomplish goals which they have set. I am also an effective presenter. I was able to work very effectively with parishes in Deanery 8 as a facilitator for RENEW. I am a fine administrator with experience in dealing with personnel issues, strategic planning, funding, etc. I have held a variety of administrative roles in my six years at Catholic Charities.

I am a good preacher and have a great sensitivity to the pain and struggles which people face.

The following represent some areas in which I think I could minister effectively.

A.) Ministry Focused on Sexual Issues:

1.) MINISTRY TO PRIESTS

Monitor for sex offender priests

We know that recovery from sexual compulsion is a long process. It is critical that there be good follow-up and support for the recovering person. I could be the person coordinating follow-through with priests who have engaged in criminal sexual behavior, or have received treatment for other sexual dysfunctions such as sexual compulsivity or addiction. I would see this role as a sort of "interpreter" helping the priest to understand the needs/concerns the diocese has around his recovery while assisting diocesan officials to understand the priest's needs/concerns. I could also help the priests in designing effective support networks; finding good educational programs that would enhance recovery; being a part of the accountability system for a priest by conferring with therapists, probation officials, etc. If the priest comes from a program, such as St. Luke's, which holds a post-treatment aftercare planning session, I could represent the archdiocese.

Intervention

The first step in getting someone who is acting out sexually into treatment is a successful intervention. I could be the person who coordinates interventions. I would help pull together a group of

persons who can effectively break down the denial system of the offending priest so he can admit his behavior and see the need for treatment. I could also provide immediate follow-up to the intervention, preparing the priest for evaluation and treatment.

Treatment Services

It is very difficult to stay on top of all the treatment opportunities that are available. I could help the diocese to choose the treatment option most appropriate for the particular priest. I could help evaluate various treatment options to utilize those which would be most beneficial and cost effective. I could help the diocese to develop a network of resources and be up to date on what is being offered both in residential and out-patient care. While a priest is in treatment I could represent the diocese in showing support to him.

A Recovery House for Priests

There would seem to be a need for some kind of transitional house for priests which would provide a supportive living environment for priests struggling with sexual issues. I could see this sort of facility serving priests in a number of ways:

- It could provide a temporary residence for a priest immediately after intervention. When the diocese needs to move in quickly on a person they could send him to this house.
- It could provide a transitional residence for priests who have been in long-term in-patient care and need time to move into assignments.
- It might be a residence for priests while they go through out-patient treatment here in the Twin Cities.

I would be very interested in creating such a house. I would envision using a house that could accommodate 4-6 priests at a time. I don't think the house would need to be heavily structured. Group sharing time, common prayer, and the commitment to be available to one another for "check-in" would characterize the house.

If I were to engage in any of these ministries I think I would need to be based out of the Chancery and report to either Mike O'Connell or Bill Kenny.

2.) SERVICES TO SEMINARIANS

I would see myself as a sort of consulting resource for the seminary, helping to do evaluations on seminarians who exhibit signs of sexual dysfunction. I could also educate formation staff on how to spot sexual issues. I would also be willing to offer seminars and counsel to students regarding sexual issues.

3.) EDUCATION PROGRAMS FOR THE ARCHDIOCESE

There is a need for ongoing education for priests and other professionals working in the Church, around the nature of criminal sexuality. This education is important in increasing their ability to identify

and intervene in possible instances of criminal sexuality. I would see myself as a consultant to parishes and agencies offering educational workshops to staff and helping them to develop procedures for dealing with exploitation, harassment and abuse. I could also help with interventions on staff members. I would also be interested in helping the diocese formulate policy and procedure regarding criminal sexuality. I could also function as an information and referral resource for priests and parish professionals as they deal with parishioners who may be involved in criminal behavior such as incest.

4.) CHAPLAIN TO SEX OFFENDERS

The Minnesota Corrections system deals with a great many sexual criminals at various locations, particularly Oak Park Heights and Lino Lakes. I would be willing to function as a specialized chaplain to this population.

5.) COMMUNITY SERVICES FOR EX-OFFENDERS

I would be interested in piloting services for sexual criminals when they come out of prison. There is a huge need for supportive services to help these criminals make a successful transition to larger society. One of the services that could be offered would be a support group for persons who have complete or are currently in treatment. The goal of the group would be to provide support and a network of persons to help the offender adjust to living outside the Corrections system. There could be a similar group for persons dealing with criminal issues but who haven't served time. The requirement of completed or ongoing treatment would be enforced for a person to be in the group.

The ministries outlined in #3, #4, and #5 above could be based out of Catholic Charities.

6.) LIAISON ROLE

I could see myself acting as the liaison or representative of the diocese to various conferences, workshops and treatment centers. I would be able to bring resources back to the diocese and connect us to the work going on in other dioceses and denominations.

I think a Master's degree in Counseling will be beneficial to achieving these goals for three reasons:

- a. The degree will give me more credibility than I would have as simply a recovering person.
- b. A number of my suggestions involve networking. The degree would give me peer status with many of the persons I would interact with.
- c. I would see the degree program as a method to guide my exploration into the theories that address the causes of criminal sexual activity. To be knowledgeable about these underlying causes and the various approaches to treatment will be very important if I am to be effective in the ministerial roles I have outlined.

B.) Other Ministries: While I am clearly most interested in pursuing work with sexual issues, there are a number of other ways I feel I could effectively and happily serve the archdiocese.

1.) VICAR TO PRIESTS

I have heard on more than one occasion, most recently at the meeting at Collegetown, priests express an interest in having a vicar for priests. This vicar's job would be to keep up on what is happening in priests' lives: offering affirmation and consolation; reaching out to priests who have withdrawn; acting as a conduit of information helping priests get into contact with services they need and providing critical information to offices/agencies of the diocese regarding the feelings of priests. I would be interested in this sort of job. While my history might set up resistances toward me in some priests, the very fact of my brokenness may allow other priests the freedom to be more open. I am not the "perfect priest" - therefore I am less intimidating. I would think the office of Vicar for Priests would flow from the archdiocese's central corporation, but it could be a part of the Ministry Office.

2.) EVALUATION

I would be willing to develop and coordinate a system for pastoral evaluation of priestly ministry. The program could be housed in the Center for Priestly Growth or in the Ministry Office.

*Gilbert
January*

3.) MANAGEMENT TRAINING

I believe that priests have great need for management training in areas such as: personnel practices, supervision of employees, parish planning, fiscal management, conflict resolution, etc. I have done a lot of work in these areas in my time at Catholic Charities. I would be willing to develop and coordinate a program of ongoing education in these areas. This could be a programmatic thrust of the Center for Priestly Growth.

4.) STRATEGIC PLANNING

The archdiocese is preparing to engage intensively in parish strategic planning. I have had experience in doing strategic planning at Catholic Charities and would be willing to assist Bob Burke in his processes as a facilitator.

I don't know that I would need any further education to engage in these ministries. Undoubtedly attendance at some particular workshops, conferences, etc., would be very helpful. I don't see that a particular degree would be necessary.

Reviews.

I have read
them carefully.

Very damaging.
J. R. A.



Church of Saint Matthew
507 Hall Avenue
St. Paul, Minnesota 55107

Aug 25, 1985

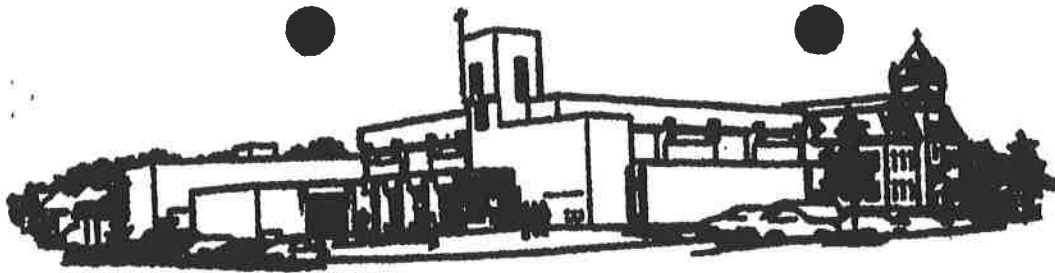
Dear Bob:

I tried to call you before you left but apparently missed you. After much thought I have decided to transfer to Bill Kinney as my monitor. I realize you are very busy and that this task is a bit out of the typical for an auxiliary bishop. Additionally I will be facing an assignment change in the next year. I think it will be valuable for me to be in regular contact w/ Bill before that takes place.

Thank you for your time and understanding these past few years. I appreciate them. I will call after Labor Day to check about my understanding regarding the Schreier family. If need be we can talk more about the monitor situation at that time.

Sincerely,

Bill Gustafson



Church of Saint Matthew
507 Hall Avenue
St. Paul, Minnesota 55107

Aug 25, 1985

Dear Archbishop Roach:

After I left your office I realized I never said "Thank you" for the wonderful news you gave me. Let me say Thank you now, for I am tremendously grateful for the chance to serve in this archdiocese. I know this decision wasn't easy for you. I am sure you have misgivings as to how it will all work. I can only say, that I will do all that is in my power to make my ministry an asset to the Church.

I have wanted to share something with you since the presbytery days at St. John's in June. I have delayed because I was afraid these comments might seem self-serving before the final decision regarding my status in the diocese was made. I now feel free to share them.

When you rose and moved to the podium of the banquet on Wednesday I had a number of conflicting emotions. I felt sadness at the thought that I would be leaving the archdiocese, and some anger at you for continuing to believe

Art Sturgeon

In Christ's Love

From one sinner to another ...

Thank you again.

That thought was in my heart. It's your
 made: give way through the night the angels feel
 and was replaced by a deep sense of love and
 myself and pride. I was proud to know you,
 willing to applaud you, delighted to hear you speak.
 I know them if not forgotten for me. No matter what
 happened to me I wouldn't be angry at you. I feel the
 much love for a brother who has known sin and
 who has suffered as he in become public.
 The beauty of the mass that day, you
 spoke directly to your sinfulness and present family.
 you are an inspiration for me, Archbishop. I look
 forward to seeing the Church you lead.

August 29, 1985

Reverend Gil Gustafson
Church of St. Matthew
507 Hall Avenue
St. Paul, Minnesota 55107

Dear Gil,

Thank you very much for your letter of August 25.

I am pleased that you will be able to remain here. Perhaps this is the way God works and we should sieze the very best part of that decision, for you have many years to serve as a priest.

I am grateful to you also for your remarks in your letter. God does work in our weakness.

Sincerely yours in Christ,



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

September 6, 1985

Reverend Gil Gustafson
Church of Saint Matthew
507 Hall Avenue
Saint Paul, Minnesota 55107

Dear Gil,

I received your letter of August 25th, 1985 after returning from vacation.

I understand why you might want to have a new monitor and Father Bill Kenney in my mind would be excellent.

I will discuss this with the Archbishop and get back to you in the near future.

I hope all goes well.

Sincerely yours in Christ,

Most Reverend Robert J. Carlson
Auxiliary Bishop

cc: Archbishop Roach

Father Bill Kenney

Archbishop
ARCHDIOCESE OF SAINT PAUL AND MINNEAPOLIS

226 Summit Avenue
Saint Paul, Minnesota 55102-2197

The Chancery

September 6, 1985

Reverend Gil Gustafson
Church of Saint Matthew
507 Hall Avenue
Saint Paul, Minnesota 55107

Dear Gil,

I received your letter of August 25th, 1985 after returning from vacation.

I understand why you might want to have a new monitor and Father Bill Kenney in my mind would be excellent.

I will discuss this with the Archbishop and get back to you in the near future.

I hope all goes well.

Sincerely yours in Christ,

Robert J. Carlson
Most Reverend Robert J. Carlson
Auxiliary Bishop

October 22, 1985

Sister Mary C. Martin, OSC
Superior
St. Clare's Monastery
8650 Russell Avenue S.
Bloomington, Minnesota 55431

Dear Sister,

I know that Father Gil Gustafson has been serving as a leader of worship in your community for some little time. You have indicated to me that you are pleased with that arrangement and with this letter I should like to formalize that.

I am assigning Father Gustafson to serve as liturgical minister to the community of St. Clare's Monastery of the Infant Jesus.

Sister, I want to tell you that I am deeply grateful to you for the support you have given Father Gustafson. It is clear to me that you have provided a very rich source of support for him and that his liturgical ministry with you is extremely important to him.

May we continue to pray for one another.

Sincerely yours in Christ,

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

/cmh

bcc- Bishop Carlson
Fr. Kenney

October 22, 1985

Reverend Gil Gustafson
Church of St. Matthew
507 Hall Avenue
St. Paul, Minnesota 55107

Dear Father Gustafson,

This is to formalize our conversation.

You will continue to work at Catholic Charities, at least until June. We will review that situation at that time. I am open to the possibility of a hospital chaplaincy and that would have to be on a very selected basis, and you are free to work with Father Bill Kenney on that question.

You indicated a desire to continue to reside at St. Matthew's and I have approved that, so long as that is agreeable to you and to Father Adrian.

I will want you to continue to see Bishop Carlson on a regular basis. By that I mean at least twice a year.

I will formalize your arrangement with the Poor Clares. I will send a letter to them indicating that is the case.

I pray that things go well for you. Clearly, this is going to take continued patience, but I feel that the decisions we have made up to this point give you considerably more stability than either one of us had visualized a year ago.

Sincerely yours in Christ,

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

/cmh
bcc- Bishop Carlson
Fr. Kenney



CATHOLIC CHARITIES
OF THE ARCHDIOCESE OF ST. PAUL AND MINNEAPOLIS

404 South 8th Street
Minneapolis, Minnesota 55404
(612) 340-7500

January 24, 1986

Most Rev. John R. Roach
226 Summit Avenue
St. Paul, Minnesota 55102

Dear Archbishop Roach:

This is a brief note to suggest an agenda for our meeting on Tuesday, January 28, 1986 at 4:00 p.m. I would like to discuss the viability of my being assigned to a hospital chaplaincy position in June. After talking with Father Bill Kinney, I am aware that there are a number of concerns with such an assignment. I would like to address these concerns.

I look forward to our meeting.

In Christ,

Rev. Gilbert J. Gustafson

GJG/mbn

Rev. Msgr. J. Jerome Boxleitner, Director
John T. Coskran, Associate Director
Lloyd W. Lenarz, Assistant Director
Rev. Timothy J. Sawina, Assistant Director

Officers of the Corporation:
Most Reverend John R. Roach, D.D.
President
Rev. Msgr. J. Jerome Boxleitner,
Vice President
John T. Coskran, Secretary
Howard E. Dalton, Treasurer

Board of Directors:
Mary T. Quigley, Chairman
Albert J. Hofstede, Vice Chairman
Anthony J. Adducci
Edwin Anderson
Sr. Mary Madonna Ashton, CSJ
Eugene L. Baker
Paul Baszucki
Howard E. Dalton
Mary DesRoches
Thomas E. Dolan
Dennis J. Dyrhaug
Mary Frey
Lawrence J. Hayes
T. Gerald Hayes
Patricia M. Holloran
Richard J. Long, Sr.
John S. McKeon
Harry G. McNeely, Jr.
Thomas B. Mich
J. Patrick Mullen
Robert C. Munns
Rosemary F. Nichols
Rev. Michael J. O'Connell
John E. Pellegrine
Robert J. Reardon
Most Reverend John R. Roach, D.D.
Thomas M. Sanchez
Nancy Schaffer
Mary Jeanne Schneeman
Guy Schoenecker
Rev. Gerald J. Schunk
Robert J. Sheran
James G. Sippl
Ronald P. Smith
William G. Stocks
Arthur R. Thelemann, M.D.
John F. Tracy
Ida Lorraine Wilderson
Thomas J. Winkel

January 31, 1986

Father Kenney

Archbishop Roach

I met with Father Gil Gustafson on January 28, 1986.

We pursued the possibility of hospital ministry. I told him that I would want him to meet with you and possibly Chuck Ceronsky to see if we can define some form of hospital ministry in which there would be a minimum of family association. He also wants to think about some other forms of ministry which might be involved.

I told him of the existence of the work which has been done on this question by the psychologists, canonists, etc. I am going to let him take a look at that book, though I told him he would have to treat that with absolute confidentiality.

The next step, it seems to me, is to see if we can find some form of position, whether that be a hospital or something else, in which we can be guaranteed safeguards and at which he can find, at least some satisfaction in. I'm not sure what that is.

DATE: February 18, 1986
MEMO TO: Archbishop Roach, Bishop Bullock, Bishop Ham, Father O'Connell
Father Kenney and Andy Eisenzimmer
FROM: Bishop Carlson
SUBJECT:

In January 1986, Father O'Connell, Mr. Andrew Eisenzimmer and I met to discuss an After Care policy for those clerics with the lifelong psychiatric disease of Pedophilia.

The three of us would like to propose the following draft as a possible policy to be used in the Archdiocese of Saint Paul and Minneapolis: -

1. It is the basic understanding of this policy that there is hope for recovery, but not hope for cure for those who have the psychiatric disease of Pedophililia. Therefore: -

a) After treatment the individual will be sent to a half-way house.

b) Vocational rehabilitation (2 to 4 years in non-parish ministry). During this period there will be on-going treatment from psychologists and individuals will not receive permanent assignments. Their work will be in the area of prison ministry, administration, ministry to the elderly, Newman Club ministry or hospital ministry (excluding children).

c) There will be a written contract - failure to follow this contract will result in automatic suspension, removable from active ministry and consideration of forced laicization.

d) There will be an After-care program with a one week workshop every six months for at least four years.

e) There will be weekly accountability meetings for all individuals with this psychiatric disease in the Archdiocese.

f) A person's continued involvement in After-care, will be reviewed at the end of the four-year period.

DATE: February 27, 1986

MEMO TO: ~~from~~ Fr. Bill Kenney

FROM: To Marilyn Wagner

SUBJECT:

Fr. O'Connell has asked me to set up a meeting between him, Andy Eisenzimmer, you, Fr. Gil Gustafson and Hank Proball of Gallagher & Bassett. The two possible dates that have emerged are as follows:

March 18 - 1:30 - 2:30 p.m. ✓

March 21 - 1:30 - 2:30 p.m.

Please let me know if you would be available for either of these two dates as I will then contact Fr. Gil Gustafson to determine his availability.

Thanks!

Marilyn - either date is ok with me.
Bill

ARCH-014958

MEMO

TO: Fr. William Kenney
Fr. Gilbert Gustafson
Mr. Andrew Eisenzimmer (Meier, Kennedy & Quinn, Attorneys)
Hank Proball (Gallagher & Bassett, Archdiocesan Insurers)

FROM: Fr. Michael J. O'Connell

DATE: February 28, 1986

SUBJECT: FINAL SELECTION OF PROPOSED MEETING DATE

This is to advise you that the proposed meeting that I would like you to attend in my office will be held on:

Tuesday, March 18, 1986

1:30 - 2:30 p.m.

This was the date most agreeable to those concerned. If, for any reason you find you are unable to attend this meeting, please notify Marilyn Wagner at the Chancery, 291-4434.

Thank you in advance for your consideration and attendance at the meeting.



CATHOLIC CHARITIES
OF THE ARCHDIOCESE OF ST. PAUL AND MINNEAPOLIS

404 South 8th Street
Minneapolis, Minnesota 55404
(612) 340-7500

Rev. Msgr. J. Jerome Boxleitner, Director
John T. Coskran, Associate Director
Lloyd W. Lenarz, Assistant Director
Rev. Timothy J. Sawina, Assistant Director

Officers of the Corporation:
Most Reverend John R. Roach, D.D.
President
Rev. Msgr. J. Jerome Boxleitner,
Vice President
John T. Coskran, Secretary
Howard E. Dalton, Treasurer

Board of Directors:
Mary T. Quigley, Chairman
Albert J. Hofstede, Vice Chairman
Anthony J. Adducci
Edwin Anderson
Sr. Mary Madonna Ashton, CSJ
Eugene L. Baker
Paul Baszucki
Howard E. Dalton
Mary DesRoches
Thomas E. Dolan
Dennis J. Dyrhaug
Mary Frey
Lawrence J. Hayes
T. Gerald Hayes
Patricia M. Holloran
Richard J. Long, Sr.
John S. McKeon
Harry G. McNeely, Jr.
Thomas B. Mich
J. Patrick Mullen
Robert C. Munns
Rosemary F. Nichols
Rev. Michael J. O'Connell
John E. Pellegrine
Robert J. Reardon
Most Reverend John R. Roach, D.D.
Thomas M. Sanchez
Nancy Schaffer
Mary Jeanne Schneeman
Guy Schoenecker
Rev. Gerald J. Schunk
Robert J. Sheran
James G. Sippl
Ronald P. Smith
William G. Stocks
Arthur R. Thelemann, M.D.
John F. Tracy
Ida Lorraine Wilderson
Thomas J. Winkel

April 29, 1986

Most Reverend John R. Roach
Archbishop of St. Paul and Minneapolis
226 Summit Avenue
St. Paul, Minnesota 55102

Dear Archbishop Roach:


As you know, Fr. Gilbert Gustafson has been employed by Catholic Charities in our planning office. He has done a remarkably good job for us and is well accepted by staff. We have reorganized the agency over the past year and a half and he is currently directing the strategic planning for each of the divisions. This project is almost complete, and Gil would like to stay with Charities, but in a different capacity.

I think Gil would do an excellent job in our Community Outreach and Leadership Training Program. However, part of this job involves contact with parish leadership: the pastor, pastoral ministers and selected lay leaders. I want to check with you on this before offering the position to Gil. I believe Gil would be attracted to this position because he wants very much to work for the Church in as direct a way as possible given his situation. This job would give him more direct contact with parishes yet would confine this contact to those in leadership positions.

My questions are, do you feel this is an appropriate use of his many talents at this time and if so, would you foresee any difficulty in his being accepted by the majority of parish leaders.

Thanks for your counsel in this matter.

Sincerely,


Rev. Msgr. J. Jerome Boxleitner
Director

C: Fr. William Kenney

*report directly to Arch.
C.C. Eisenhower -
Cost to Charities -
cc: MJC*

ARCHDIOCESE OF SAINT PAUL AND MINNEAPOLIS

226 Summit Avenue
Saint Paul, Minnesota 55102-2197

The Chancery

May 7, 1986

Mr. Andy Eisenzimmer
Meir, Kennedy & Quinn
Suite 430
Minnesota Building
Saint Paul, Minnesota 55101-1183

Dear Andy,

You should be advised that this recent initiative has been taken on behalf of Father Gustafson through Charities. The Archbishop and I and the Bishop's Council feel that while any kind of placement of Father Gustafson has a certain amount of risk to it this particular placement ought to fairly well be a safe use of his time and talents both for himself as well as for the Archdiocese.

I am sure if you feel it necessary to contact Hank Proball of Gallagher Basset with this information, please feel free to do so. Thank you very much.

Sincerely,

Reverend Michael J. O'Connell
The Vicar General
Moderator of the Curia

Enclosure

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



CATHOLIC CHARITIES
OF THE ARCHDIOCESE OF ST. PAUL AND MINNEAPOLIS

St. Paul Area Office
215 Old Sixth Street
St. Paul, Minnesota 55102
(612) 222-3001

George Meirick
Administrator

September 22, 1986

Reverend Austin T. Ward
Chancery
226 Summitt Avenue
St. Paul, Minnesota 55102

Dear Austin:

I think we need to clarify some issues in relation to my accepting employment at Catholic Charities. I began working as a Service Unit Supervisor at Catholic Charities as of August 4, 1986. It is my understanding that Catholic Charities have responsibility for my salary and benefits.

To date I am receiving the appropriate amount of salary and have joined a health insurance plan of Catholic Charities (AWARE GOLD). I also cancelled my participation in the archdiocese's Blue Cross - Blue Shield plan for priests.

What is unclear to me, is what I should do about a retirement plan. Am I fully vested in the priests' retirement plan? If not, how long until I would be? If I interrupt my participation in the priests' retirement plan will this have detrimental effects? I would like to talk with you or one of your minions about my best course of action in this regard.

Also, I received a paycheck from the archdiocese for August. What would you like me to do with it?

Looking forward to hearing from you.

In Christ,

Reverend Gilbert J. Gustafson

GJG/krm

October 1, 1986

Reverend Gilbert J. Gustafson
Catholic Charities
215 Old Sixth Street
St. Paul, Minnesota 55102

Dear Gil:

Congratulations on your new position with Catholic Charities. It sounds like a challenging one, but you have always been an excellent administrator so I am sure you will do quite well.

Let me see if I can clarify your relationship to the Archdiocesan benefit plans:

- a) Health Insurance - You are entitled to join the Archdiocesan priests' plan if you wish, but currently, we are not carrying you as part of our plan. If you would join our plan, it would be the responsibility of Catholic Charities to pay the premiums.
- b) Retirement Plan - You must have ten years of active service in the Archdiocese to be vested in our retirement plan. Gil, I believe that you were ordained in 1977, which means that you are not currently vested, but would be in another year.

I think it would be quite important for you to be vested before you interrupt your participation in our plan, although you may have better benefits in the retirement plan at Catholic Charities. Msgr. Boxleitner is in the Charities plan and has chosen not to participate in ours; however, he is vested in our plan. Father Tim Sawina is also in the Catholic Charities retirement program, but he is not vested in ours. However, he would have had considerably more time than you would have (one year) before being vested in our program.

Sorry about the August check, but we were unaware that you were no longer part of our payroll. I have noted that and ask that you return that check to our office.

If you have any further questions, or want to sit down and talk about these matters, please give me a call.

Sincerely,

Reverend Austin T. Ward, Director
Administrative and Financial Services

Michael:

10/29

Poster and enclosed materials are for
your parochial edification
via Catholic Chron'les. I'll call in the
next day or two to explain.

Bill
Sustford



CATHOLIC CHARITIES
OF THE ARCHDIOCESE OF ST. PAUL AND MINNEAPOLIS

Community Services
215 Old Sixth Street
St. Paul, Minnesota 55102
(612) 222-3001

George Melrick
Administrator

October 23, 1986

Dear Pastor:

We know that you share our interest and concerns about families. Families are truly the cornerstone of our community.

Therefore, we are pleased to furnish you a poster which we hope you will enjoy and display at the parish during November. This poster is part of a very special St. Paul Area community project, "A Family Celebration."

Catholic Charities, along with Family Service of Greater St. Paul, Jewish Family Service, and Lutheran Social Service are joining together in "A Family Celebration" to invite and encourage the entire community to observe and celebrate the importance of family life.

We are distributing this commemorative poster to area churches, schools, businesses, agencies, and public offices. In churches and schools, we hope it will be used as an educational tool to learn about different family styles and issues. In businesses, the poster will announce to employees, clients and visitors that the business recognizes and promotes healthy family life.

"A Family Celebration" includes several special events and will culminate in National Family Week, November 23-29, 1986, as proclaimed by Governor Perpich and Mayor Latimer. We are enclosing a copy of the general news release on "A Family Celebration" for your further information. We would appreciate your including an announcement of "A Family Celebration" and the various events of the week in your parish bulletin. Two events that may be of particular interest to your parishioners are the Illusion Theatre's production FAMILY and the Time Together Conference. We had previously provided you with specific information on the Time Together conference. The news release is written so that you can easily pull out the information you consider most appropriate to share with your parishioners.

Thank you for your assistance in helping us to promote these events.

Sincerely,

Mary T. Quigley
Mary T. Quigley
Mary Jeanne Schneeman
Mary Jeanne Schneeman

Board Member Co-chairs of the Planning Committee

Supported through private contributions, United Way, and Annual Catholic Appeal. Accredited by Council on Accreditation of Services for Families and Children.

ARCH-014782



CATHOLIC CHARITIES
OF THE ARCHDIOCESE OF ST. PAUL AND MINNEAPOLIS

Community Services
215 Old Sixth Street
St. Paul, Minnesota 55102
(612) 222-3001

FOR IMMEDIATE RELEASE

George Melrick
Administrator

FOUR AGENCIES SPONSOR "A FAMILY CELEBRATION" IN ST. PAUL

St. Paul, Minnesota . . . Four social service agencies serving St. Paul families will celebrate families this November. This community-wide observance includes several special events to promote healthy family relationships. "A Family Celebration" will culminate with National Family Week, November 23-29, as proclaimed by Governor Perpich and Mayor Latimer.

Catholic Charities, Family Service of Greater St. Paul, Lutheran Social Service, and Jewish Family Service are co-sponsoring "A Family Celebration," featuring a theatrical production and one-day educational conference on families and relationships.

On November 19, Illusion Theatre will present the premiere showing of FAMILY, a new musical production on alternatives to interpersonal and family violence. The evening will begin at 7:30 at St. Paul's World Theatre. This production is sponsored in part by St. Paul Rotary Club and First Bank-Saint Paul.

A family awards ceremony, honoring four St. Paul families will be held immediately following the performance. Tickets are \$5.00 and may be obtained directly from Catholic Charities, 222-3001, or Tickets to Go, 333-0159.

The public is also invited to the sixth annual "Time Together Conference" on Saturday, November 15. Keynote speaker, Violet Arnold, will lead the day on the theme, "In Celebration of Relationships." Fifteen workshops and exhibits will round out the conference. A humorous look at families and relationships by comedienne Susan Vass will end the program. The conference will be held at the St. Paul Area Vocational Institute from 8:30 to 3:30 p.m. For reservations or information, call 222-0311.

Look for the Family Celebration posters, "A Community Celebrates Families," on display throughout the St. Paul Area. This commemorative poster was designed by local artist Jim Johnson and made possible by a grant from Miller & Schroeder Financial, Inc.

Earlier in the month on November 11, Cordelia Anderson will address St. Paul Rotary at their luncheon meeting. Ms. Anderson is the Director of Prevention Programs at Illusion Theatre and will speak on issues of concern to families.

The agencies sponsoring "A Family Celebration" are affiliated with the United Way of the St. Paul Area, who has also been a part of planning this event. Additional funding has been provided by Midwest Federal, First Minnesota and Norwest Bank St. Paul.

- END -

THINGS TO DO.. TODAY

Date 5/18

11:00 *only Estimating* Completed

1. if there is a recurrence
2. of the problem, I all Board
3. would be notified then & they
4. say we don't have coverage. but that the
5. fact doesn't fact there
6. a need to notify Herb
7. Proball at this time
8. _____
9. _____
10. _____



Compliments of
**The Chancery
 Print Shop**
 "For All your printing needs"
291-4407



CATHOLIC CHARITIES
OF THE ARCHDIOCESE OF ST. PAUL AND MINNEAPOLIS

Fr. Bill Sussman - JCL

St. Paul Area Office
215 Old Sixth Street
St. Paul, Minnesota 55102
(612) 222-3001

George Meirick
Administrator

October 29, 1986

Dear Archbishops Roach:

I talked with Mart Lassonde on Monday about the possibility of getting an appointment with you. He suggested that I write to you and ask for a telephone conversation. This I am doing.

I would like to talk with you about three matters. (I have discussed all three with Fr. Bill Kenney and he suggested I discuss them with you.)

- ① Mr. _____ is a person I met through my duties as Chaplain at the Poor Clare monastery. He is waiting for a heart and kidney transplant and is close to death. It is quite possible that his family will ask me to preside at the funeral. I would like to know if this is a possibility. You should know that _____ has received some publicity in print and on T.V. because he has insisted on continuing to work rather than go on welfare and have the state pay for his surgery.

(2)

(2) Again, via my duties at the monastery, I met Mr. He has asked me to witness his marriage in January of 1987. At this point I have agreed to help with preparation. I am not to be allowed to witness the marriage. I should probably let him know soon.

I would very much like to engage in these pastoral opportunities. It would mean a very great deal to me. They seem appropriate to me since they have arisen from my assigned duties. I have so few chances to express my pastoral skills, that when such opportunities come along I strongly desire to engage them. I realize, however, there are many factors to be considered in both instances.

(3) The third item, which in some ways is more complex involves the enclosed article. I was very hurt when I saw this. I felt very angry to see Michael giving a workshop about the incident in the province while I take such great care to maintain a low profile. While my name isn't mentioned explicitly in the report it wouldn't take much to figure it out. I feel there is a double standard at work. I am carefully monitored and controlled while he is free to say and do what he wishes. I realize you may not have been aware that he was going to do this workshop and thus did not give assent.

Still, I want you to know my feelings and I would like to know if you feel this sort of presentation is appropriate. (3)

There are a number of inaccuracies and overgeneralizations made by the psychologist as reported in the article. There is also an implication that I had to Michael. This is untrue, but it is business for me to discuss with Michael.

At some point I would like to discuss what your current attitude toward pedophilia is. A phone conversation is probably not an adequate way to do this. I would be willing to defer discussion of this to another time.

In sum, I am asking for clarification from you on three issues:

- A) Can I preside at funeral?
- B) Can I witness wedding?
- C) What are your feelings about Michael's presentation?

I look forward to discussing these matters with you. You can reach me at 222-3001 (work)
224-3128 (home)

Sincerely,
Gil Gustafson

Education is necessary in pedophilia cases

By Theresa Kolb
Correspondent

Never mind that pedophilia, or the sexual abuse of children, is something that people "just don't talk about." It's something that does happen occasionally, even in the Catholic community. And a clear understanding of the problem is essential when it does occur.

With this in mind, priests at the Fargo diocese's Presbyterate Days listened as Father Michael Kennedy, psychologist Steven Kahn and attorney William Yuill talked about the difficult subject with great sensitivity.

Father Kennedy, pastor of St. Mary of the Lake parish in White Bear Lake, MN, and Kahn had first-hand experience with the problem when it was discovered that an associate priest of Father Kennedy's was a pedophile.

Father Kennedy talked about the trauma of being caught up in a nightmare and not knowing what to do or where to turn for help. His associate was accused of sexual abuse, transferred out of the diocese, returned and was formally charged, then received widespread media coverage, all without the pastor receiving an accurate overall picture of the problem.

Father Kennedy admitted to making some mistakes, as well as some initial sound judgments. His first mistake was in talking to the offender, but not talking to the parents of the victim. His next mistake was in believing that he had been told the truth.



Photo by Theresa Kolb

Fargo diocese priests listen to one of several presentations during Presbyterate Days.

Kahn said, "Lying is part of the disorder — covering up and admitting to only what is already known. Permission (of the victim) is obtained through exploitation and manipulation." Since the offender has to do lots of planning to wrestle acceptance from his victim, he also carefully plans a cover-up for his activities.

After the story hit the media, Father Kennedy stood before his congregation and told them the truth. He said he discovered later that that was the right thing to do.

Yet at the time he condemned himself for being so "stupid" for not seeing the problem. He later experienced "stage fright" every time he was in public.

Father Kennedy did not realize that there are no symptoms to identify someone as a pedophile. In fact, Kahn said some pedophiles often are "glib, charming, average or above in education and work experience." Kahn said sex offenders are "unconscious of what (their) behavior is doing to the victim," and act out of their own "overwhelming needs." They

lack impulse control and are compelled to act out their feelings.

How parish is affected

Father Kennedy said his associate's personality disorder was only part of the problem. How the disorder affected the parish was also important. The parish staff experienced trauma and loyalties were divided between the two priests. "The parish trust level, on a scale of one to 10, went from eight down to two." He still senses diminished trust, which he attributes to the fact that "people really felt betrayed."

Kahn said no group of people is excluded from having pedophiles. His community was dealing with a priest with the disorder at the same time it dealt with a school principal with the same problem.

He offered advice for those in a supervisory capacity: "If you're responsible for what someone else does, then take time to document the activities of those under you." "Having this kind of a day (where pedophilia is discussed) is a good idea. . . . to have it documented that you provided this kind of information." It's also important to implement "good touch/bad touch" programs into schools, and teach parents that a person with this kind of personality disorder often appears normal.

Kahn said sex offenders do have character disorders, although casual observers won't notice them. They are hedonistic, self-indulgent and sexually indulgent individuals. They often come from "disorganized families," where respect of privacy is lacking. Their relationship with their parents is "disordered" and they don't come from "normal homes."

Yuill, of Fargo, explained North Dakota's child-abuse laws.

Both Father Kennedy and Kahn said the only treatment that is successful is ongoing, weekly group therapy sessions. Kahn described the offender as having a "continuing urge," just like an alcoholic has a continuing desire for alcohol.

An added aspect of treatment is that the offender should not have access to children, ever.

MEMORANDUM

DATE: October 29, 1986

TO: Archbishop Roach

FROM: Father Kenney *WAK*

I met with Gil Gustafson October 24. He seems generally pleased with his current position at Catholic Charities. It's a challenge; it's pastoral; and he has a staff of seven people he supervises.

He also enjoys his ministry with the Poor Clares. He will be contacting you soon to seek permission to do a wedding and funeral of some lay persons who worship there regularly.

He was very upset over the attached article that appeared in the Fargo edition of the Catholic Bulletin. He felt Kennedy accused him unjustly of lying; they stereotyped the pedophile personality; and they offer little if any hope for the offender to be rehabilitated. He also was bothered by Michael's giving this sort of workshop so close to home. He would welcome discussing this matter with Mike, but Mike refuses to meet with him.

Gil feels good about his current state of mind; he meets with his therapist every two weeks. He continues to dream and hope of one day becoming more directly involved in pastoral ministry, such as a hospital setting.

Copy - Father O'Connell

DATE: November 6, 1986
MEMO TO: Bishop Carlson
FROM: Father Kenney *WK*
SUBJECT: Agreement (draft attached)

Please review and comment.

ARCH-014602

DATE: November 7, 1986

MEMO TO: Archbishop Roach, Bishop Bullock, Bishop Ham,
Father O'Connell, Father Kenney

FROM: Bishop Carlson

SUBJECT: POLICY FOR CLERICS WITH THE DISEASE OF PEDOPHILILIA

Attached to this memo is the policy for Supervision and Care of a Cleric charged with the psychiatric disease of Pedophililia.

For the present it was decided at the November 3rd Council meeting, that this would be interim guidelines and that Father Bill Kenney will be responsible for their implementation.

We felt it would be very helpful if you would use these guidelines in working with Father Gil Gustafson. There may be one or two other people that we will include in this interim policy. It will be necessary for the Archbishop and I, to discuss this and then I will let Father Kinney know if any additional people will fall under these guidelines at this time.

I would appreciate any reflections that you have since some of you were not present at the Council meeting when these were put in place.



Att.

— Basis for new Gustafson contract signed on 2/13

INTERIM GUIDELINES FOR SUPERVISION AND CARE OF A CLERIC
CHARGED WITH THE PSYCHIATRIC DISEASE OF PEDOPHILIA

- 1) It is the basic understanding of this policy that there is hope for recovery, but not hope for cure, for those who have the psychiatric disease of Pedophilia.
- 2) There will be a Director/Supervisor appointed by the Archbishop who will work with the individual treated for Pedophilia, through weekly or monthly accountability meetings.
- 3) After treatment, consideration will be given to a transitional living arrangement based on recommendations from the treatment facility.
- 4) Vocational rehabilitation (2 to 4 years in non-parish ministry). During this period, there will be ongoing treatment from psychologists and individuals will not receive permanent assignments. Their work will be in the area of prison ministry, administration, ministry to the elderly, or hospital ministry (excluding children).
- 5) There will be a written contract - failure to follow this contract will result in automatic suspension, removal from active ministry and consideration of forced laicization.
- 6) As part of the After-Care program, there will be a one week workshop offered every year for at least four years following treatment.
- 7) A person's continued involvement in After-Care, will be reviewed at the end of the four year period.
- 8) After five to six years following treatment for Pedophilia, the individual cleric would have the possibility of a permanent non-parish assignment. This decision will be based on the individual cleric's growth and involvement in After-Care.

Revised 12-5-86

ARCH-014983

DATE: November 10, 1986
MEMO TO: Father Bill Kenney
FROM: Bishop Carlson
SUBJECT: DRAFT AGREEMENT WITH FATHER GILBERT GUSTAFSON

Bill, I have reviewed the draft that you have prepared to use with Father Gil Gustafson and it seems appropriate.

I would point out, however, that one of the conditions that Gil is working under is absent from the draft, and that is that he is not to have contact with parishioners from White Bear Lake, nor is Gil to go back into the parish. As you may remember, this was the reason for the original lawsuit and the reason why the family went to the [REDACTED] police.

In the past, this has been clear and I think should be put in any agreement with Gil. I know that Gil does not like the clause, but unless the Archbishop has removed it at this time, it should be added.

md/

DATE: November 10, 1986
MEMO TO: Father Bill Kenney
FROM: Father Michael O'Connell
SUBJECT: Response to your memo of November 6th.

Bill, in response to your memo to me of November 6th outlying a draft agreement between yourself and Fr. Gil Gustafson, I simply concur with what you point out in the 8 steps and I think that you should add that you would get a written report to the Archbishop at the end of each year between now and 1989. This written report would give a brief summary of how you feel Father Gustafson is doing especially around the points listed in the agreement.

Thanks very much for your willingness to do this and especially the support that you give to Gil.

D R A F T

A G R E E M E N T

1. Father William Kenney is the appointed director/supervisor working with Father Gilbert Gustafson through bi-monthly accountability meetings.
2. Father Gustafson will continue to live at the rectory of the Church of St. Matthew; St. Paul.
3. Father Gustafson will work at Catholic Charities with George Meirick as his immediate supervisor for a minimum of three years, beginning September 1, 1986.
4. While Father Gustafson will continue to have all the faculties of priests of the Archdiocese, he will not celebrate Liturgy publicly; he will be permitted, however, to celebrate Liturgy at St. Clare's Monastery, Bloomington.
5. Permission will be granted at the discretion of the Archbishop for Father Gustafson to officiate at weddings and funerals.
6. Father Gustafson will participate in a designated one-week workshop annually for three years as follow-up to his treatment program.
7. A comprehensive review of Father Gustafson's continued participation in therapy will be held in September 1989.
8. Within twelve months following the September 1989 review, consideration will be given to a permanent assignment for Father Gustafson. This decision will be based on his growth and development in therapy.

MEMORANDUM

216

DATE: December 1, 1986

TO: Father O'Connell

FROM: Father Kenney WJK

Attached is the final draft of the "Agreement," including recommendations from Bishop Carlson (No. 4) and Father O'Connell (No. 8). Please initial and return to me if you approve.

A G R E E M E N T

1. Father William Kenney is the appointed director/supervisor working with Father Gilbert Gustafson through bi-monthly accountability meetings.
2. Father Gustafson will continue to live at the rectory of the Church of St. Matthew, St. Paul.
3. Father Gustafson will work at Catholic Charities with George Meirick as his immediate supervisor for a minimum of three years, beginning September 1, 1986.
4. Father Gustafson will not return to the Church of St. Mary of the Lake, White Bear Lake, nor will he communicate with any of its parishioners without the explicit permission of Father Kenney.
5. While Father Gustafson will continue to have all the faculties of priests of the Archdiocese, he will not celebrate Liturgy publicly; he will be permitted, however, to celebrate Liturgy at St. Clare's Monastery, Bloomington.
6. Permission will be granted at the discretion of Archbishop Roach for Father Gustafson to officiate at weddings and funerals.
7. Father Gustafson will participate in a designated one-week workshop annually for three years as follow-up to his treatment program.
8. A written report on Father Gustafson's progress under the terms of this agreement will be submitted by Father Kenney to Archbishop Roach at year-end in 1986, 1987, and 1988.
9. A comprehensive review of Father Gustafson's continued participation in therapy will be held in September 1989.
10. Within twelve months after the September 1987 review, consideration will be given to a permanent non-parish assignment for Father Gustafson. The decision will be based on his development and growth in therapy.


Archbishop John R. Roach, D.D.

Reverend Gilbert Gustafson

Date

A G R E E M E N T

1. Father William Kenney is the appointed director/supervisor working with Father Gilbert Gustafson through bi-monthly accountability meetings. In addition, Father Gustafson and Father Kenney will meet regularly during the period of supervision with Father Gustafson's counselor.
2. Father Gustafson will continue to live at the rectory of the Church of St. Matthew, St. Paul.
3. Father Gustafson will work at Catholic Charities with Msgr. J. Jerome Boxleitner as his supervisor, beginning September 1, 1986. This non-parish ministry must at all times exclude any and all contact with children, i.e., those considered minors by law.
4. Father Gustafson will not return to the Church of St. Mary of the Lake, White Bear Lake.
5. While Father Gustafson will continue to have all the faculties of priests of the Archdiocese, he will not celebrate Eucharist publicly; he will be permitted, however, to celebrate Eucharist at St. Clare's Monastery, Bloomington.
6. Permission will be granted at the discretion of Archbishop Roach for Father Gustafson to officiate at weddings and funerals.
7. Father Gustafson will participate in a designated one-week workshop annually for three years as follow-up to his treatment program.
8. A written report on Father Gustafson's progress under the terms of this agreement will be submitted by Father Kenney to Archbishop Roach at year-end in 1986, 1987, and 1988.
9. A comprehensive review of Father Gustafson's continued participation in therapy will be held in September 1989.
10. Within twelve months after the September 1988 review, consideration will be given to a pastoral non-parish assignment for Father Gustafson. The decision will be based on his development and growth in therapy.


Reverend Gilbert Gustafson

MONASTERY OF SAINT CLARE • 8650 RUSSELL AVENUE SOUTH, MINNEAPOLIS, MINNESOTA 55431

February 5, 1987

Most Reverend John R. Roach
Archbishop of Saint Paul and Minneapolis
Chancery
226 Summit Avenue
Saint Paul, Minnesota 55102

Dear Archbishop Roach:

In the face of the current outburst of painful publicity about cases of sexual abuse within the Church, I want to assure you of our community's constant prayer for you and all who are dealing with these issues and who must speak for the Church under the pressure of this kind of media exposure.

As you well know, we have felt these concerns touch us in a special way with the appointment of Fr. Gil Gustafson as our monastery's chaplain. I have expressed this to you before, Archbishop, but in the anguish of this new weight of publicity I would like to say it again: we feel that Fr. Gil's presence and ministry among us have been a tremendous witness to the Gospel's life-giving power -- the Gospel believed in and lived through pastoral compassion, communal support, and profound personal effort for conversion. Coming to us in the aftermath of the tragic situation at White Bear, Father Gil's struggle to re-build his life and yet remain faithful to his priestly vocation has given his preaching a life-and-death attentiveness to God's saving Word for our broken human condition, as well as a powerful openness to perseverance and hope based on grace. We have experienced again and again, for ourselves and in the reactions of guests who have been present at the Eucharist here, the effectiveness with which God touches people through Father Gil, in the Word and Communion of daily Eucharist.

I write this to affirm and thank you for the ministry opportunities you have allowed Father Gil. I think you may be interested to know that the friends and neighbors who have responded today to the unfortunate publicity in the morning paper, have all done so in terms of love and concern for Father Gil, and with strong support for him.

We continue to pray for your strength, wisdom and courage in guiding the Church's care for the victims of abuse, as well as for those who have abused others and who so desperately need the support of the Christian community as they seek healing and reconciliation.

Sincerely yours,

Sister Mary C. Martin, OSC
Sister Mary Catherine Martin, O.S.C.
abbess

ARCH-014529

Feb. 7th

Dear Archbishop Roach,

I would like to share with you some of my thoughts & feelings concerning my friend, Father Sil Gustafson.

On reading the articles in the newspaper, my very, first feelings were of great concern for Fr. Sil. I had to call him right away because I wanted him to know of my love & support for him at this time of unfair publicity.

I know Fr. Sil from attending Mass at the Poor Clare Monastery in Bloomington. This man is a beautiful, gentle Priest whom I admire very much. He is a Priest I can relate to, respect & love very much. One of his greatest gifts is the beautiful way he shares the gospel with us. His homilies are so inspiring that when you walk out of church you want to really live the gospel. The gospel becomes so alive for me. Father Sil is a Priest so full of compassion he can sense how you are truly feeling & he is always there to help you, if need be.

It is sad for me, for his many friends to think that Fr. Sil has to go through such a painful experience when he is trying so hard to live his life dedicated to Our God.

I am grateful for his ministry, I am blessed in knowing him & I hold him in the highest esteem.

Gratefully,

February 8, 1987

Archbishop John Roach
Archdiocese of St. Paul
St. Paul, MN 55102

Dear Archbishop Roach:

Although I live just a block or so from you and belong to the Cathedral parish, I have been attending Mass regularly at St. Clare's Monastery in Bloomington for well over a year. I was drawn there by--well, I'm not sure what, exactly, but I suppose by an interest in contemplative prayer and life. I have been deeply affected, helped even, by my times of worship there, and by the friendships I have made in the community that gathers there for Mass every week.

Father Gil Gustafson is the chaplain at St. Clare's, and I wanted to tell you what a fine and thoughtful man he is. I didn't know about his imprisonment and personal struggle until I read about it in the Minneapolis paper recently. I was moved--to realize the depth of self-knowledge he has been compelled to explore.

I'm sorry to think a man I like and admire may be suffering freshly from his past in the particularly cruel way that only media invasion seems able to inflict. But I also wanted to say that I am grateful to him, to his example before us.

I guess what I'm trying to say is, Father Gil is staying in there, living each day (so it seems to me), putting one foot in front of the other in faith and love. I don't know how else to say it. His life has great meaning to me. I am touched, and actually reassured, by Father Gil's patient surrender to his life.

This news doesn't scare me off. Just the opposite, in fact. At last we may learn to speak to each other of these difficult things. From everything I've seen of Gil, he will be able to show us all something about honesty and simplicity. I'm sure I have a lot more to learn from him.

And so I'm writing to you, thinking you might like to hear some thoughts on the subject from a parishioner.

Best regards,

Most Reverend John R. Roach
Archbishop of Saint Paul and Minneapolis
The Chancery
226 Summit Avenue
Saint Paul, Minnesota

In re: Father Gilbert Gustafson

Dear Archbishop Roach:

This past week, in a Minneapolis Tribune article regarding Father Adamson's recent difficulties, I noted a reference to Father Gustafson. While such a reference is not surprising, given a journalistic intent to supply readers with background information, I feel certain that it must cause pain to Father Gustafson. I am concerned as well that it may also reactivate unwarranted anxiety about his ministry within the church community.

I hold Father Gustafson in the highest trust, and am deeply grateful to him for his ministry to my late husband, _____, and to me during the past fifteen months. _____ and I became acquainted with him through our attendance at Masses at Saint Clare's Monastery during the past year. The year was one of great suffering for _____, and he needed nothing so much as the empathetic and compassionate understanding Father offered him to help sustain his faith and optimism. In the last weeks of his life Ron spoke very few words, but I recall with great clarity how he thanked Father Gustafson "for being my friend." I feel the same gratitude.

Father Gustafson's gifts are eternal in nature, and priceless. Please be assured that we recognized them, and that we were helped immeasurably by him each time we asked for help, and often when we were unable to ask. I hope that any present controversy will be short-lived, and that others may continue to benefit from and enjoy Father's ministry.

Very truly yours,

(
February 8, 1987

February 9, 1987

Archbishop John R. Roach
226 Summit Avenue
Saint Paul, MN 55102

Dear Archbishop Roach:

I am writing this letter to you in support of a dear friend and brother in the Lord, Fr. Gil Gustafson. I have gotten to know Fr. Gil over the past few years through his faithful ministry as chaplain to the Poor Clare Sisters in Bloomington.

As you yourself know, Fr. Gil has many sterling qualities as a servant of the People of God. He is a man of compassion, humility, intelligence, justice, prayer and holiness. His homilies at Mass manifest a rich and abundant prayer-life, an intense love of the Lord and Knowledge of the Word of God. Fr. Gil is a superb priest.

Archbishop, I became angry at the incident recorded in our news media relative to Fr. Gil. Are there any among us, save Jesus and his Mother, who have lived lives totally free from sin, whose feet of clay do not manifest themselves in a hundred different ways no matter how determined we are to do God's will?! Over the years I have come to feel that the media can take any one of us and use us to try and satisfy the palate of the masses, that hunger for mother earth news so that the sinner can sit back and say, "Well now, I'm not so bad, look what s/he did!" Crazyness.

I have come to know and love many priests over the years through my time spent as a student at Nazareth Hall, St. Paul Seminary, New Melleray Abbey and in the 9 parishes I have lived and worked in as a lay minister the past 17 years. I know and respect many priests, monks and religious who have given their lives to Christ. I would place Fr. Gil among those Christ-like men and women for whom I have the very highest respect and admiration. He is a man of God, a man of depth and wisdom. Fr. Gil, it is, who has been an instrument of the Holy Spirit in my life to bring me "up short" with Jesus' words, "I have come to set a fire on the earth. How I wish it were ablaze already!"

Please, be merciful with your servant and brother, Fr. Gil. The man has suffered terribly for the wrong he has done and made his peace with the Lord long before the media caught wind of "a story."

May God richly bless you, Archbishop, for the heavy burden that is yours today in being one of Christ's leaders. You have my prayers and my love. As I said to Gil, the answer is Christ, Christ alone and always Christ. It is Christ.

Lovingly in Jesus & thru Mary-

February 12, 1987

Rev. Gilbert J. Gustafson
Church of St. Matthew
507 Hall St.
St. Paul, MN 55107

Dear Gil:

Thanks for meeting with me yesterday. It's been a tough time for you again. I want to do all I can to be supportive to you as we go through this "agreement" process. I am hopeful we can work something out that everyone is comfortable with.

I'll await your written response.

Fraternally,

Rev. William J. Kenney
Executive Secretary
Priests' Personnel Board

WJK:jrk

A G R E E M E N T

1. Father William Kenney is the appointed director/supervisor working with Father Gilbert Gustafson through bi-monthly accountability meetings. In addition, Father Gustafson and Father Kenney will meet regularly during the period of supervision with Father Gustafson's counselor.
2. Father Gustafson will continue to live at the rectory of the Church of St. Matthew, St. Paul.
3. Father Gustafson will work at Catholic Charities with Msgr. J. Jerome Boxleitner as his supervisor, beginning September 1, 1986. This non-parish ministry must at all times exclude any and all contact with children, i.e., those considered minors by law.
4. Father Gustafson will not return to [REDACTED]
5. While Father Gustafson will continue to have all the faculties of priests of the Archdiocese, he will not celebrate Eucharist publicly; he will be permitted, however, to celebrate Eucharist at St. Clare's Monastery, Bloomington.
6. Permission will be granted at the discretion of Archbishop Roach for Father Gustafson to officiate at weddings and funerals.
7. Father Gustafson will participate in a designated one-week workshop annually for three years as follow-up to his treatment program.
8. A written report on Father Gustafson's progress under the terms of this agreement will be submitted by Father Kenney to Archbishop Roach at year-end in 1986, 1987, and 1988.
9. A comprehensive review of Father Gustafson's continued participation in therapy will be held in September 1989.
10. Within twelve months after the September 1988 review, consideration will be given to a pastoral non-parish assignment for Father Gustafson. The decision will be based on his development and growth in therapy.


Reverend Gilbert Gustafson

February 13, 1987

Monastery of Saint Clare
8650 Russell Avenue South
Minneapolis, Minnesota 55431

Dear

I am grateful for your letter affirming Father Gil Gustafson's ministry at the monastery. It is evident you have provided a way for Father to grow in love and service and for this too I am most grateful.

Please continue to pray for all our priests. Be assured you have my continued support and prayers, also.

Sincerely yours in Christ,

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

WJK:jrk

MEMORANDUM

DATE: February 13, 1987
TO: Archbishop Roach
FROM: Father William Kenney *WAK*
RE: Father Gil Gustafson

-file

I met with Gil February 10. We reviewed the agreement that was recently drawn up. Gil had some difficulty with two or three items and said he would like to have a few days to think about it. He then plans to put his thoughts in writing and would like to make an appointment with you to discuss it further.

The timing of our meeting was not good. It was shortly after the news broke about Father Adamson. I think our meeting opened some old wounds. Also, he has some resentment because of our "liberal" stance toward Adamson and our "severe" stance toward Gil. He understands the reasoning, but he is still angry.

I made it clear that the agreement I was presenting to him was not a knee-jerk reaction to the latest news releases. In fact, the contract had been drawn up before Christmas, and I had been remiss in not presenting it to him immediately. He seemed a bit less defensive after that, but I could still sense some anger and hurt on his part.

Copy - Bishop Carlson
Father O'Connell

February 17, 1987

Dear

Thank you very much for your letter of February 8. I appreciate your thoughtful and sensitive comments about Father Gustafson.

Be assured I share your respect and regard for him. He is a deeply spiritual priest and, like many who have suffered as he has, the experience has deepened his faith and made him a much holier and healthier human being.

I am grateful for the support you are giving him.

Sincerely yours in Christ,

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

WJK:jrk

February 17, 1987

Dear

Thank you very much for your letter of February 9. I appreciate your thoughtful and sensitive comments about Father Gustafson.

Be assured I share your respect and regard for him. He is a deeply spiritual priest and, like many who have suffered as he has, the experience has deepened his faith and made him a much holier and healthier human being.

It is especially gratifying that a person of your experience and expertise has expressed his support for Father. I encourage you to continue to do so.

Sincerely yours in Christ,

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

WJK:jrk

February 17, 1987

Dear

Thank you very much for your letter of February 7. I appreciate your thoughtful and sensitive comments about Father Gustafson.

Be assured I share your respect and regard for him. He is a deeply spiritual priest and, like many who have suffered as he has, the experience has deepened his faith and made him a much holier and healthier human being.

I am grateful for the support you are giving him.

Sincerely yours in Christ,

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

WJK:jrk

February 17, 1987

Dear

Thank you very much for your letter of February 8. I appreciate your thoughtful and sensitive comments about Father Gustafson.

Be assured I share your respect and regard for him. He is a deeply spiritual priest and, like many who have suffered as he has, the experience has deepened his faith and made him a much holier and healthier human being.

It is good to know Father was there to share his special gifts with you during your husband's last illness. I am grateful for your support of him now.

Sincerely yours in Christ,

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

WJK:jrk

February 20, 1987

Mr. Andrew Eisenzimmer
Suite 430, Minnesota Bldg.
St. Paul, Minnesota 55101

Dear Andy,

I would like you to draft a release that we would ask Fr. Gustafson to sign to give us constant access to his therapist. Once I have this draft I will ask him to sign it and have his therapist agree to give us that constant access. I will also then ask Father Bill Kenney, his supervisor, to give the Archbishop a regular programmed report of Fr. Gustafson's progress.

This same release we will use in other cases, as they come up, as standard procedure in following our after-care guidelines for pedophilia.

Thanks a lot. Give me a call if you need any further instructions.


Sincerely,

Reverend Michael J. O'Connell
Vicar General
Moderator of the Curia

MEMORANDUM

DATE: March 23, 1987

TO: Bishop Carlson

FROM: Father William Kenney 

In the contract we drew up for Gil Gustafson, we included a requirement that he attend a workshop annually on pedophilia or some related topic. His question to me is what that means. Did you have any particular program in mind, or is it up to him to find the appropriate one?

DATE: April 27, 1987
MEMO TO: Father Bill Kenney
FROM: Bishop Carlson
SUBJECT:

I received your memo in late March 1987, concerning Father Gil Gustafson and the requirement of a workshop.

It seems to me that contacting the University of Minnesota, might be the best way to go. I do not have any particular program in mind and the requirement actually comes from our new policy.

Father Michael O'Connell might also be a good person to discuss this with.

A handwritten signature in black ink, appearing to be 'BJL', is located in the center of the page.

CHANCERY INTEROFFICE MEMO

† †

ARCHDIOCESE OF ST. PAUL AND MINNEAPOLIS

1. TO: *Michael*

2. TO:

3. TO:

4. TO:

5. TO:

- approval
- action
- signature
- see me
- coordination
- prepare reply
- research
- recommendation
- circulate
- comment
- note & return
- information
- as requested
- per conversation
- file

REMARKS: *We need some clarification on Gil Gustafson's use of files (varietal) (for example, Home book numbered if Gil would have access to his own file), who he is accountable to report, who will be doing his secretarial work. It was my understanding that he is to consider a part of the Chavellbox's Dept under Kevin's direction & I would guess secretarial work would be covered by that Dept as well.*

FROM: *Plead above. Think Marilyn*

DATE *1/10*

PHONE

To Fr. McDonough
Date 11-5 Time 10:00

WHILE YOU WERE OUT

M Dr. Gary Schoener
of _____
Phone 870-0565 or _____
Area Code Number Extension

TELEPHONED	PLEASE CALL	<input checked="" type="checkbox"/>
CALLED TO SEE YOU	WILL CALL AGAIN	<input type="checkbox"/>
WANTS TO SEE YOU	URGENT	<input type="checkbox"/>
RETURNED YOUR CALL <input type="checkbox"/>		

Message 870-0566

Tues, 9:00 AM
to 3:30 PM

Operator g

Correspondence
Undated +
1970s -
1983

CONFIDENTIAL

**AUTHORIZATION
REQUIRED TO
VIEW OR COPY**

File
Gil Gustafson

5. Follow-up with Victim

1. respond to calls or letters from victim
2. provide informational updates as agreed to above (1.-4.)
3. ensure follow-through if Archdiocese has agreed to provide counseling etc.
4. give a "wrap up" when "the case is closed".

6. Follow-up with offender

1. ensure continuation of aftercare
2. demand accountability for post-aftercare personal discipline (e.g. annual meetings)
3. discuss future assignment possibilities w/ Abp and personnel director

7. Follow-up with publics

1. Develop communication plan for agencies/parishes associated with offender church groups where offender and victim may have crossed paths (e.g. prayer groups, source programs).
3. Develop plan to communicate with clergy (if appropriate)
4. Work with Communications Office to provide background info. needed to develop a press and telephone plan.

8. Managing the legal process

1. Keep in communication with civil criminal officials involved.
2. Make sure that all relevant info. and all documents are reviewed w/ attorneys
3. respond to demands for testimony or documents.
4. recommend, along with attorney, any course of action to Ardup. (e.g. settlement, plea)


CATHOLIC CHARITIES
 OF THE ARCHDIOCESE OF ST. PAUL AND MINNEAPOLIS

 Community Services
 215 Old Sixth Street
 St. Paul, Minnesota 55102
 (612) 222-3001

 George Melrick
 Administrator

Justafson file

December 9, 1987

Dear Archbishop Toach:

I want to thank you for allowing me to witness the marriage at the College of St. Catherine on January 7. I know it's a tricky business trying to set appropriate boundaries for my pastoral ministry. I appreciate your flexibility.

I also want to thank you for the support I felt from you at the presbytery meeting on Dec. 3. It was a hard day for both of us. Your placing of your hand on my arm during the break following the discussion of abuse, meant a great deal to me. It conveyed compassion and empathy. I am grateful.

I look forward to our meeting on Jan 12, 1988. It is my fondest hope that we can set in motion the process which will lead to a permanent pastoral assignment. In our phone conversation you had mentioned June 1988 as a target date for finding the assignment. That would be wonderful! If there is anything I can prepare for the meeting please let me know.

 In Christ,
Gil Justafson

Attendees 1/25/88

STATE-WIDE TASK FORCE ON SEXUALITY ISSUES IN MINISTRY

MINNESOTA CATHOLIC CONFERENCE

NO

Monsignor James Habiger
Minnesota Catholic Conference
475 University Avenue W.
St. Paul, Minnesota 55103
(612) 227-8777

yes

Mr. Patrick Sheedy
Minnesota Catholic Conference
475 University Avenue W.
St. Paul, Minnesota 55103
(612) 227-8777

CONSULTATION SERVICES CENTER

yes

Dr. Dolore Rockers, Director
Consultation Services Center
633 N. Snelling Ave.
St. Paul, Minnesota 55104
(612) 644-0112

yes

Fr. Kenneth J. Pierre
Consultation Services Center
633 N. Snelling Ave.
St. Paul, Minnesota 55104

ARCHDIOCESE OF ST. PAUL/MPLS

yes

Fr. John R. Gilbert
Center for Priestly Growth
2260 Summit Avenue
St. Paul, Minnesota 55105
(612) 690-4027 647-5940

yes

Fr. Kevin Clinton
Immaculate Conception Church
4 S. W. 2nd Avenue
Faribault, Minnesota 55021
(507) 334-2266

DIOCESE OF NEW ULM

NO

Fr. William Sprigler
Catholic Pastoral Center
1400 Sixth North Street
New Ulm, Minnesota 56073
(507) 359-2966

yes
no

Sr. Caroline Puccio, CSJ
Religious Education Center
512 Black Oak Avenue
Montevideo, Minnesota 56265
(612) 269-9851

DIOCESE OF CROOKSTON

No

Fr. Michael Patnode
The Chancery
P. O. Box 610
Crookston, Minnesota 56716
(218) 281-4533

yes

Fr. Roger Grundhaus
Church of St. Stephen
Box 507
Stephen, Minnesota 56757
(218) 478-2231

DIOCESE OF SAINT CLOUD

yes

Sr. Alice Doll, OSF
Religious Education Center
305 7th Avenue North
St. Cloud, Minnesota 56301
(612) 252-1021

yes

Fr. Richard Leisen
Church of St. Louis
505 Burr Street, Box 39
Paynesville, MN 56362
(612) 243-4413

DIOCESE OF DULUTH

yes

Dr. Robert Kennedy
^{Bob}
Office of Social Concern
215 W. 4th Street
Duluth, Minnesota 55806
(218) 727-6861

yes

Ms. Bernadeanne Carr
Office of Education
215 W. 4th Street
Duluth, Minnesota 55806
(218) 727-6861

DIOCESE OF WINONA

yes

Sr. Joanne Loecher, OSF
Director of Religious Ed.
55 W. Sanborn Street
Winona, Minnesota 55987
(507) 454-4643

yes

Fr. Vern Trocinski
St. Stanislaus Church
625 E. 4th Street
Winona, Minnesota 55987
(507) 454-4643

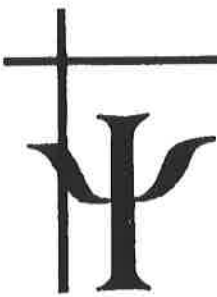
SEXUAL ISSUES IN MINISTRY
Policy Development State-Wide Task Force
Consultation Services Center/Minnesota Catholic Conference
January 25, 1988
Partial Minutes of Meeting

I. WORK OF THE TASK FORCE:

- A. Develop "model policies" regarding **SEXUAL HEALTH, SEXUAL ABUSE, SEXUAL EXPLOITATION and SEXUAL HARASSMENT.**
- B. Suggest guidelines for application of these policies to parishes, agencies and institutions across the state of Minnesota.
- C. Specify the "essential" inclusions in each policy for legal, ethical and pastoral standards for Volunteers, Paid Employees and Ordained Ministers.
- D. Develop a suggested timeline for implementation of these policies.
- E. Develop additional materials as needed in each area and include these in appendices of the policy.

II. CONTENT OF THE FINAL DOCUMENT: (Due-August MCC meeting)

- A. A general policy statement prohibiting sexual misconduct (harassment, abuse, exploitation) by church personnel...a brief, legal definition of each included.
- B. **EDUCATION AND PREVENTION**
 1. Policy on **PERSONAL** Development.
 2. Policy on **PROFESSIONAL** Development.
 3. Policy on **RESOURCE** Development.
 4. Policy on **POLICY** Development.
 5. Policy on **SCREENING** of Ministers.
- C. **INTERVENTION AND CONFRONTATION**
 1. Policy on **WELCOMING COMPLAINTS/ALLEGATIONS.**
 2. Policy on **GATHERING THE DATA - the whole story.**
 3. Policy on **INFORMING APPROPRIATE AUTHORITIES.**
 4. Policy on **INFORMING THE ALLEGED OFFENDER.**
 5. Policy on **PROTECTING THE SURVIVOR.**
- D. **TREATMENT AND CARE**
 1. Policy for all parties while allegations are **PENDING.**
 2. Policy for all parties when allegations are **SUBSTANTIATED, UNSUBSTANTIATED, OR UNFOUNDED.**
 3. Policy for **AFTERCARE** for all parties.
- E. **RESTITUTION AND RECONCILIATION**
 1. Policy on **RESTITUTION** between accused & abused.
 2. Policy on **RECONCILIATION** between accused & abused.
 3. Policy on **RESTORATION OF TRUST** in public forums.



CONSULTATION SERVICES CENTER

633 No. Snelling Avenue
St. Paul, Minnesota 55104
(612) 644-0112

February 3, 1988

His Excellency,
The Most Rev. John R. Roach, D.D.
Archbishop of St. Paul and Minneapolis
226 Summit Ave.
St. Paul, MN 55102

Dear Archbishop,

There are three pieces of information that I thought you might like to know:

1. The second round of seminars about Sexual Issues in Ministry gets rolling next week. I have enclosed a sheet (yellow) describing the 12 breakout sessions that will provide the majority of content for the day. An "expert" will give information during each of these and a "facilitator" will help the group get specific about suggestions for this local church's response.

Following these three RESPONSE DAYS we will have twelve small Task Forces finishing the work so that we can publish a helpful manual that institutions, agencies and parishes can adapt for their own use. It's a monumental task, as you well know, but we will keep working at it.

About 90% of the feedback that we have gotten from the first three days has been so very positive. The ministers of this local church are ready, capable and empathic about addressing these questions openly. I hope that you have gotten some positive kuddos from your St. Paul Pioneer Press opinions.

2. In light of the need for ministers to help facilitate this second set of days we did ask Fr. Gil Gustafson to facilitate the work of one group. I am aware that when you and he talked you expressed some caution. Since then we, the Planning Committee, have talked further and have decided to ask Gil to work with me in the Breakout Group that is looking at Treatment and Care Options for Offenders. I am the main presenter and facilitator and Gil has agreed to be present for a bit of input if that seems appropriate. I told him that I would relay this to you. Then you and he can make the final decision.

ARCHDIOCESE OF ST. PAUL AND MINNEAPOLIS

ARCH-014942

3. A third item along the same theme is the STATE-WIDE TASK FORCE that was set up through MCC after the first round of these sexuality workshops. At CSC we hosted the initial meeting of this group on January 25, 1988. Each diocese except Crookston and New Ulm (They were snowed out!) had two representatives here. We plan to have a final set of proposed guidelines back to the Bishops of the state by summer, 1988.

Enclosed is the list of Task-Force members and a partial set of minutes from 1/25/88 (blue). I am keeping Fr. McDonough informed and through him all of the other Chancellors. I have also sent the information to Fr. O'Connell. Hopefully we can work together to conserve energy and capitalize on the expertise of all.

Please feel free to drop in during any of the RESPONSE DAYS (February 9, March 3 and April 7 at the Brady Center). The ministers of this local church really do appreciate your willingness to address these sexual issues in an open forum.

Peace and all good,

Dolore

Dr. Dolore Rockers, Director

cc: Fr. Gil Gustafson (paragraph 4)

enclosures: Twelve Breakout Group Descriptions (Yellow)
State Task Force/Minutes of 1/25/88 (blue)

call Gil at

Charities:

- Sat is OK

- how about lunch

Friday

The Chancery

ARCHDIOCESE OF SAINT PAUL AND MINNEAPOLIS

TELEPHONE - VISIT / OFFICE MEMO

TO <i>Mert Aby</i>	TIME <i>9:30</i>
	DATE <i>9-21</i>

YOU WERE <input checked="" type="checkbox"/> CALLED <input type="checkbox"/> VISITED BY	<input type="checkbox"/> PLEASE CALL
NAME <i>Fr. Edil Gustafson</i>	<input type="checkbox"/> WILL CALL AGAIN
OF	<input type="checkbox"/> RETURNED YOUR CALL
PHONE <i>340-4500</i>	<input type="checkbox"/> WAITING TO SEE YOU
	<input type="checkbox"/> WISHES APPOINTMENT
	<input type="checkbox"/> OTHER

MESSAGE *7530 till 11⁰⁰*

check w/ pay on salary

after 1:30 O.K. to stay

222-3001 w/ psychiatrist

from service - session -

*66
w/ set
- limit -*

FROM <i>B</i>	PHONE EXT. <i>400</i>
------------------	--------------------------

MEMORANDUM

DATE: February 16, 1988

TO: Archbishop Roach

FROM: ~~to~~ Father William Kenney *WJK*

RE: Father Gil Gustafson, Abbott-Northwestern Hospital

I met with the two Protestant chaplains from Abbott-Northwestern, Max Maguire and Dick Sellers, and also with the Vice President for Pastoral Services, Rocky Chapin. I discussed at some length our possible chaplain candidate, Gil Gustafson.

Rocky Chapin was quite negative to the idea, fearing the possibility of Gil's background becoming public knowledge. While he didn't say "no" categorically, it was obvious he was most uncomfortable with the idea.

I told them I didn't know how we were going to come up with another candidate soon. I also reminded them that frequently priests who want to go into hospital ministry are not CPE-oriented and probably would not have the pastoral skills a person like Gil has.

In any event, Max Maguire knows the nun who is the head of the Catholic Hospital Association. She is a Rochester Franciscan, and he knew her when she was at St. Mary's in Rochester. He wants to contact her to see if she has any leads and ask her to put an ad in the CHA newsletter. I don't think much will come of that effort, but encouraged him to try.

In the meantime, I don't feel we can free up Paul O'Hara for AIDS ministry until we find a replacement. Would you be comfortable with my open-listing Abbott-Northwestern at this point?

Copy - Bishop Carlson
Father O'Connell
Father McDonough

*yes - please open list
ad.*

February 17, 1988

Dolore Rockers
Consultation Services Center
633 N. Snelling Avenue
St. Paul, Minnesota 55104

Dear Dolore,

You are doing an incredibly good job on the seminars.

Because of that I hesitate to dampen your enthusiasm about using Gil Gustafson, but I have to. The risks are absolutely too great. We are sitting on an absolute powderkeg on this issue and to run any more risks than necessary makes no sense to me at all.

I know that you can find someone else and I really ask you to do that.

Again, let me thank you for a superb job.

Sincerely yours in Christ,

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

cmh

The Most Reverend Archbishop requests you to fill out this blank as correctly as possible, and forward it to the Chancery Office.

Name in full Gilbert John Gustafson

Place of birth 3037 Boone Ave. Mpls. Mn.

Date of birth April 18, 1951 (P. O. Address)

Name of father _____ (Day, month and year)

Maiden name of mother _____

Address of parents _____

Telephone _____

Classics studied at B.A. in Sociology from

Philosophy studied at the College of St. Thomas

Theology studied at Saint Paul Seminary

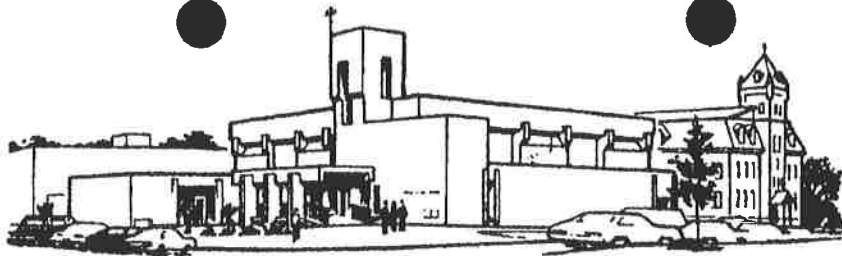
Date of ordination June 4, 1977

Ordained at St Paul Cathedral By Mos & Rev. John F. Roach (Day, month and year)

For the Arch Diocese of Minneapolis - St. Paul

Entered this Archdiocese ? Papers ?

~~Missions since ordination~~ _____ (Date of departure from each)



Saint Matthew's Parish Center

490 Hall Avenue
Saint Paul, Minnesota 55107
(612) 224-9793

Feb 21, 1988

Dear Arch bishop Roach:

I want to thank you for our conversation on Jan. 12. It has taken me a while to fully embrace its implications. Your courage and willingness to assign me to a pastoral position in the midst of adverse publicity leaves me awed. I know there are many bishops who would not feel able to respond positively to the request I placed before you. I am very grateful that you are my archbishop.

Bill Kenney has mentioned to me that the folks at Abbott-Northwestern are "dragging their feet." While this is disappointing I still feel confident that something can be arranged somewhere.

I would like to tie up two "loose threads" from our conversation. First, I talked with Dr. George Ellis, the Director of the Pathfinder Treatment Program. There does not appear to be a pastoral staff position possible in that program at this time. Perhaps some time in the future.

Second, I have talked with Sr. Delore Pockers about my involvement in the Sexual Response Days. I believe she mentioned in a note to you that a role I could fill

Arthur J. Ferguson

Sincerely,

Thank you for your continuing faith and attention to my concerns.

As most appreciate.

a firm when I could call and talk on March 2 I would

March 2. If you could drop a note to me or indicate if you could possibly help me know your feelings I will gladly abide by them. (I will be out of town until

forget doing it. The next response day is March 3.

also understand history on your part because of the sensitivity of the issue. If my participation in that role proved difficult for you, I am certainly

comfortable with this now. If you are open to it, I could work shop an agreement of objectives. I would be pleased to do an informal comment in the

February 25, 1988

Reverend Gilbert Gustafson
Church of St. Matthew
490 Hall Avenue
St. Paul, Minnesota 55107

Dear Gil,

Just a quick note.

I have written to Dolore Rockers and have indicated to her I thought it would be imprudent to have you play even an informal role in the Sexual Response Days.

I know that I don't have to point out to you that even the best intentions can set off reactions that neither you nor I can control. I think that would be a great mistake.

If she can get others to do it, I think we should let it go at that.

Sincerely yours in Christ,

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

JRR/bd



CATHOLIC CHARITIES
OF THE ARCHDIOCESE OF ST. PAUL AND MINNEAPOLIS

Community Services
215 Old Sixth Street
St. Paul, Minnesota 55102
(612) 222-3001

George Melrick
Administrator

March 18, 1988

Rev. William Kenney
226 Summit Ave.
St. Paul, MN. 55102

Dear Bill:

Before any more time passes I want to thank you. I deeply appreciate your great concern for my future. It was clear to me that you were deeply disappointed by the attitude of the administration at Abbott Northwestern Hospital. I appreciate having as passionate an advocate as I have in you.

We discussed a number of possible actions to take. I would like to get them down on paper before I forget them.

- 1.) You will ask the pastoral care administration at Abbott Northwestern to interview me. I look forward to the opportunity.
- 2.) You will talk with Chuck Ceronsky to determine if St. Mary's would be open to me as a chaplain. If there is an openness it would be necessary to discover when the Benedictine priest intends to retire. Another option would be to see if Leo Tibesar would be willing to transfer to Abbott Northwestern.
- 3.) You mentioned you would be willing to talk with the pastoral care people with Health East about the possibility of my assignment at Divine Redeemer. I will talk with a doctor that I know at that hospital to see if he can be of any assistance.
- 4.) Another possibility could be St. Francis Hospital in Shakopee. I believe you said you would talk with the new administration.
- 5.) Other Thoughts:
 - We could check out other hospitals' openness to me: University, Hennepin County, Metropolitan Medical Center. In each case it would be necessary for an incumbent to transfer, or for me to be an additional chaplain.
 - Is it possible to assign me to a hospital that has not had a full time chaplain before? e.g. Fairview Ridges in Burnsville or Mercy/Unity in Fridley

I'll call you in the next week or so to see what the next step should be.

Supported through private contributions, United Way and Annual Catholic Appeal. Accredited by Council on Accreditation of Services for Families and Children.

Thanks for all your efforts,

Bill (you can see that I don't often type my own letters!)

ARCH-014825

MEMORANDUM

DATE: March 29, 1988

TO: Archbishop Roach

FROM: Father William Kenney *WJK*

RE: Father Gil Gustafson

Chuck Ceronsky called to say the Riverside Medical Center has three residency positions for chaplains for 12 months, starting in September of this year. A residency position is a training program (CPE), and each resident is given a stipend of \$14,000. It is possible they could offer a position to Gil Gustafson.

In effect, he would become a chaplain at St. Mary's for one full year. Can we pursue this possibility?

Copy - Father O'Connell

March 30, 1988

MEMO TO: Father William Kenney

FROM: Archbishop Roach

I think we had better take the whole question of Gil Gustafson to the Council. The St. Mary's Hospital question prompts me to believe that we need some new eyes to look at this whole thing. The prudential judgement of the Council would be of help to me. I am asking Mert to put this on the agenda and would ask you to lead the discussion.

cmh

MEMORANDUM

DATE: April 19, 1988

TO: Archbishop Roach

FROM: *WR* Father William Kenney *WJK*

RE: Father Gil Gustafson

If Gil Gustafson is accepted as a Resident at St. Mary's Hospital, do the same restrictions regarding liturgical celebrations remain in effect?

In particular, will he be permitted to celebrate Mass at the hospital? May he conduct ecumenical services in rotation with the other students?

Copy - Bishop Carlson
Father O'Connell
Father McDonough

*It will be OK
K. D. E.*

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 [REDACTED], but he also seem to focus on [REDACTED], 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.



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.

ajc

MEMORANDUM

DATE: May 4, 1988

TO: Archbishop Roach

FROM: Father William Kenney *WOK*

RE: Father Gil Gustafson *- Jls*

I met with Chuck Ceronsky and Wally Peterson May 3 re: Gil Gustafson. Their assessment of Gil is that he is not motivated for growth at this point in his life outside of his therapy experience. He was unable to articulate any personal growth expectations in becoming a part of the residency program at St. Mary's.

I suggested they meet with him again and express their concerns. We further agreed that before he is accepted into the year-long program, he should take one quarter of basic CPE this summer and, upon a successful completion of that quarter, only then would he be accepted into the residency this fall.

We discussed the funding for the residency this fall. They had three positions available with a stipend of \$14,000 for each. Because Gil interviewed poorly, they feel there is no way they can justify giving him one of those positions ahead of some very strong applicants.

However, in view of Gil's potential and the eagerness to give him an opportunity to get back into a more active ministry, they would be willing to take him on as an added resident, but with a much smaller stipend--something in the neighborhood of \$5,000 to \$6,000. Chuck would take some money out of a special Father Kelly Fund to do this. The Archdiocese would be asked to make up the difference for only one year. Hopefully, by that time a full-time position might be available for Gil.

I sense that Chuck continues to be very supportive of the prospect of Gil's entering the residency. Because so many doors are closed to Gil, Chuck feels compelled to provide an opportunity at St. Mary's. Their one condition before accepting him is that he take that initial quarter this summer.

Copy - Bishop Carlson
Father O'Connell
Father McDonough

ARCHDIOCESE OF SAINT PAUL AND MINNEAPOLIS

226 Summit Avenue
Saint Paul, Minnesota 55102

The Chancery

May 11, 1988

Rev. Gilbert Gustafson
Church of St. Matthew
507 Hall St.
St. Paul, MN 55107

Dear Gil,

Thanks very much for your note of May 4. I am sorry that the inquiry at St. Mary of the Lake did not work out for you. I would urge you to continue to find an appropriate place for a living arrangement.

I would love to be able to say that St. Cecilia's would be that place, except that this house is so small. As it is, I have my parents visit me here at least a couple times a year from New Mexico, as well as, some close friends of mine and their children who live outside of St. Cloud; they tend to come about 6 or 7 weekends a year.

When any of the above come in, the house is more than overflowing. I am afraid, at least for now, I don't have the room. I wish you the best and will try to help you as much as I can.

Thanks for keeping me informed.


Sincerely,

Reverend Michael J. O'Connell
Vicar General
Moderator of the Curia

MEMORANDUM

DATE: May 31, 1988

TO: Archbishop Roach

FROM: Father William Kenney 

RE: Father Gil Gustafson

You asked for an update on Gil Gustafson.

As you recall, Gil was asked to take a basic quarter of CPE this summer, possibly in Eau Claire, Wisconsin, before he would be accepted at St. Mary's Hospital this fall. Gil was reluctant to do this for several reasons:

1. He would have to get permission from his probation officer to leave the state;
2. The Ordinary of LaCrosse might not be comfortable with Gil's coming to the diocese;
3. Gil would find leaving the Poor Clares community for the entire summer a great difficulty; and
4. Gil is very tired and would really like to have a couple of months off this summer before starting any program this fall.

In the meantime, the CEO at St. Mary's informed Chuck Ceronsky that he would not approve Gil's coming into a residency program at St. Mary's this fall.

Two options seem to be open to Gil at this time. I think it is possible that Box would place him at Catholic Charities in another area this fall. A more attractive option from Gil's point of view would be that he enroll in a CPE program at Metropolitan Medical Center this fall. The supervisor at that hospital has indicated to me that he would be open to such a possibility. While it does not resolve Gil's difficulties in finding a permanent placement, it is a beginning and could lead to other possibilities. There is reason to believe that if Gil completes 2 or 3 quarters of CPE successfully in another setting, St. Mary's might be open to taking him as a resident in the fall of '89.

Specifically, Gil will be asking two things from you:

1. To have two months off this summer; and
2. To have your approval and support (financial) for his going into a CPE program this fall at Metropolitan Medical Center.

I told him it would be necessary for him to meet with you to discuss this--hence, his call to Mert.

One final note: he is negotiating with Mike Arms to possibly move in with him. Gil and Steve Adrian are not quite as close as they once were, and Gil feels a need to move.

Copy - Bishop Carlson, Father O'Connell, Father McDonough



CATHOLIC CHARITIES
OF THE ARCHDIOCESE OF ST. PAUL AND MINNEAPOLIS

Community Services
215 Old Sixth Street
St. Paul, Minnesota 55102
(612) 222-3001

George Melrick
Administrator

Dear Arch bishop Roach:

June 6, 1988

In our conversation on June 1, 1988 you gave me permission to change my residence from the rectory of the Church of St. Matthew to the rectory of the Church of St. Peter in Mendota. This move will take place on June 11. I presume that the charges for board and room will need to be agreed upon by Fr. Austin Word and Fr. Mike Arms. I will speak with both men.

Thank you for your assistance in this regard.

Sincerely,

Arthur J. Austin



CATHOLIC CHARITIES
OF THE ARCHDIOCESE OF ST. PAUL AND MINNEAPOLIS

Community Services
215 Old Sixth Street
St. Paul, Minnesota 55102
(612) 222-3001

George Meirick
Administrator

June 6, 1988

Dear Arch bishop Roach:

This letter is to confirm the arrangements we made during our meeting on June 2. I will spend the months of July and August engaged in rest, recuperation, and discernment. You and I will meet again in August to discuss what my next assignment will be. I hope and pray that these months will be a time when we both can be very open to the Holy Spirit.

It is my understanding that during July and August, the Diocese will pay my salary and benefits (hospitalization and pension). I will contact Fr. Austin Wood to work out the details.

Sincerely,

Gil Gustafson

DATE: June 10, 1988
MEMO TO: Rev. Austin Ward
FROM: Archbishop Roach
RE: Gil Gustafson

I have approved subsidizing Gil Gustafson in salary and benefits for the months of July and August. I have also approved his moving from the Church of St. Matthew to the Church of St. Peter in Mendota, and would ask that his board and room subsidy be sent to the Church of St. Peter beginning July 1 to cover the month of June.

cc: Bishop Ham
Bishop Carlson
Fr. McDonough
Fr. O'Connell
Fr. Kenney

B.V. aug
8

Track to PRR

July 11, 1988

MEMO TO: Father Michael O'Connell

FROM: Archbishop Roach

PERSONAL & CONFIDENTIAL

Please keep me informed about the Gustafson situation. I am meeting with Gustafson with some regularity and it is important that I know what he knows.

I will be particularly interested in Mr. Eisenzimmer's opinion as to where this is likely to go.

A

DATE: July 11, 1988

MEMO TO: Fr. Bill Kenney

FROM: Fr. Michael O'Connell

SUBJECT: FR. GILBERT GUSTAFSON

If you have not done so already, would you please meet with Fr. Michael Arms and be very specific with him (confirmed in writing for file with a copy to Gil Gustafson) as to what restrictions Gil has in the parish and that Mike Arms has the on-site supervisory responsibility.

Thanks, Bill, for handling this delicate, important matter.

MEMORANDUM

*File in
Gustafson file*

DATE: July 25, 1988

TO: Father Michael O'Connell

FROM: Father William Kenney *WJK*

RE: Father Gil Gustafson

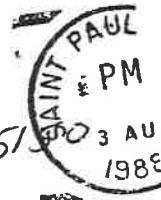
I met with Michael Arms on Friday, July 22. He is aware that Gil Gustafson will have no responsibilities at St. Peter's Parish in Mendota. The parish is reimbursed for Gil's board and room at the rectory and is doing no more than providing for his being there.

Mike is aware that Gil is continuing in therapy and also belongs to a support group. He knows, as well, I am the director/supervisor working with Gil through bi-monthly meetings. He further realizes that Gil is not to have unsupervised contact with those considered minors by law.

Finally, Mike Arms agrees to have the on-site supervisory responsibility for Gil. This means basically that he will be in contact with me if he senses that the conditions listed above are not being met.

c: Fr. McDonough
Fr. Arms
Fr. Gustafson

Gustafson
P.O. Box 50679
Minnetonka, MN. 55120



Aug 2, 1988

Near Arch Bishop's Rock:

ARCH-014555

I am writing to ask permission to
with a marriage on Sep 10, 1988

of Christ the King parish in St. Mpls.

The bride and her family know me from
my assignment there at a dean.

The Rev me in January when I

withdrew the marriage of her cousin
at the College of St. Catherine, (you had given
me permission to witness that marriage)

I realize that we want to keep my
profile as a public minister of sacraments
of a low level. This is my 2nd wedding
request in 2 1/2 years. I hope you will
see fit to grant permission for this.

(Please note: John & Tom has prepared the
couple for marriage and has completed the
papers.)

On another level, my artistic goals will be feeling neutral and neutralized.

I have made contact with a couple of treatment centers in the Twin Cities to talk about possible career paths. I also will be

flying to Albuquerque, N.M. to talk

with Fr. Richard Rohr of the Center for Action and Contemplation, Abbot Bond of the Monastery

of Peace, and someone from the Paracletes

Center in Tempe Springs. I'm hoping to gather information which will assist me in deciding where to go from here.

I will contact Mr. Soder to see if I can appoint myself for or to meet. I think that

the very end of August would be best. I will have the most info. to report on by then. If you need to speak w/ me sooner

I can be reached at 452-9497 or 452-4038.

In Christ,
Rick Anderson

August 4, 1988

Reverend Gil Gustafson
PO Box 50679
Mendota, Minnesota 55150

Dear Gil,

I do grant you permission to witness a marriage on
September 10, 1988 in Christ the King parish in
Minneapolis.

Again, I would ask that you low-key that to the extent
that you can without affecting the quality of your
liturgy.

I will be happy to talk to you as you gather more
information. Please call Mert for an appointment.

Sincerely yours in Christ,

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

CONFIDENTIAL

DATE: August 11, 1988
MEMO TO: Fr. Bill Kenney
FROM: Fr. Michael O'Connell
SUBJECT:

Did you talk to Fr. Gil Gustafson regarding his willingness to participate in a regular small group led by Fr. Pierre?

*Yes. He would welcome the opportunity of doing so.
Bill*

Bill Gustafson - file

† CHURCH OF ST. PETER †

1405 Sibley Memorial Highway

P.O. Box 50679

Mendota, Minnesota 55150-0679

(612) 452-4550

August 25, 1988

Dear Archbishop Roach:

I am writing to give you a sense of what has been happening for me on summer sabbatical. I would offer the following as back ground information for our meeting on Aug 30. At this meeting I presume we will need to decide what the next step in my future will be.

Back ground information:

I met w/ Fr. Richard Rohr ^(Franciscan), Fr. Liam Hoare (Superior General of the Percepsites) and Abbott David Gearty OSB, all in New Mexico.

There was a general consensus to their observations:

- a) Little or no diocesan ministry (programs) are in place for sexual criminals.
- b) There is a huge need for such a ministry
- c) Someone w/ my life experience would be a good minister
- d) I should get credentials to go w/ my experience:
e.g. M.A. or Ph.D. in Psychology, M.S.W. or some legal training to go w/ psychology or social work degree.
- e) Mpls/St Paul would be a good place to base the ministry
 - strong treatment climate
 - strong 12 step environment (S.A.A.)
 - understanding Archbishop.

2) The information gathered above coincides w/ my own sense that I need to get further training, probably in the area of psychology. I talked w/ the director of the Pathfinder Treatment Center and he said that I would need psych. credentials if I wanted to be part of treatment facilities. He suggested I look into the

ARCH-014826

Bill Anderson

Dear Dennis,

I look forward to our meeting on the 30th and the grace of the Holy Spirit will be present when

presented.

Sexually broken, but their offer more like to me than leaving there will be pain in pursuing a pastoral ministry. I realize I find in life, no energy in that path. For later on I have given thought of the whole level of liberation but persons with whom I share a certain form of brokenness into being an asset. I think I am being called to minister to what has become clear for my Archbishop, in that I would like to change my history of sexual abuse from being a liability

- being a consultant to the Church (locally/nationally) regarding issues of criminal sexuality.
- be a champion to recovering sex addicts
- begin a community center for recovering individuals.

There are:

3. I've given thought to what are long term goals for me.

By you are open to their idea - would like to begin speaking some time during the next year.

degrees in clinical psychology and has a campus in Dirty Town.

Stemon: School of Practical Psychology which offers



OFFICE OF THE SERVANT GENERAL

Sept. 27, 1988

Rev. Gil Gustofson
Church of St. Peter
1405 Sibley Memorial Highway
Mendota, MN 55150

Dear Gil,

I received your letter of Sept. 13, 1988 and ask that you indulge me in not responding sooner, as I have just returned to Jemez Springs after extensive traveling.

I was pleased to be informed of your archbishop's consideration of your request regarding doctoral studies. As to your request of guaranteeing you employment after completion of your studies, I am not in a position to do so at this time for there are too many variables. I would anticipate the staff would be open to interviewing you for a position near the completion of your studies.

As I hope and wish the very best for you, please know that you and your intentions are presented to the Father during my time of prayer.

Sincerely,

(Very Rev.) Liam Hoare, S.P.
Servant General

Oct 5, 1988

Dear Archbishop:

When we met on Aug 30, 1988 we agreed that work with sex offenders would be a suitable arena for my future ministry. We further agreed that I should pursue an advanced degree in Psychology or counseling to enable me to minister to this population.

The unresolved aspect of our discussion was where I would engage in this work upon completion of my education. You clearly stated that you would not be willing to underwrite the cost of the education if there was no assurance of a position at a treatment center. You had suggested that ^{we} pursue discussions with St. Luke's Institute in Wash. D.C. or the Paracletes' Foundation House in Femez Springs as to their willingness to enter into an agreement whereby the arch diocese would pay for my education if the institution promised to hire me. I did mention this to Fr. Lion Hoare of the Paracletes. I enclose a copy of his letter.

I am open to this sort of an agreement if I can have the flexibility to pursue other options that may be available when I complete my degree. As I mentioned on Aug 30, I am particularly interested in working at a local treatment center. I have every reason

to believe that Minnesota is and will continue to be a hub for the treatment of sex addicts and sex offenders. My conversations with Dr. Patrick Carnes and other therapists indicate there should be job openings for a person with my experiences who has therapy credentials.

I look forward to discussing this matter further on Oct. 11.

In Christ,

Gil Gustafson

† CHURCH OF ST. PETER †

Sibley Memorial Highway

P.O. Box 50679

Mendota, Minnesota 55150-0679

(612) 452-4550

October 16, 1988

Most Reverend John R. Roach
200 Summit Ave.
St. Paul, MN. 55102

Dear Archbishop Roach:

I have enclosed a one page VITA containing the information that you suggested would be helpful to you in talking with Fr. Bob Bacher (sp?) It is my understanding that you will contact him in the near future. Once you have conversed with him you will contact me. I look forward to hearing from you.

It is my sincere hope that we are able to find one means or another to accomplish my plan to minister to sex offenders. I am more and more convinced that this is what the Lord wants me to do.

Thank you for all your efforts on my behalf.

In Christ,



VITA

Gilbert J. Gustafson
P.O.Box 50679
Mendota, MN.
(612) 452-9497

Age: 37

Ordained: 1977

Education: B.A. in Sociology
M.A. in Sacramental Theology
One year post graduate work in theology at Catholic University

Assignments: 1977-82 Associate Pastor at White Bear Lake
1982-83 Associate Director of Center for Priestly Growth
in Ministry
1983-88 Administrative assignments at Catholic Charities:
-Personnel Coordinator
-Coordinator of Strategic Planning
-Supervisor of Community Outreach

Chronology of Abuse: [REDACTED] Years in which abuse took place
May 1983 plead guilty to charge of Third Degree Sexual
Misconduct
June-October 1983 spent time in County Workhouse
I will be on probation until May 1993

Therapy: September 1983 began therapy with Bob Faas.
1983-85 Therapy focused on dismantling the fusion of anger
and sexuality which had fueled the abuse.
1985-88 Therapy has focused on developing and maintaining
a healthy psycho-sexual life.
1987-88 Have participated in a Sex Addicts Anonymous Group

Therapist: Bob Faas
3650 Edmund Blvd.
Minneapolis, MN 55406
(612) 724-9179

Residence: 1983-88(June) I lived at St. Mathew's
I presently live at St. Peter's in Mendota

Eucharistic Community: I have been the primary chaplain presiding at eucharist
four times a week at the Monastery of St. Clare since
December 1983.

Other: I stayed at St. Luke's at the end of October for two weeks
in 1987. During this time my treatment was evaluated by
the staff and I attended an aftercare workshop. Dr. Frank
Valcour coordinated the assesment of my treatment and
recommended I be allowed to engage in pastoral ministry.

† CHURCH OF ST. PETER †

Sibley Memorial Highway P.O. Box 50679 Mendota, Minnesota 55150-0679 (612) 452-4550

October 16, 1988

Most Reverend John R. Roach
200 Summit Ave.
St. Paul, MN. 55102

Dear Archbishop Roach:

I have enclosed a one page VITA containing the information that you suggested would be helpful to you in talking with Fr. Bob Bacher (sp?). It is my understanding that you will contact him in the near future. Once you have conversed with him you will contact me. I look forward to hearing from you.

It is my sincere hope that we are able to find one means or another to accomplish my plan to minister to sex offenders. I am more and more convinced that this is what the Lord wants me to do.

Thank you for all your efforts on my behalf.

In Christ,



VITA

Gilbert J. Gustafson
P.O.Box 50679
Mendota, MN.
(612) 452-9497

Age: 37

Ordained: 1977

Education: B.A. in Sociology
M.A. in Sacramental Theology
One year post graduate work in theology at Catholic University

Assignments: 1977-82 Associate Pastor at White Bear Lake
1982-83 Associate Director of Center for Priestly Growth
in Ministry
1983-88 Administrative assignments at Catholic Charities:
-Personnel Coordinator
-Coordinator of Strategic Planning
-Supervisor of Community Outreach

Chronology of Abuse: 1979-82 Years in which abuse took place
May 1983 plead guilty to charge of Third Degree Sexual
Misconduct
June-October 1983 spent time in Co unty Workhouse
I will be on probation until May 1993

Therapy: September 1983 began therapy with Bob Faas.
1983-85 Therapy focused on dismantling the fusion of anger
and sexuality which had fueled the abuse.
1985-88 Therapy has focused on developing and maintaining
a healthy psycho-sexual life.
1987-88 Have participated in a Sex Addicts Anonymous Group

Therapist: Bob Faas
3650 Edmund Blvd.
Minnapolis, MN 55406
(612) 724-9179

Residence: 1983-88(June) Ilived at St. Mathew's
I presently live at St. Peter's in Mendota

Eucharistic Community: I have been the primary chaplain presiding at eucharist
four times a week at the Monastery of St. Clare since
December 1983.

Other: I stayed at St. Luke's at the end of October for two weeks
in 1987. During this time my treatment was evaluated by
the staff and I attended an aftercare workshop. Dr. Frank
Valcour coordinated the assesment of my treatment and
recommended I be allowed to engage in pastoral ministry.

cc - Fr. D.C. ✓
Fr. M.D.

November 30, 1988

Reverend Monsignor Robert Bacher
President
Saint Luke Institute
2420 Brooks Drive
Suitland, Maryland 20746-5294

Dear Bob,

I was going to call you about this but, I decided that I would try to write to you so that you have an opportunity to think about it.

I am enclosing the Vitae of Father Gilbert Gustafson, a priest of this archdiocese. He was at St. Luke's at the end of October for two weeks in 1987. Dr. Frank Valcour coordinated the assessment of his treatment, and I would guess that Dr. Valcour would have a fairly decent fix on Gustafson.

Basically, what I am asking is this. He has now completed our program of rehabilitation. He began that in 1983 and we are getting good reports on him.

Gustafson is a very articulate and I believe now, a reasonably solid kind of person.

He and I have been talking about where his life goes from here on. I will not put him in a parish assignment and he has been working for Catholic Charities and has been doing a good job, but frankly is underemployed. He has a very strong feeling that he has something to offer to others involved in social addiction.

I'm wondering if it would be worth your while if I had Gustafson come to see you or whomever you might suggest at St. Luke's, in order that he could get the kind of counselling that he would need to know whether, in fact,

there is some opportunity for employment in this whole area within a Catholic setting. Obviously if that could be St. Luke's in some capacity I would be delighted, but it might be something else.

His discussions and mine are at the point where I really can't be of much help to him any longer, and I think he needs to talk to someone to get some realistic advice as to what options are open for him in that field of addictive counselling.

I don't have any hesitation in saying that I think he would be good at it. He is a very bright guy and he has been amazingly cooperative with us throughout this whole period of treatment and of after-care. What I'm not sure of, of course, is whether there are, in fact, opportunities.

I would even be willing to sponsor some graduate work for him if I could be certain that it would lead to some kind of employment. I don't want to sponsor the graduate work and leave it open-ended.

At any rate, Bob, if you could be of any help to me in this at all I would appreciate it. I'm not giving you someone who has not been tested. He really has been tested. Incidentally, his legal questions are behind him and so we don't have that problem.

Once again, if there is anything that you can do, I'd appreciate it. If you can let me know whether or not you would be willing to see him or to arrange for someone there to see him with this kind of thing in mind, I would appreciate it.

Sincerely yours in Christ,

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

† CHURCH OF ST. PETER †

1405 Sibley Memorial Highway

P.O. Box 50679

Mendota, Minnesota 55150-0679

(612) 452-4550

December 4, 1988

Most Reverend John R. Roach
226 Summit Ave.
St. Paul, MN 55102

Dear Archbishop Roach:

I am grateful for our brief conversation at the Presbytery Day on November 22. I was glad to hear that you had a chance to talk with Monsignor Bacher (sp?) of the St. Luke's Institute in Washington D.C. I understood you to say that you needed to follow up on your conversation with him.

If it is possible, I would appreciate knowing where things stand regarding the possibility of my working in some capacity with St. Luke's. If you could give me a rough timeline for when a decision might be made it would help to alleviate my anxiety.

I would certainly be willing to meet with you. If you prefer you can reach me by phone at 340-7681 (daytime at Catholic Charities) or at 452-9497 (my private phone at St. Peter's.)

In Christ,



December 7, 1988

Reverend Gil Gustafson
Church of St. Peter
PO Box 50679
Mendota, Minnesota 55150-0679

Dear Gil,

I followed my conversation with Monsignor Bacher with a fairly long letter and also included your vitae.

I have not heard from him as yet and so I really can't give you any time lines.

I will let you know, of course, just as soon as I do hear from him.

Sincerely yours in Christ,

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



SAINT LUKE INSTITUTE

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

December 12, 1988

PERSONAL AND CONFIDENTIAL

Most Reverend John R. Roach, D.D.
Archbishop of Saint Paul and Minneapolis
Office of the Archbishop
226 Summit Avenue
Saint Paul, MN 55102-2197

Dear Archbishop Roach:

This is in response to your letter concerning Father Gilbert Gustafson. I had a lengthy conversation with Doctor Valcour about the situation. The conclusion of our discussion was that he would do a little bit of research and call around to see how others looked upon the situation.

I will make sure that he does this in a timely fashion and report to you our findings as soon as possible. I pray that you have a very pleasant and joyful Christmas.

With every best wish, I am

Respectfully yours,

RB

Monsignor Robert E. Bacher
President and Chief Executive Officer

ckh



Affiliated with the
DAUGHTERS OF CHARITY
NATIONAL HEALTH SYSTEM

ARCH-014670

December 22, 1988

Reverend Gilbert Gustafson
Church of St. Peter
PO Box 50679
Mendota, Minnesota 55150

Dear Gil,

I am enclosing a copy of a letter I just got from Bob Bacher.

I feel from the letter and also from my talking with Bacher that he is very serious about this, but I think we will have to wait until they have had a chance to look around and I am sure he will let me know just as soon as that happens.

I merely wanted to give you a progress report.

Sincerely yours in Christ,

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



SAINT LUKE INSTITUTE

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

January 6, 1989

Most Rev. John R. Roach
Archbishop of St. Paul-Minneapolis
226 Summit Avenue
Saint Paul, MN 55102

Dear Archbishop Roach:

In response to your letter of last month, we have thoroughly reviewed our evaluation materials on Father Gilbert Gustafson. We have also discussed the feasibility of some alternative ministry, such as social work or counselling.

At the time of our evaluation, we were impressed with Father Gustafson's acknowledgment of a sexual behavior problem and his willingness to engage in therapy to cope with it. His progress in therapy seemed quite significant. In our opinion, his entering a degree program to gain skill and qualifications as a counsellor is a reasonable thing to do. He is a bright man and may actually be able to use his recovery in a constructive fashion in counselling work.

One of the priests we treated has taken a similar course of action. He has done well in the degree program he entered and has been praised for the supervisory work he is currently doing with seminarians.

If such a plan were approved for Father Gustafson, we think it should be understood that he would be precluded from counselling youth. Inasmuch as his behavior involved crossing an important social boundary, special attention would have to be paid to his grasp of boundary issues, which are so important in a therapeutic context. This attention might be in the form of extended professional supervision.

In summary, we view the exploration of counselling training as a feasible endeavor, which may well turn out to be a creative ministry adaptation. You might find discussion of a specific



Affiliated with the
DAUGHTERS OF CHARITY
NATIONAL HEALTH SYSTEM

ARCH-014581

Most Rev. John R. Roach
Page 2
January 6, 1989

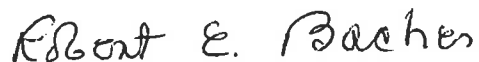
training program helpful. Father Mel Blanchette is on the faculty of Loyola University in Baltimore, which offers a masters in counselling program. His phone number is (202) 635-5932.

Hoping these comments are helpful to you, we are

Respectfully,



Frank Valcour, M.D.
Medical Director



Monsignor Robert E. Bacher
President & Chief Executive Officer

ckh

ARCHDIOCESE OF SAINT PAUL AND MINNEAPOLIS

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.

MEMORANDUM

DATE: January 18, 1989

TO: Archbishop Roach

FROM: Father William Kenney *WAK*

RE: Father Gil Gustafson *glo*

I met with Gil Gustafson January 17. He is currently working for Charities back in the Minneapolis office. He appears to be more pleased with his current employment. He is working on short-term projects and has no supervisory responsibility.

Gil continues to meet regularly with his therapist and is also involved in a SAA group as well as a priest group that meets regularly.

He seems to be growing. He appears more patient and realistic. He has worked out in his own mind a sense of church and community that enables him to live more comfortably in his present situation.

He still dreams of one day getting involved in working full time in the area of sexual addiction, but realizes it may be a long time before that dream materializes.

Gil is living at Mendota with Mike Arms and Mike Kolar and enjoys the living situation very much. He finds it a very supportive environment.

c: Bishop Carlson
Father O'Connell
Father McDonough

Gustafson - file

May 18, 1989

MEMO TO: Mert Lassonde

FROM: Archbishop Roach

Bring back the letter from Father Gustafson together with a copy of my reply. I want to bring that to the Council.

 Personal Biography for REV GILBERT J GUSTAFSON

Type Rel Community Home Phone
 PRST 612-452-4550

Birth 4/18/1951
 Ordained 6/04/1977
 Incardinated 6/04/1977
 Status ACT 6/04/1977

Emergency:

C u r r e n t H o m e A d d r e s s
 Start/Exit Deanery & Vicariate

P O Box 50679 MENDOTA 5 E

C u r r e n t W o r k L o c a t i o n s
 Start/Exit Catg Job Title / Location Deanery & Vicariate

Not assigned to any particular job. 5 E
 PRSH SAINT PETER MENDOTA

W o r k H i s t o r y
 In Residence SAINT PETER MENDOTA 5 E

1/20/1989 8/01/1988 UNASSIGNED UNKNOWN 18

7/01/1983 7/01/1983 Student CATHOLIC UNIVERSITY OF AMERICA WASHINGTON 18

8/31/1982 7/01/1983 Associate Director CENTER FOR PRIESTLY GROWTH SAINT PAUL 16 E

6/15/1982 8/31/1982 In Residence UNASSIGNED UNKNOWN 18

6/15/1982 6/15/1982 *Associate Pastor (also Assistant) ST MARY OF THE LAKE WHITE BEAR LAKE 1 E

7/07/1978 7/07/1978 *Parish Administrator ST MARY OF THE LAKE WHITE BEAR LAKE 1 E

5/31/1978 5/31/1978 *Associate Pastor (also Assistant) ST MARY OF THE LAKE WHITE BEAR LAKE 1 E

6/15/1967 ST MARY OF THE LAKE WHITE BEAR LAKE

S p e c i a l T r a i n i n g
 Start/End S c h o o l / S u b j e c t
 7/01/1983 Catholic University of America
 8/31/1982 Washington DC
 Course?

7/01/1983 Chancery
 3/01/1979 Archdiocese of Saint Paul/Mpls
 Commission on Education of Priests

February 22, 1989

Reverend Gilbert Gustafson
Church of St. Peter
P.O. Box 50679
Mendota, Minnesota 55150

Dear Gil,

I heard from Father Bob Bacher about the possibilities of St. Luke Institute, and I have been sitting on his letter trying to figure out whether or not it is helpful to us.

I have had to conclude regrettably that it is not helpful. They make no recommendation other than to say that the exploration of counselling training is a feasible endeavor, but they don't make any offer of either immediate, part-time employment or even mention long-term employment.

I'm afraid that that's at a dead end and I don't really know where to go with that, other than to talk to Bob Bacher again, and I have a feeling that we're just whistling in the dark.

Sincerely yours in Christ,

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

MEMORANDUM

DATE: April 12, 1989

TO: Archbishop Roach

FROM: ~~to~~ Father William Kenney *WAK*

RE: Father Gil Gustafson

I met with Gil Gustafson April 11. He is working part-time (30 hours) at Catholic Charities and seems to like it. He has been doing some volunteer work a couple of hours a week in a sexual addiction program and finds it rewarding.

He would like to start at St Thomas in the fall in the graduate school, working toward a Masters in counseling. He feels he can do it in two years. He would plan to continue working part-time at Charities.

He continues to meet regularly with his therapist, and that is going well.

He plans to set up a meeting with you in mid May.

c: Bishop Carlson
Father O'Connell
Father McDonough

*thanks
yours
WAK*

ARCHDIOCESE OF SAINT PAUL AND MINNEAPOLIS

328 West Kellogg Boulevard
Saint Paul, Minnesota 55102-1997
612-291-4466

April 27, 1989

Reverend Kevin McDonough, Chancellor
The Chancery
226 Summit Avenue
St. Paul, MN 55102

Dear Father McDonough:

In an earlier telephone conversation, we talked about the possibility of having Auditors from the Tribunal Staff assist in those cases where Priests are charged with some form of sexual abuse or sexual harassment by working to assist victims. In the Staff Meeting I held with the Executive Staff on April 24, 1989, I brought the proposal to their attention. All see the value of providing such a service and are quite willing to be of assistance.

Here are the names of the Auditors who are available to assist:

Monsignor Norman Chartrand,
Sister Paulissa Jirik,
Mr. Robert Jordan,
Sister Dorothy Merth,
Sister Helen Marie Plourde.

Arrangements can be made directly with them or with the assistance of my Administrative Assistant, Mrs. Karen Nedea.

I have purposely omitted the name of Father James Zusy. I have done so because, in cases where I am not available to serve as the Advocate of the Priests so charged, I propose his name as a likely alternative. At my appointment, he assisted the Diocese of Crookston in the William Dorn case with great skill and compassion.

I hope this information is helpful to you. Feel free to get back to me if there are any questions.

With best wishes, I remain,

Yours sincerely,



Reverend Ronald J. Bowers, J.C.L.
Officialis

cc: files
Karen Nedea

† CHURCH OF ST. PETER †

1405 Sibley Memorial Highway

P.O. Box 50679

Mendota, Minnesota 55150-0679

(612) 452-4550

May 2, 1989

Most Reverend John R. Roach
2260 Summit Ave.
St. Paul, MN 55102

Dear Archbishop Roach:

I would like to discuss with you the possibility of my attending a local graduate program to attain a Master's degree in counseling. For the past year you and I have explored a variety of ways in which I might engage in pastoral ministry to sex offenders and/or sex addicts. It seems that there isn't much opportunity for employment in programs such as St. Luke's Institute, the Paraclete's program in Jemez Springs, or at secular programs unless a person has a degree.

What I would like to do is to enroll in a two year counseling degree program at either St. Thomas or St. Mary's Graduate Center in Minneapolis. I have applied to both and am waiting for a decision regarding admission. If I were to be accepted I would see myself going to school full time and getting a Master's degree by Spring of 1991. Then I would be able to pursue a ministry/career with a Church institution such as St. Luke's or at a local treatment center such as Golden Valley. If I were to be employed by a local treatment center I could also be available to the Archdiocese to utilize my experience and newly acquired training as the archdiocese sees fit.

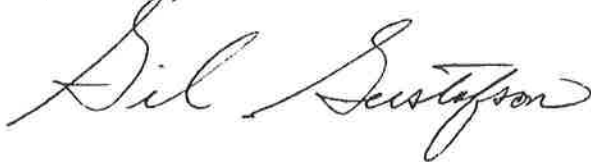
I am well aware, Archbishop, of your concern about sending a priest to study when there is no post graduation assignment in place. I realize I am suggesting a diversion from policy. However, I think the request is reasonable because our attempts to find a suitable assignment without further education have been fruitless.

In practical terms I am asking that the Archdiocese pay my living expenses of room, board, and salary during the time I am in school. I would also ask the Archdiocese to pay my tuition which I estimate will be approximately \$8,500 over the two year period.

Mert Lassonde mentioned to me that your schedule of appointments has been greatly curtailed per your doctor's orders. I am open to whatever method of communication would best facilitate our discussion of my ongoing education: a telephone conversation, letter, or an appointment if you feel it necessary. I will be out of town from May 4th to the 10th but would be available any time after that.

Thank you for considering my request and for your support and efforts on my behalf this past year.

In Christ,



Phone: 340-7681

DATE:

May 15, 1989

MEMO TO:

Rev. Kevin McDonough

FROM:

Rev. Michael J. O'Connell

SUBJECT:

1. Excellent; I have added a few things.
2. We should utilize:
 - a. Fr. Bowers advocate network on interviewing especially non-urgent cases.
 - b. We should hire a new person to assist us with managing all this, SOON!

ARCH-014535

Ideas On Potential Ministries for Gil Gustafson

- I. Strategic Planning:
 - A. Help parishes to make the transition from full time ordained pastor to:
 - part time ordained pastor
 - no ordained pastor
 - B. Planning for individual parishes and groups of parishes, especially areas with problems such as the East Side of St. Paul or North Minneapolis
- II. Work with Priests:
 - A. Continuing Education Functions:
 - Mentoring for new Pastors
 - New Pastors Group
 - Newly Ordained
 - check-in with priests on cont. ed. issues (one on one)
 - B. Pastoral/Priest Evaluation
 - C. Work with elderly/retired priests
 - pre-retirement planning
 - better utilization of retired priests
 - Manage the Byrne Residence
 - D. Put out personnel fires
 - E. Coordinate weekend help (especially for rural areas)
 - crisis
 - short term
 - long term
 - sabbatical replacement
 - F. Work with incardinating clergy especially foreign born
 - G. Work on the relationship between pastors and deans: defining the roles of deans and the recognition of gifts.
- III. Office of the Propagation of the Faith
- IV. Office for Evangelization

V. Services to Parishes:

- A. Work with pastors/parishes to develop job descriptions and methods for performance review
- B. Support for parish level volunteers: regional based with follow-up develop a certification program for volunteers
- C. Work with parishes w/o staffs: how to make the best use of volunteers
- D. Help parishes implement small group faith sharing processes (like RENEW). This would be a diocesan wide effort pushing the idea that the Church is more than parish.

VI. Catholic Cemeteries

VII. Minnesota Catholic Conference

IX. Retreat House work:
Retreat master
parish visioning
administration

X. Help parishes with building projects.

XI. Work with Fran Donnelly:

- A. Work to improve the relationship of lay ministry to clergy
- B. Provide assistance to Parish Life Coordinators

XII. ISTI Coordination

XIII. St. Thomas

XIV. Commonbond

XV. Shakopee Womens Correctional

XVI. Therapeutic/Teaching Center: e.g. James Gill ST

Gustafson will provide medals for
his ongoing evals + maintenance

Gustafson will provide medals for his
work in Diocese

Q. if we invest what will new sp. do?
does it matter

May 17, 1989

MEMO TO: Reverend Michael O'Connell, Fr. Ward, Fr.
Kenney, Msgr. Boxleitner & Fr. *McDermogh*

FROM: Archbishop Roach

We are at a dead end on the Gil Gustafson thing. As I see it, he has followed the letter of the law on our policy. Now it seems to me we must find meaningful employment for him where he can be of assistance to the Diocese and yet in a non-parish setting. I am going to ask the four of you to get together. I am asking Father O'Connell to convene this meeting and to get together and to give me a recommendation as to what can be done.

Father Gustafson is now recommending to us that he be free to do graduate work in counseling and that we assume responsibility for approximately \$8500.00 per year for that graduate education, in addition to his salary, board, room and benefits. I have two problems with that. First, I don't see that the degree is going to make him more attractive for anything that we might have for him in the future, unless Charities would see that it would do so. If Charities does, then I am open to that and we have a plan. My second problem is that it still leaves us without anything like a long-term solution. We need that solution soon, and I would ask the four of you to wrestle with it and to make a recommendation to me. Thank you very much.

WR

May 17, 1989

Reverend Gilbert Gustafson
Church of St. Peter
PO Box 50679
Mendota, Minnesota 55150-0679

Dear Gil,

I have been sitting on your letter of May 2 and I have been talking to some people about it.

Let me see if we can't work out some kind of negotiated compromise. I don't feel really, that I can abandon the policy which has been a solid policy for many years. The exception that I would be making here would abandon that policy, and that's not good practice.

I suppose we are back where we were before. I'm not quite sure what you would do with that degree once you got it. I don't see that it would have any particular benefit to the Archdiocese, and that's my problem.

We are now at a point where I know we have to make a decision about this, and I merely want to acknowledge your letter and let you know that I am going to try to do that. I will do what I can and as soon as I can, but I'm not ready to make that decision at this moment.

Sincerely yours in Christ,

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

† CHURCH OF ST. PETER †

1405 Sibley Memorial Highway

P.O. Box 50679

Mendota, Minnesota 55150-0679

(612) 452-4550

June 25, 1989

Dear Mike:

I'm sorry that it has taken me so long to draw up this outline of what I see as possible roles for me to play in the diocese. Our conversation at the convention set off in me a lengthy reflection on what is the realistic possibility of my being able to minister in this archdiocese. It was a rather painful process.

I appreciated your honesty with me that day. It is just that it is hard knowing that to some degree I will always represent a potential catastrophe for the diocese: a bankruptcy waiting to happen.

I understand you will be meeting with Austin Ward, Bill Kenney, and Box to discuss options for my ministry and the advisability of underwriting my further schooling. I have enclosed my ideas on how I think I could be of service to the diocese.

If it is at all possible, Mike, I would like the opportunity to discuss these ideas with you face to face. Your recommendations to the Archbishop are, obviously, of great importance to me. I would like the process you use in making them to be as interactive as possible.

I am grateful for your efforts on my behalf.

Sincerely,



ARCHDIOCESAN PAYMENTS
FOR
FR. GIL GUSTAFSON
7-01-88 to 6-29-89

SALARY	\$ 9,848.38
ROOM/BOARD	3,850.00
HOSPITALIZATION INSURANCE	1,862.28
PENSION FUNDING	<u>1,365.00</u>
	\$ 16,925.66

THERAPY/COUNSELING	\$ 1,041.25
U OF M WORKSHOP	155.60
U OF M CONFERENCE FEE	<u>200.00</u>
	\$ 1,396.85

TOTAL	\$ 18,322.51
-------	--------------

† CHURCH OF ST. PETER †

1405 Sibley Memorial Highway

P.O. Box 50679

Mendota, Minnesota 55150-0679

(612) 452-4550

July 1, 1989

Dear Mike:

I talked with Box yesterday. He gave me the basic sense of what took place in your meeting on Thursday. I am quite excited about the possibility of being able to offer services to priests in the archdiocese.

Box mentioned that the next step in the process would be for you and me to meet. I will be on retreat from July 5-11. When I get back I'll give you a call to set up an appointment.

I look forward to meeting.

Bil

IN THE OFFICE MEMO from
ARCHBISHOP JOHN R. ROACH

TO:

- | | |
|---|--|
| <input type="checkbox"/> Bp. Carlson | <input type="checkbox"/> Sr. Rauenhorst |
| <input type="checkbox"/> Bp. Ham | <input type="checkbox"/> Sr. Rockers |
| <input type="checkbox"/> Msgr. Boxleitner | <input type="checkbox"/> Sr. Storms |
| <input type="checkbox"/> Msgr. Gilligan | <input type="checkbox"/> Sr. Howell |
| <input type="checkbox"/> Msgr. Hessian | <input type="checkbox"/> Bro. Champine |
| <input type="checkbox"/> Msgr. Murphy | <input type="checkbox"/> Ms. Bernet |
| <input type="checkbox"/> Msgr. Pates | <input type="checkbox"/> Ms. Bitney |
| <input type="checkbox"/> Fr. Bowers | <input type="checkbox"/> Ms. Gries |
| <input type="checkbox"/> Fr. Dindorf | <input type="checkbox"/> Ms. Hesse |
| <input type="checkbox"/> Fr. Dolan | <input type="checkbox"/> Ms. Kilday |
| <input type="checkbox"/> Fr. Finucan | <input type="checkbox"/> Ms. Klima |
| <input type="checkbox"/> Fr. Froehle | <input type="checkbox"/> Ms. Krocheski |
| <input type="checkbox"/> Fr. Gilbert | <input type="checkbox"/> Ms. Willerscheidt |
| <input checked="" type="checkbox"/> Fr. McDonough | <input type="checkbox"/> Mr. Baker |
| <input type="checkbox"/> Fr. Kennedy | <input type="checkbox"/> Mr. Burke |
| <input type="checkbox"/> Fr. Kenney | <input type="checkbox"/> Mr. Carrera |
| <input type="checkbox"/> Fr. Korogi | <input type="checkbox"/> Mr. Ceronsky |
| <input type="checkbox"/> Fr. O'Connell | <input type="checkbox"/> Mr. Errigo |
| <input type="checkbox"/> Fr. Sawina | <input type="checkbox"/> Mr. Heaney |
| <input type="checkbox"/> Fr. Wagner | <input type="checkbox"/> Mr. Hennen |
| <input type="checkbox"/> Fr. Ward | <input type="checkbox"/> Mr. Johnson |
| <input type="checkbox"/> Deacon Baskfield | <input type="checkbox"/> Mr. Lassonde |
| <input type="checkbox"/> Deacon Conlin | <input type="checkbox"/> Mr. Tierney |
| <input type="checkbox"/> Deacon D'Heilly | <input type="checkbox"/> Mr. Weinand |
| <input type="checkbox"/> Deacon Umphress | <input type="checkbox"/> Mr. Willis |
| | <input type="checkbox"/> _____ |

- | | |
|---|--|
| <input type="checkbox"/> action | <input checked="" type="checkbox"/> recommendation |
| <input type="checkbox"/> see me | <input type="checkbox"/> prepare draft |
| <input type="checkbox"/> call me | <input type="checkbox"/> note & return |
| <input type="checkbox"/> prepare reply | <input type="checkbox"/> read & file |
| <input type="checkbox"/> your signature | <input type="checkbox"/> information |
| <input type="checkbox"/> my signature | <input type="checkbox"/> as requested |
| <input type="checkbox"/> comment | <input type="checkbox"/> per conversation |

REMARKS:

DATE: 8/7

CHANCERY INTEROFFICE MEMO

† †

ARCHDIOCESE OF ST. PAUL AND MINNEAPOLIS

1. TO: <i>Bill Kenney</i>	<input type="checkbox"/> approval
2. TO:	<input type="checkbox"/> action
3. TO:	<input type="checkbox"/> signature
4. TO:	<input type="checkbox"/> see me
5. TO:	<input type="checkbox"/> coordination
	<input type="checkbox"/> prepare reply
	<input type="checkbox"/> research
	<input type="checkbox"/> recommendation
	<input type="checkbox"/> circulate
	<input type="checkbox"/> comment
	<input type="checkbox"/> note & return
	<input type="checkbox"/> information
	<input type="checkbox"/> as requested
	<input type="checkbox"/> per conversation
	<input type="checkbox"/> file

REMARKS:

*Please review the attached.
If you talk with Gil
you can tell him he has
permission.
Thanks.*

FROM: <i>[Signature]</i>	DATE: <i>8/8/89</i>
	PHONE: <i>[Blank]</i>

MEMORANDUM

DATE: August 7, 1989

TO: Archbishop Roach

FROM: Father William Kenney *WCK*

RE: Father Gil Gustafson

Gil Gustafson called to ask permission to do the funeral of an elderly woman whose granddaughter worships at the Poor Clare Monastery.

The woman has not yet died but is in critical condition. She lives in Minneapolis, and her name is

August 11, 1989

MEMO TO: Father Austin Ward

FROM: Archbishop Roach

I would kick up the repayment from priests to at least \$50.00 per month. With that you may proceed to forward fees through Eisenzimmer's office.

CONFIDENTIAL!!

DATE: August 14, 1989
TO: Fr. Michael O'Connell
FROM: Fr. Austin Ward
SUBJECT: FR. GIL GUSTAFSON

This is a follow up per our conversation regarding Fr. Gil Gustafson for expenses covered by the Archdiocese. The expenses are divided out for legal fees (\$8,551.63), support (salary and benefits of \$16,925.66), and therapy (\$3,106 - this does not include inpatient costs for therapy). I believe it is your intention to ask Gil to reimburse us for the legal fees and the therapy. I have only gone back as far as 1984.

Also I have enclosed a memo from the Archbishop asking that \$50.00/month be required of them. We have committed to \$25.00/month from Mike Kolar. However, you may wish to increase that to \$50.00. I would suggest we use \$50.00 for and \$25.00/month for LaVan and Wajda until they get out of treatment and then increase that amount.



ARCHDIOCESE OF SAINT PAUL AND MINNEAPOLIS

MEMO TO: Archbishop John R. Roach

DATE: August 28, 1989

FROM: Father Kevin M. McDonough

RE: FATHER GIL GUSTAFSON

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
Page 2
August 28, 1989

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

September 19, 1989

F	Location <u>priest file</u>
I	Date <u>9-9-91</u>
L	By <u>PA</u>
E	

Dr. Gary Schoener
Walk-in Counseling Center
2421 Chicago Avenue, South
Minneapolis, Minnesota 55404

Dear Dr. Schoener,

I am writing to ask your professional advice in regard to some uncharted waters into which we are considering entering. The question is in regard to the assignment of a pedophillic priest to some special work in the Archdiocese.

The priest involved is Reverend Gilbert Gustafson. You may be familiar with his case. He was convicted of criminal sexual conduct in 1984, following on behavior in the late 1970s and early 1980s. He served six months in the Ramsey County Workhouse. He has been involved in individual therapy extensively since that time, and he participates in a number of therapeutic and support groups. He remains a priest of the Archdiocese and has been doing some behind the scenes work for Catholic Charities while serving as a chaplain to a convent of sisters.

Father Gustafson has a good mind for planning and for details. He also has a lot of pastoral skills. We can find planning work for him to do where he will make a real contribution. He continues, however, to seek some pastoral involvement. In particular, he is convinced that the expertise and personal sensitivity which he has acquired in the last six years to issues of sexual victimization gives him the opportunity to make a particular contribution in regard to our dealing with sexual victimization.

In response to our own desire to put his skills to use, and also in response to his perception of his strengths, I have prepared a tentative and rather broad description of some work he could do for the Archdiocese. Archbishop John R. Roach has been hesitant to approve this program, and he has asked me to seek your advice in its regard. I am attaching to this letter a copy of a memorandum which I sent to the Archbishop.

We are seeking your reflections in a couple of related questions. Primarily, we would focus on the second of the areas of responsibility described in the memo. The questions which arise in its regard include: what sort of supervision of Father Gustafson's work would be adequate? Is there reason to be concerned about

Dr. Gary Schoener
Page 2
September 19, 1989

a person who is a victim/victimizer getting caught up in a new cycle of victimization with other victims/victimizers? Is it an adequate simile to suggest that, just as recovering alcoholics can make an important contribution in the treatment in ongoing support of other alcoholics so, too, a recovering sexual victimizer can have a parallel role in regard to other victimizers? Or, to your understanding of the issues involved, are we dealing with an entirely different model of recovery?

I am writing to you not only because we have learned to respect the clinical work that you do, but also because it is our sense that you have a broad range of professional contacts. What I am hoping you might do would be to help us focus the question more clearly and direct us toward others who might have some experience to help us in our reflection. You might be able to assist us in finding out if treatment centers, penal organizations, or professional societies can give us some perspective on using the services of a recovering victimizer in this way. I would also appreciate your own perception about what public response, either in professional or general circles, might be.

As you can see, we are trying to do some open-ended thinking here. I am grateful to you for whatever help you can offer.

Sincerely yours in Christ,

Reverend Kevin M. McDonough
Chancellor
Episcopal Vicar

KMM:ggr

Enc.

cc: Father Michael O'Connell

WALK-IN COUNSELING CENTER
2421 CHICAGO AVENUE SOUTH
MINNEAPOLIS, MINNESOTA 55404
870-0565, 870-0566

29 Sept. 1989

Rev. Michael O'Connell
The Chancery
Archdiocese
226 Summit Ave.
St. Paul, Minn.
55102-2197

Re: Your letter of Sept. 19, 1989

Dear Rev. O'Connell:

In general concept, the proposal regarding Father Gil Gustafson in your memo of Aug. 28, 1989 to Archbishop Roach is potentially quite workable.

Issues of supervision and risk, which you raise in your letter to me, are impossible for me to comment on without knowing more of the specifics of his case. We tie work limitations and supervision to specific worries and concerns, and those are based on our assessments.

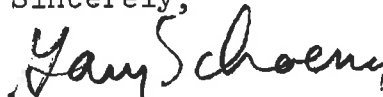
If I had more data I could probably be of some help in giving a professional opinion on this.

I am in favor, in general, of trying to get people back working constructively wherever possible.

Please call me if you'd like to discuss this further. I would strongly urge that such a plan not be carried out until an outside consultant reviewed the data and talked with those who treated him.

Best wishes.

Sincerely,



Gary Schoener, Licensed Psychologist
and Executive Director



A Minnesota Non-Profit Corporation Providing:
Community Service by Mental Health Professionals
Counseling for Individuals, Couples & Families
Consultation and Training for Community Groups

ARCH-014625

STRICTLY CONFIDENTIAL

DATE: October 11, 198

MEMO TO: Fr. Kevin McDonough

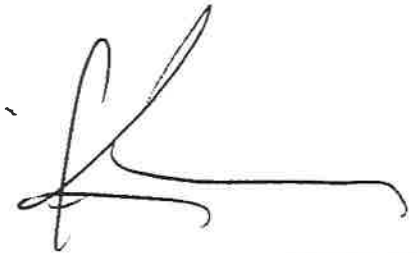
FROM: Fr. Michael J. O'Connell

SUBJECT:

After reading your paper to the ELCA Bishops and reviewing this package of St. Peter's correspondence, do you have any suggestions?

Thank you.

1. let's follow through on (*) below
 2. let's follow through on (***) below
- I think that will cover it.



ARCH-014746

CHANCERY INTEROFFICE MEMO

† †

ARCHDIOCESE OF ST. PAUL AND MINNEAPOLIS

1. TO: <i>Michael O'C.</i>	<input type="checkbox"/> approval
2. TO:	<input type="checkbox"/> action
	<input type="checkbox"/> signature
3. TO:	<input type="checkbox"/> see me
	<input type="checkbox"/> coordination
	<input type="checkbox"/> prepare reply
4. TO:	<input type="checkbox"/> research
	<input type="checkbox"/> recommendation
5. TO:	<input type="checkbox"/> circulate
	<input type="checkbox"/> comment
	<input type="checkbox"/> note & return
	<input type="checkbox"/> information
	<input type="checkbox"/> as requested
	<input type="checkbox"/> per conversation
	<input type="checkbox"/> file

REMARKS:

The attached is interesting reading in regard to our recent discussion of Ceil Gustafson's work.

FROM: <i>K. Mrs.</i>	DATE
	PHONE

Michael D. Connell

Confidential

STRICTLY CONFIDENTIAL

DATE: October 12, 1989
MEMO TO: Kevin McDonough
FROM: Michael O'Connell
SUBJECT: GIL GUSTAFSON

Kevin - Will you please follow through on this with Gary Schoener?
Gary and Gil were together at a meeting out East last week and
Gary was very impressed with Gil and what he observed at that
meeting.

ARCH-014861

October 19, 1989

Dr. Gary Schoener
Walk-In Counseling Center
2421 Chicago Avenue, South
Minneapolis, Minnesota 55404

Dear Dr. Schoener,

I have had an opportunity to talk with Father Gil Gustafson on a couple of occasions in the last few days. He informs me that you and he have been in contact lately. He tells me that you are engaged in some very helpful discussions.

On September 29, of this year, you wrote to Father Michael O'Connell giving a general endorsement to the concept behind the proposed placement of Father Gustafson into a position in which he would assist Father O'Connell, Bishop Robert Carlson, and myself in the management of cases of clergy sexual misconduct. You indicated, however, that you could make no further specific recommendations without some opportunity to review the specifics of Father Gustafson's case and his process in therapy.

From the description of the conversations given to me by Father Gustafson, I presume that you are in that data gathering phase now. Am I correct in assuming that you are talking with him with a view to making some more concrete recommendations about his particular placement in the position which my letter discussed with you? If that is so, I certainly endorse the conversation. There is no need to write back to Father O'Connell or to myself prior to your completion of the data gathering. If, on the other hand, I am operating under a false assumption, I would like to know so. Then I could work with Father Gustafson to make some plans about further data gathering before we would finalize a placement for him.

I appreciate your help in reflecting on this proposal with us.

Sincerely yours in Christ,

Reverend Kevin M. McDonough
Chancellor
Episcopal Vicar

KMM:ggr

WALK-IN COUNSELING CENTER
2421 CHICAGO AVENUE SOUTH
MINNEAPOLIS, MINNESOTA 55404
870-0565, 870-0566

28 November 1989

Reverend Kevin M. McDonough
Chancellor
Episcopal Vicar
Archdiocese of St. Paul and Mpls.
The Chancery
226 Summit Avenue
St. Paul, Minn. 55102-2197

Re: Rev. Gilbert Gustafson

Dear Reverend McDonough:

Pursuant to your letter of 19 September 1989 I have undertaken an examination of the questions you posed as well as the recommendations in your memo of 28 August 1989 to Archbishop John Roach. I approached these questions utilizing five sources of data:

1. A re-examination of the assessment of Rev. Gustafson by the Saint Luke Institute (11/19/87).
2. An interview of his therapist Mr. Bob Fass
3. Psychological testing (MMPI and Rorschach) done on Rev. Gustafson by me
4. Several interviews with Rev. Gustafson
5. An examination of "Ministerial Options for Gil Gustafson," a typed proposal Rev. Gustafson himself prepared
6. Observation of Rev. Gustafson's presentations and interaction at a conference in Phila., Penna., on the topic of "The Clergy and Religious as Sex Abusers."
7. Interview of Ms. Enny Seabrook, ACSW, MPH, Executive Director of the Joseph J. Peters Institute in Phila., sponsor of the conference, concerning her own and others reaction to Rev. Gustafson.

FINDINGS:

Rev. Gustafson has excellent insight and understanding of himself and his problems and has been involved in an appropriate program of treatment and recovery. He understands the dynamics of his pedophilia, is able to effectively utilize appropriate controls, and has in place appropriate controls which should work long-term. Among pedophiles he has exceptional insight and also takes clear responsibility for his actions to a degree which is, frankly, rare and refreshing.



A Minnesota Non-Profit Corporation Providing:
Community Service by Mental Health Professionals
Counseling for Individuals, Couples & Families
Consultation and Training for Community Groups

ARCH-014559

Reverend Kevin M. McDonough
Re: Rev. Gilbert Gustafson

Page 2

28 November 1989

His psychological functioning appears to be quite good and I do not find evidence of emotional disorder. He tends to be a high energy person who is nonetheless quite thoughtful in his actions, so that he is able to harness his energy and drive constructively.

He also seems to have attained a better balance in his life than he had when he was sexually active with young people. His pattern back then was to work to the point of burnout, then feel resentment and anger, and then act out sexually. So, overdoing things on the achievement end was a correlate of sexual acting out.

Psychologically some additional challenges would be good for Rev. Gustafson at this time. Without them there is always the risk that he will develop the identity of a "recovering victimizer" and not feel fully whole.

Psychologically speaking I do not see any risks in the proposals in any of the new roles that have been proposed for him. However, it is important that he continue to balance such activities with the other aspects of his personal and spiritual life. I also think that it would be helpful for him to have a group of people to relate to and/or a mentor. These would be useful to help him keep his overall workplan in perspective and to provide a supportive framework so that he doesn't end up trying to be a "superstar." He has felt the need for fatherly support and approval and his overachievement tendencies are very tied to a lifelong effort to get this. Being part of a team and feeling valued for who he is as well as what he can accomplish would provide for the most optimal personal growth and generate contributions to church and community without concomittant risks of the burn-out which comes with endless attempts to overachieve. His faith is very important in this regard, but is not enough...he needs an earthly father and/or brothers too.

THE PHILADELPHIA CONFERENCE:

It was quite fortuitious that Rev. Gustafson and I were on the same program in Phila. This permitted me to see how he presents himself one on one, in small groups, and as a presenter and panelist. He followed a male victim who was quite eloquent and who could easily have been one of his victims with his own talk "One priest's story of recovery." His talk was very well received, judging from the enthusiastic applause by this group of clergy (dominated by Roman Catholic priests) and mental health professionals. I personally felt it was the best such presentation I had ever heard...by a long shot. It was open, insightful, and revealing in a very useful way. It was incredibly honest without being sensational.

The victim who presented, [REDACTED] was so moved that he went up to Rev. Gustafson and hugged him afterwards, something quite remarkable in that [REDACTED] is still angry about the abuse he suffered at the hands of someone who was very like Rev. Gustafson. [REDACTED] later said in his evaluation of the conference that he was very grateful for having heard Rev. Gustafson...that he felt helped by Rev. Gustafson. It appears that

some additional closure and healing were afforded [REDACTED] as a result, after years of anger about his abuse several decades ago.

As usual, many participants didn't fill out their evaluation forms. However, of the 34 who did, in this very diverse group, no negative reviews of Rev. Gustafson were recorded. Despite the highly charged nature of what he said and the fact that such honesty is not always appreciated, 24 people rated him as "Excellent" and 7 as "Good," with 3 saying just "OK."

Ms. Enny Seabrook, ACSW, MPH, the Executive Director of the Joseph J. Peters Inst. in Phila, very kindly examined the forms for comments about Rev. Gustafson. Again, there were no negatives. The positives included:

"very moving"
"practical advice"
"Gils sharing of his experience was very, very
courageous"

Participants indicated that they wanted him back next year, and also noted that they were very impressed with him. So was the staff of the J.J. Peters Inst., an organization which works with both victims and offenders. Ms. Seabrook felt that he was "open, but not inappropriately open...not sensationalist...thoughtful." Dr. James Pedigo, the Medical Director of the Institute, who has treated many sex offenders and many victims, indicated to me that he was very impressed with Rev. Gustafson.

Beyond his presentation, he also was a member of a panel which examined consequences of the abuse. Here his role was also of almost immeasurable value. The best illustration of this was when some debate occurred concerning the potential ruining of a clergyman's career and the dire consequences inherent in some discipline. Rev. Gustafson, in no uncertain terms, noted that his own consequences were a bitter pill to swallow, but that they were a result of his own actions and as such they were quite appropriate. When there was further discussion as to how much a clergyman could lose in such situations, Rev. Gustafson noted that his own behavior had led to his losing certain options... but, Rev. Gustafson asked, "Whom am I to question God's will?" This was incredibly powerful and dramatically brought the discussion back on track. Frankly, even as an accomplished public speaker myself, I could never have effectively made the points that Rev. Gustafson made.

RECOMMENDATIONS:

As indicated previously, new activities undertaken by Rev. Gustafson should be done with the following in mind:

1. They are to be added to his life in a way that the balance of exercise, friendships, spiritual growth, etc. are maintained.
2. Excellence in what he does is fine, but the overwork/burnout scenario is to be avoided.

28 November 1989

3. His work should be as part of a team, so that he is, for example, part of a Chancery team. A mentor would be helpful to review goals and workload as well as to provide support and praise where praise is due.
4. Work with victimizers is fine...he has a great deal to contribute...but should be balance with educational or other activities.

As regards the activities suggested in your memo to Archbishop Roach of 28 August 1989, all seem reasonable. I am not in a position to say much about the Archdiocesan synod idea other than to indicate that "laborious reading and ongoing thinking" may not be the best use of Rev. Gustafson's talents.

As regards Legal/disciplinary cases I have a slightly different picture of Rev. Gustafson's potential role. I would consider using him in some of the confrontations for four reasons: 1. doing them together with either you or Rev. O'Connell, he could be of assistance in these difficult undertakings by taking the pressure off whomever is the interviewer; 2. he may have unique insights about the case and/or response of the pastor; 3. he could then followthrough to see that the evaluations, treatment, etc. occur and do a better job in the coordinating function you propose; 4. he might have a unique ability to reach out to some of the subjects of these confrontations and help them face the issue and get appropriate help.

One cautionary note here is in order. While he may be helpful in evaluation and development of resources, I'd be careful that such decisions were always based on input from professionals in the field and that he didn't have too high a profile in assessment of resources. If anything goes wrong one wouldn't want any claim that someone had the fox guarding the henhouse. I want to make it clear that I think Rev. Gustafson could be quite useful in evaluating resources...it's just that I think some caution might be adviseable here.

In addition to the things you suggest. Rev. Gustafson's own suggestions include some very good ones such as:

1. Monitoring the recovery process for sex offender priests
2. Being involved in the intervention (I suggest this above)
3. Educational functions:
 - a. To seminarians
 - b. Helping develop educational programs for the Archdiocese
 - c. Being available for educational programs like the Phila. conference

My own belief is that our community recognizes the value in use of the skills and experience of those who have become ill or made

Reverend Kevin M. McDonough
Re: Rev. Gilbert Gustafson

Page 5

28 November 1989

serious mistakes in life. When done responsibly this is respected. I also believe that despite its detractors that the Archdiocese has taken the high road in dealing with sexual abuse and that its consistent stance has the respect of many people. The effective use of Rev. Gustafson's talents and personal experience would, to me, be consistent with the thrust of what the Archdiocese has been doing for the past few years.

I will admit to being an optimist about people and a longtime believer that the moral high ground is always safest--that in the end people are reasonable and see good intentions and respect them. But, by the same token, I don't think that any of these uses of Rev. Gustafson's talent or abilities could be easily distorted as to intent of the Archdiocese. None of them put children at risk in any way.

Please contact me if you would like to discuss any of this further.

Best wishes.

Sincerely,



Gary Schoener, Licensed Psychologist
& Executive Director


cc: Rev. Gustafson

I give permission to Kevin
McDonough to share the 28 Nov 89
letter to him from Dr Gary Schoener
with the following people!

Archbishop Roach
Bishop Han
Bishop Carlson
Fr. M. O'Connell
Fr. Wm Kenney.

dated: 1 Dec 89

signed: 

witnessed: 

December 1, 1989

Dr. Gary Schoener
Executive Director
Walk-In Counseling Center
2421 Chicago Avenue, South
Minneapolis, Minnesota 55404

Dear Dr. Schoener,

Thank you for your letter of November 28, 1989. It arrived in time for a meeting which I will be having with Father Gilbert Gustafson on Friday, December 1.

Your evaluation is, as usual, thorough and helpful. It will assist us in moving to some decisions about putting Father Gustafson in a more active ministerial role again. I will be seeking a release from Father Gustafson when he comes so that I can share copies of your evaluation with the appropriate officials here at the Archdiocese.

Things have taken an interesting turn since we began this evaluation process. Archbishop John R. Roach is now much more positive about looking for a substantive placement for Father Gustafson. It may be that he will even be looking to some limited placement in parish ministry. I may have to get back to you for your observations in that regard soon.

Thank you for your work. I am grateful for all the assistance you have provided to us.

Sincerely yours in Christ,

Reverend Kevin M. McDonough
Chancellor
Episcopal Vicar

KMM:ggr

ARCHDIOCESE OF SAINT PAUL AND MINNEAPOLIS

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
Bishop Robert Carlson
Father Michael O'Connell
Father William Kenney
Page 2
December 5, 1989

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
Bishop Robert Carlson
Father Michael O'Connell
Father William Kenney
Page 3
December 5, 1989

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



MEMO

MEMO TO: Fr. Kevin McDonough
DATE: December 28, 1989
FROM: Fr. Michael J. O'Connell

When you next meet with Gil Gustafson, I'd appreciate if you could negotiate with him a payback on his legal expenses. We have all the fellows who have incurred legal expenses to date locked into promissory notes and payback agreements with the exception of Gil.

Would you be willing to do this? If so, I'm sure you can get the necessary information from Fr. Austin as to the total amount of this.

Thank you very much, Kevin.

cc: Fr. Austin Ward

STATE OF MINNESOTA
BUREAU OF CRIMINAL APPREHENSION - CJIS SECTION
RECORD AND IDENTIFICATION SERVICES
1246 UNIVERSITY AVE, ST PAUL, MN 55104 - 4197
(612) 642-0670
TDD (612) 297-2100

Date: 010894

Name: GUSTAFSON, GILBERT JOHN

DOB: 041851

This letter certifies that a search has been made of the criminal history files maintained in Minnesota by the Department of Public Safety, Bureau of Criminal Apprehension.

The search was performed by Name and Date of Birth.

The result of this search indicates that a record has been found based on the above search criteria and the information is attached. Please note that fingerprints did not accompany the record check and the BCA cannot guarantee in any manner, that the information supplied is that of the subject in whom you are interested.

This does not preclude the possible existence of additional information located at county or city levels.

If you have questions about this record please contact the telephone number above.

STATE OF MINNESOTA
BUREAU OF CRIMINAL APPREHENSION - CJIS SECTION
RECORD AND IDENTIFICATION SERVICES
1246 UNIVERSITY AVE, ST PAUL, MN 55104 - 4197
(612) 642-0670
TDD (612) 297-2100

NAME: GUSTAFSON, GILBERT JOHN DATE OF BIRTH: 041851
STATE ID NUMBER: [REDACTED] FBI NUMBER: [REDACTED]
OFFENDER LEVEL: Single State Only
SEX: M RACE: White HEIGHT: 6 FEET 00 INCHES WEIGHT: 190 POUNDS SKIN: Medium
EYES: Brown HAIR: Brown PLACE OF BIRTH: Minnesota PHOTO AVAILABLE: Y
NCIC FINGERPRINT CLASS: 17 11 13 CO 11 14 PM 13 13 11

REPORTED ALIAS NAMES:

GUSTAFSON, GILBERT JOHN

REPORTED DATES OF BIRTH:

041851

SCARS, MARKS, AND TATTOOS:

MISCELLANEOUS NUMBERS:

COMMENTS:

ARREST AND CONVICTION INFORMATION

ARREST: 1

ATE OF ARREST: 040883
CONTROLLING AGENCY: MN0621000 WHITE BEAR LAKE PD
LOCAL ID #:

ARRESTEE NUMBER: 0

ARREST COUNT: 1 CASE NUMBER: 83000449
STATUTE: 609.344
CHARGE: Criminal sexual conduct-third degree-penetrate

MOC/UOC: 3699

DISPOSITION: HELD DATE OF OFFENSE: 071582 SJIS NUMBER: 62117011803
COMMENTS: TO CRT 040883-RELEASED

COURT DATE: 052783 MN062015J RAMSEY DIST COURT
CONFINEMENT AGENCY: MN062023C RAMSEY CO WORKHOUSE
PROBATION AGENCY: MN062013G RAMSEY CO PROBATION OFFICE

COURT COUNT: 1 CASE NUMBER: 83000449 SENTENCED: 052783
STATUTE: 609.344
CHARGE: Criminal sexual conduct-third degree-penetrate

MOC/UOC: 3699

DISPOSITION: CONVICTED PLEA: Guilty SJIS NUM: 62117011803
COURT FILE NUMBER: 37945 CONVICTION LEVEL: Felony

SENTENCE

ANNOUNCED SENTENCE : 18M CONF COND PROB
PROBATION : 10Y EXEC SENT STYD
CONDITIONAL CONFINEMENT: 6M

DATE: 052893 AGENCY: MN062015J RAMSEY DIST COURT
CASE NUMBER: 83000449 CUSTODY ID NUMBER:
CUSTODY ACTION: DISCHARGED
CUSTODY START DATE: CUSTODY EXPIRATION DATE:
COMMENTS: BY COURT ORDER

HIGHEST CONVICTION LEVEL: FELONY

THE USE OF THIS RECORD IS CONTROLLED BY STATE AND FEDERAL REGULATIONS. IT IS PROVIDED FOR OFFICIAL USE AND MAY BE USED ONLY FOR THE PURPOSE REQUESTED. THE RESPONSE IS BASED ON INFORMATION FURNISHED BY THE REQUESTOR AND COMPARED AGAINST DATA MAINTAINED AT THE MINNESOTA BCA. THIS RESPONSE IS ONLY BASED ON FINGERPRINTS IF FINGERPRINTS ACCOMPANIED THE REQUEST. THIS DOES NOT PRECLUDE THE EXISTENCE OF OTHER CRIMINAL RECORD INFORMATION WHICH MAY BE CONTAINED IN OTHER LOCAL OR FEDERAL AGENCIES. BECAUSE CHANGES MAY BE MADE AT ANY TIME, A NEW COPY SHOULD BE REQUESTED WHEN NEEDED FOR FUTURE USE.

AUTHORIZATION FOR RELEASE OF
CRIMINAL HISTORY RECORD INFORMATION

TO: Minnesota Department of Public Safety
Office of Information Systems Management
1246 University Avenue
St. Paul, MN 55104

RE: Subject of Data

Gustafson Gilbert John
Person's Full Name--Last, First, Middle

April 18, 1951
Date of Birth

This is a full and sufficient authorization, pursuant to Minn. Stat. §13.05, Subd. 4, to release to:

Archdiocese of St. Paul & Mpls
Name of Agency to Whom Information
is to be Disclosed

226 Summit Ave
Street Address of Agency

St Paul, Mn. 55102
City, State, and Zip Code

all Criminal History Record Information maintained by your agency, without exception.

This information is being released for the purpose of employment and includes records prepared prior to the date of this authorization. I do not authorize a subsequent release of this information by the agency to whom information is to be disclosed for purposes not related to my employment.

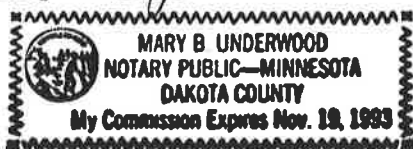
This authorization shall be deemed to be effective for one (1) year from the date hereof, at which time it shall automatically expire.

Dated this 17 day of July, 1993.

[Signature]
Signature of Subject of Data

Subscribed and sworn to before me this
27 day of July, 1993

Mary B. Underwood
Notary Public



SEXUAL MISCONDUCT POLICY
THE ARCHDIOCESE OF SAINT PAUL AND MINNEAPOLIS

QUESTIONNAIRE

Name: GUSTAFSON GILBERT JOHN
Last First Middle
Address: Church of St. Peter, P.O. 50679
Street
Mendota Mn. 55150-0679
City State Zip
Business Phone: 340-7510 Home Phone: 452-9497

1. Employment Record (list current and previous employers for the last seven (7) years).

Employed by: None
Address: _____
City & State: _____
Position or Job Title: _____
Your Supervisor: _____ Phone No. _____
Employed from (Mo./Yr.) _____ To (Mo./Yr.) _____
Why did you leave?

Employed by: _____
Address: _____
City & State: _____
Position or Job Title: _____
Your Supervisor: _____ Phone No. _____
Employed from (Mo./Yr.) _____ To (Mo./Yr.) _____
Why did you leave?

Employed by: _____

Address: _____

City & State: _____

Position or Job Title: _____

Your Supervisor: _____ Phone No. _____

Employed from (Mo./Yr.) _____ to (Mo./Yr.) _____

Why did you leave?

2. MISCONDUCT QUESTIONS (mark your answers to the following questions).

a. Have you ever been convicted of a crime of sexual abuse, physical abuse, sexual harassment or exploitation?

Yes No

b. Has any civil or criminal complaint or investigation been made about you or to your present or former employer which alleges that you committed sexual abuse, sexual harassment or exploitation, or physical abuse?

Yes No

If yes, how was the complaint resolved?

I was convicted of 3rd Degree Sexual misconduct

c. Have you ever terminated your employment or had your employment terminated for reasons relating to allegations of sexual abuse or physical abuse or sexual harassment or exploitation by you, or relating to civil or criminal complaints against you for sexual or physical abuse or sexual harassment or exploitation against you?

Yes No

d. Have you ever received any medical treatment, physical or psychological, because you committed physical or sexual abuse or sexual harassment or exploitation of other people?

Yes No


Signature

ACKNOWLEDGMENT, CERTIFICATION AND AUTHORIZATION

I, _____, understand and acknowledge that applications for employment in certain positions require that applicants authorize the Employer to conduct a criminal conviction records investigation, and I agree to execute any forms required by the Minnesota Department of Public Safety for such purposes.

I state and certify that I have not been convicted of a crime involving criminal sexual conduct, obscenity, or criminal assault nor have I been convicted of any such offenses in any other state or against the laws of the United States.

I further state and certify that I have not been terminated from a former position nor have I been the subject of any disciplinary action or investigation because of sexual exploitation, sexual abuse, sexual harassment, or physical abuse by me with anyone, and I hereby authorize the Employer to make specific written requests of my employer or former employers or associates concerning the occurrence of such matters or the existence or nature thereof.

Dated: _____, 19__.

Applicant

I cannot sign this form given my conviction of 3rd Degree Criminal Sexual misconduct.

Bil Swanson

November 30, 1994

PERSONAL AND CONFIDENTIAL

MEMO TO: The File of Father Gil Gustafson

FROM: Archbishop Roach

I met with [REDACTED] on November 30, 1994. [REDACTED] was a victim of sexual abuse by Father Gil Gustafson in [REDACTED]. [REDACTED] He was accompanied by Deacon Bill Beckfeld and Beckfeld's daughter who apparently also does some work with [REDACTED].

He wanted to talk to me to be assured that we learned something from the Gustafson incident and also to protest, though mildly, that he was dealt with exclusively by attorneys at the time. I admitted we had very little experience in [REDACTED] and that we could have dealt more directly with him. We did take care of his counseling and he is grateful for that.

The principal thing that he is concerned about is that he feels that his life could have taken a different turn had he not been abused, and he wanted to say that. I listened to that and I think we had a good conversation.

My guess is that that closes the chapter on this. His is a very sad story.

cc- Fr. McDonough

AR

226 SUMMIT AVENUE
SAINT PAUL, MINNESOTA 55102-2197

To the file of Father Gil Gustafson

PERSONAL AND CONFIDENTIAL

To be opened only by Archbishop or Vicar General

cmk 12/1/94

[REDACTED] - 2/1/00

- In [REDACTED] told her family that GG molested her. She does [REDACTED] she is under [REDACTED] she is [REDACTED]
- molestation happened when she was [REDACTED] GG was [REDACTED]
- GG would hold [REDACTED] on his lap. He would tickle her where he should not.
- once when on a [REDACTED] GG [REDACTED] her and rubbed himself up against her.
- her mother also remembers some instances that seemed strange, although she never saw any abuse.
- other family members were polled: no one had experienced abuse.

[REDACTED]
GG, but believes she was affected by him; esp, some fear of men, incl. her father.

January 2002

CURRICULUM VITAEA.W. RICHARD SIPE

2825 Ridgeway Row
LaJolla, CA 92037

Telephone:(858) 551-4370
Facsimile:(858) 551-8661
e-mail: AWRSipe@aol.com

PERSONAL:

Born:	Robbinsdale, Minnesota, December 11	1932
Married:	Marianne Benkert, November 25	1970
Children:	Walter Edward, February 28	1973

EDUCATION:

Loyola College, Baltimore, Maryland, M.S.	1980
The Seton Psychiatric Institute, Baltimore, Maryland Certificate-Resident in Counseling of Religious	1965-1967
The Menninger Foundation, Topeka, Kansas Certificate in Counseling	1964-1965
Saint John's Seminary, Collegeville, Minnesota Ordained Roman Catholic Priest (M.Div. Equiv.)	1957-1959
Collegio Sant Anselmo, Rome, Italy	1955-1957
Saint John's University, Collegeville, Minnesota — B.A.	1950-1955
Saint John's Preparatory School, Collegeville, Minnesota	1946-1950

CERTIFICATION:

Psychiatrist Assistant: Registration No. S-00001 The Maryland State Board of Medical Examiners	1982-2000
National Certified Counselor (NCC) Certificate #03879	1983-2000
National Academy of Certified Clinical Mental Health Counselors (CCMHC) Certificate No. 183	1981-2000

PROFESSIONAL POSITIONS:

Pastoral Counselor (Volunteer) Owen Clinic, University of California at San Diego	2000-
Psychiatrist Assistant (State of Maryland)	1982-1999
Consultant, Task Force on Sexual Abuse — St. John's Abbey & University, Collegeville, Minnesota	1993-1994
Supervisor in Family Therapy — Child and Adolescent Fellows Program John's Hopkins Medical School Department of Psychiatry	1989-1993
Counselor, (Private Practice Associates)	1970-1982
Staff, Consultation Center for Clergy and Religious Archdiocese of Baltimore	1978-1982
Consultant in Family Therapy North Baltimore Mental Health Center	1978-1980
Counselor, Loyola College Counseling Service (Acting Director 1974)	1971-1979

CURRICULUM VITAE — A.W. RICHARD SIPE

Page 2

Consultant to the Program of Psychiatry and Religion, Spring Grove State Hospital, Baltimore, Maryland	1969
Personnel Director, St. John's Abbey	1968-1970
Director of Family Services, the Seton Psychiatric Institute, Baltimore, Maryland	1967-1970
Executive Director, Saint John's University Institute for Mental Health, Collegeville, Minnesota	1965-1969
Counselor, Saint Boniface High School Cold Spring, Minnesota	1959-1964

ACADEMIC APPOINTMENTS:

Instructor in Psychiatry (part-time), John's Hopkins School of Medicine, Department of Psychiatry, Baltimore, Maryland	1972-1997
Adjunct Professor, Pastoral Counseling, Saint Mary's Seminary and University, Baltimore, Maryland	1972-1984
Adjunct Associate professor of Psychology Loyola College, Baltimore, Maryland	1971-1975
Assistant Professor of Pastoral Counseling, St. John's University, Collegeville, Minnesota	1967-1970
Lecturer in Pastoral Counseling, Woodstock College, Woodstock, Maryland	1968-1970

ARTICLES:

"Priests Still Die of AIDS as Church Postpones Needed Dialogue," The National Catholic Reporter,
March 31, 2000.

"Perilous Choice to Ignore AIDS Issue," The National Catholic Reporter, March 31, 2000.

"Road-Map and Road-Blocks: The Seminarian's Dilemma," The TABLET (London), October 7,
1995, (p. 1276-1278).

"Achievement," Reflections on Celibacy series in Priestly People, Jemez Springs, New Mexico,
October, 1995.

"Celibate Spirituality—In Search of the Feminine Voice," Sisters Today, September, 1995 (p. 342-
346).

"Transformation," Reflections on Celibacy series in Priestly People, Jemez Springs, New Mexico,
September, 1995.

"Integration," Reflections on Celibacy series in Priestly People, Jemez Springs, New Mexico,
August, 1995.

"Truth or Consequences," Reflections on Celibacy series in Priestly People, Jemez Springs, New
Mexico, July, 1995.

"How I should Have Loved," Reflections on Celibacy series in Priestly People, Jemez Springs, New
Mexico, June, 1995.

"Appropriate, Responsible, Mature," Reflections on Celibacy series in Priestly People, Jemez
Springs, New Mexico, May, 1995.

"After the Fall," Reflections on Celibacy series in Priestly People, Jemez Springs, New Mexico,
April, 1995

CURRICULUM VITAE — A.W. RICHARD SIPE

Page 3

- "Authority and Power," Reflections on Celibacy series in Priestly People, Jemez Springs, New Mexico, March, 1995.
- "Loneliness," Reflections on Celibacy series in Priestly People, Jemez Springs, New Mexico, February, 1995.
- "Desire and Self Knowledge," Reflections on Celibacy series in Priestly People, Jemez Springs, New Mexico, January, 1995.
- "Celibacy: Nature and Grace," Reflections on Celibacy series in Priestly People, Jemez Springs, New Mexico, December, 1994.
- "How to be Celibate," Reflections on Celibacy series in Priestly People, Jemez Springs, New Mexico, November, 1994.
- "Priest sex abuse case stirs political storm in Ireland," The National Catholic Reporter, December 2, 1994, (p. 17).
- "The Problem of Sexual Trauma and Addiction in the Catholic Church," Sexual Addiction and Compulsivity, Vol. 1, No. 2, 1994, (p. 130-137).
- "Celibacy and Power," The Tablet (London), November 26, 1994, (p. 1504-1505).
- "Divine Justice: William F. Love's Bishop Regan and Harry Kemelman's Rabbi Small" (with B.C. Lamb) The Armchair Detective, Vol 27: No. 1, winter, 1994.
- "Victims of Clergy Abuse Achieve Rightful Status," Bread Rising, Vol 4: No. 1, 1994.
- A Step toward Prevention of Sexual Abuse," Human Development, Vol 14: No. 4, 1993 (p. 27-28).
- "Clergy Sexual Abuse: The St. John's Initiative" St. John's Magazine, December, 1993.
- "To Enable Healing," The National Catholic Reporter, September 17, 1993.
- "Celibacy and Imagery: 'Horror Story' in the Making," The National Catholic Reporter, July 2, 1993.
- "Celibacy in Law and Life," Viewpoint, The Tablet (London), June 12, 1993.
- "The Celibacy Question," The Tablet (London), June 5, 1993, (p. 737-738).
- "A House Built on Sand," Viewpoint, The Tablet (London), September 12, 1992, (p. 1118).
- "Chesterton's Brown and Greeley's Blackie," (with B.C. Lamb), Commonweal, August 14, 1992, (p. 18-25).
- "Double-Talk on Celibacy," The Tablet (London), May 16, 1992, (p. 605-606).
- "Sex and Celibacy," The Tablet (London), May 9, 1992, (p. 576-577).
- "Spirituality and Integrity," Fellowship of Prayer, Vol. 43, No. 6, December, 1991.
- "Education for Celibacy: An American Challenge," America, May 18, 1991, (p. 539-548).
- "Newfoundland Report a Church Reform Manifesto," The National Catholic Reporter, September, 21, 1990.
- "Outpatient Responses to Sexual Problems of Catholic Religious," The Bulletin of the National Guild of Catholic Psychiatrists, San Francisco, California, Vol. 32, 1988, (p. 42-45).
- "The Mental Health Institute at St. John's 1954-1984," The Scriptorium, Vol. 24, Collegeville, Minnesota, 1985.
- "The Psychological Dimensions of the Rule of St. Benedict," The American Benedictine Review, The American Benedictine Review, Inc., St. Benedict's Abbey, Atchison, Kansas, December, 1983, Vol. 34:4, (p. 424-435).
- "Memento Mori, Memento Vivere and the Rule of St. Benedict," The American Benedictine Review, North Central Publishing Co., St. Paul, Minnesota, Vol. XXV:1, March, 1974, (p. 96-107).

CURRICULUM VITAE — A.W. RICHARD SIPE

Page 4

- Introduction to Conflict in Community, Robert J. McAllister, M.D., St. John's University Press, pp. xiii-xv, 1969.
- "The Introduction of Psychiatry Into a Religious Setting," (with Ivan D. Junk, M.D.), The American Benedictine Review, North Central Publishing Col., St. Paul, Minnesota, Vol. XX:3, September, 1969, (p. 257-271).
- "The Celibate and Community Life," Sisters Today, Sentinel Publishing Co., Collegeville, Minnesota, Vol. 41:4, December, 1969, (p.206-210).
- The Education of Religious: A Question of Goals," Sisters Today, Sentinel Publishing Co., Collegeville, Minnesota, Vol. 39:7, March, 1968, (p. 337-347).

REVIEWS IN:

Psychiatric Annals; Medical Insight; Theological Studies; American Journal of Psychiatry; Worship

LECTURES:

- "Was Jesus a Sexual Person?" CORPUS National Conference, Secaucus, New Jersey, June 30, 2001.
- "The Healing Hand of God" The Cathedral of St. John the Baptist, Roman Catholic Diocese of Paterson, New Jersey, October 14, 1998.
- "Is Sexual Abstinence Possible?" Towson State University, Towson, Maryland, May 7, 1997.
- "Religion and Psychiatry" Grand Rounds, Springfield State Hospital, Sykesville, Maryland, April 11, 1997.
- "Celibacy, Sex and Fiduciary Boundaries," *Symposium on Boundary Issues and Violations in the Clergy*, The Menninger Foundation, Topeka, Kansas, September 20-21, 1996.
- "Celibacy: A Way of Living, Loving and Serving" (15 lectures) St. John's Seminary, Collegeville, Minnesota, January 8-27, 1996.
- "Denial in Recovery" The Florida Medical Professional Group convention, Ft. Lauderdale, Florida, November 4, 1995.
- "Spirituality and Recovery" Keynote Panel National Council on Sexual Addiction and Compulsivity, Atlanta Georgia, March 23, 1995.
- "The Person of the Priest: Toward a Celibate Integration" (10 lectures) St John's Seminary, January 10-21, 1995.
- "The Prophetic Role of Victims of Clergy Sexual Abuse," Christian Survivors of Sexual Abuse, the Commonwealth Institute, London, October, 9, 1994.
- "Christian Roots of Abuse" LINKUP, National Conference, Collegeville, Minnesota, August 4, 1994.
- "Christian Leadership: Challenge to Sex and Power" LINKUP Leadership Conference, June 17, 1994.
- "Psychoanalysis and Family Therapy" George Washington University, Washington, D.C., June 14, 1994 and November 8, 1994.
- "The State of Sexual Abuse in the Catholic Church," Conference on Sexual Trauma in the Church, St. Johns University, Collegeville, Minnesota, August 12-13, 1993.
- "Sex and the Church" (15 lectures), St. Louis University, Department of Theology, St. Louis, Missouri, July 19-23, 1993.

CURRICULUM VITAE — A.W. RICHARD SIPE

Page 5

- "Negotiating Loneliness in the Celibate Process," Vincentian Fathers Annual Convocation, St. Louis, Missouri, June 16, 1993.
- "Sexual Abuse by Clergy: Who and Why," Maryland Governor's Conference on Child Abuse and Neglect, April 29, 1993.
- "The Clergy and Human Sexuality," Maryland Association of Private Practicing Psychiatrists, December 3, 1992.
- "Sexual Abuse by Priests—Why?" VOCAL, Chicago, Illinois, October 18, 1992.
- "Sex and the Clergy," The City Club of Cleveland, October 18, 1991.
- Grand Rounds, the Veterans Hospital of Baltimore, September 17, 1991.
- "Addictions and Spirituality," Prince George's County Health Department, May 20, 1991.
- "The Celibate/Sexual Adjustment of Roman Catholic Priests," Research Conference, John's Hopkins Medical School, Department of Psychiatry, May 6, 1991.
- "The Celibate/Sexual Agenda," CORPUS National Meeting, New York, June 22, 1991.
- "Outpatient Response to Sexual Problems Among Catholic Religious"—The National Guild of Catholic Psychiatrists, Montreal, Canada, May 8, 1991.
- "Facing Dangerous Questions: An Intellectual Odyssey," (Rolling-Leutkemeyer Lecture), McDonogh School, April 3, 1991.
- "Sexuality—Intimacy and Ministry" (2 lectures), Ministry Formation Program, Archdiocese of Baltimore, March 31, 1991.
- "Spirituality and Integrity" and "Remaining Credible Witnesses to Our Faith," Princeton Theological, December 4, 1990.
- "Sexual/Celibate Pressures of Catholic Priests," The American Psychological Association National Meeting, Boston, Massachusetts, August 11, 1990.
- "Celibacy and Sexuality" (13 lectures with Marianne Benkert, M.D.), St. John's University, July 23-26, 1990.
- "What Questions May a Theologian Ask About Celibacy," St. John's University School of Theology, July 25, 1990.
- "Life, Love and Celibacy" (3 lectures) St. John's Seminary, September 26, 1989.
- "Celibacy, Sex and the Place of Women"—First National Meeting of CORPUS, American University, Washington, D.C., June 17, 1988.
- "The Psychological Aspects of the Aging Process"—Catholic University of America, Washington, D.C., March 21, 1987.
- "Growth of Celibate Self: How? Now, Wow!" (10 lectures) (with Dr. Marianne Benkert), Erie Pennsylvania, August 7 to August 9, 1986.
- "Positive Patterns to Marriage"—Seminar. The United Hospitals of St. Paul, Minnesota, April 25, 1985.
- "Making Marriage Work" (6 lectures), Baltimore Archdiocese Marriage Preparation, July - August, 1985.
- "Family Therapy Grows Up"—Springfield Hospital Center, Psychiatric Grand Rounds, Sykesville, Maryland, April 12, 1985.
- "Psychiatry and Religion: Partners in Health"—The United Hospitals of St. Paul, Minnesota, October 18, 1983.
- "Family Therapy: A Perspective Not a Technique" Psychiatric Residence Conference, University of Maryland Medical School, Baltimore, August 11, 1983.

CURRICULUM VITAE — A.W. RICHARD SIPE

Page 6

- "Family Therapy." Veterans Administration Hospital, San Juan, Puerto Rico, March 16, 1983.
 "Retired Priests: An Adaptive Task" Stella Maris Hospice, Towson, Maryland, May 6, 1981.
 "Family Therapy as Sole Method of Treatment"—Panel: The Uses and Abuses of Family Therapy—
 American Ortho Psychiatric Meeting, New York, April 15, 1977.
 "Psychic Reconciliation" Loyola College Lenton Lecture, Baltimore, Maryland, May 24, 1976.
 "The Role of the Counselor"—American Orthopsychiatric Association, New York, June, 1973.
 "The Family: Its Faith and Its Fears"—Wilmington, Delaware, March 10, 1971.
 "The Dilemma of the Hospital Chaplain: —Mid-West Health Congress, Kansas City, Missouri,
 March, 1970.
 "Occupational Hazards of Helping People"—Johns Hopkins, Medical School, April 1, 1969.
 "What Clergy Learn About Psychiatry"—Maryland Association of Private Practicing Psychiatrists,
 Baltimore, Maryland, January 30, 1969.
 "The Introduction of Psychiatry into a Religious Setting"—42nd Anniversary Congress of the Pan-
 American Medical Association, Buenos Aires, Argentina, November 26, 1967.
 "The Role of Benedictines in the Church Today" St. John's Chapter, Collegeville, Minnesota,
 October 21, 1967.
 "Psychiatric and Religious Intervention in Mental and Emotional Illness," George Washington
 University Faculty, Department of Psychiatry, Washington, D.C., February 16, 1966.

BOOKS AND CHAPTERS:

- "Celibacy" The Oxford Companion to Christian Thought Adrian Hastings, editor, Oxford University
 Press, Oxford, 2000.
 "The Sexual Abuse of Minors by Clergy: Problems of Prevention" in Bless Me Father for I Have
 Sinned, Thomas G. Plante, Ph.D., Editor, Westport, CT: Greenwood, 1999.
 "Clergy Abuse in Ireland" in Wolves Within the Fold: Religious Leadership and Abuses of Power,
 Anson Schupe, Editor, Rutgers University Press, New Jersey, 1998.
Celibacy: A Way of Living, Loving and Serving, Triumph Books, Ligouri, Missouri/Gil MacMillan,
 Dublin, Ireland 1997/E.J. Dwyer, Sydney, Australia, 1997.
Sex, Priests and Power: Anatomy of a Crisis, Brunner/Mazel, New York, 1995, Cassell Publishers,
 London, 1995.
 "Negotiating Loneliness in the Celibate Process" in Living in the Meantime, (pp. 104-117), Paul
 Philibert, O.P. Editor. Paulist Press, New York, 1994.
A Secret World: Sexuality and the Search for Celibacy, Brunner/Mazel, New York, 1990.
Sexualität und Zölibat, Ferdinand Schöningh, Paderborn, 1992.
 Obedience (Roman Catholicism) p. 795-96; Retreats (Roman Catholicism) p. 1082-83; Religions,
 Pastoral Care of, p. 1060-1061, in: Dictionary of Pastoral Care and Counseling, Rodney
 J. Hunter, General Editor, Abingdon Press, Nashville, 1990.
 "Sexual Aspects of the Human Condition"—in Changing View of the Human Condition, Paul
 Pruyser, Editor, Mercer University Press, 1987.
Psychiatry, Ministry and Pastoral Counseling, Editor (with C.J. Rowe, M.D.): The Liturgical Press,
 Collegeville, Minnesota, September, 1983.
Beyond Crescent Gate, Fifteen American Poems, Walter O. Jahreiss, M.D. (A. W. Richard Sipe,
 Editor), Garamond/Pridemark, Baltimore, Maryland, 1971.
Hope: Psychiatry's Commitment, Editor: Brunner/Mazel, New York, 1970.

CURRICULUM VITAE — A.W. RICHARD SIPE

Page 7

A Physician in the General Practice of Psychiatry: The Selected Papers of Leo H. Barthelemy, M.D.,
Editor (with P.A. Martin, M.D. and G.L. Usdin, M.D.); Brunner/Mazel Publishing Co.,
New York, 1970.

RESEARCH:

PRIESTS AND AIDS — A Desperate Cry: "The Church Has AIDS"

"Celibacy in Literature and Life Project," — The Minister's Black Veil: Literature of Vocation, with
Dr. Harris Gruman (T.B.P.) Reading Andrew Greeley, with Dr. B.C. Lamb (T.B.P.).

"A Search for Celibacy, 1960-1985: Practice, Process and Achievement."

"The Pastoral Promise: an Explanation of a Quality of Ministry" Master of Science Thesis, Loyola
College, Maryland, December 5, 1979.

"A Proposal for the Implementation for a Counseling Facility in a Small College Setting," St. John's
University, Collegeville, Minnesota, July, 1966.

"The Ego Functioning of a Training Group: An Organizational Case Study Report"—Department
of Preventive Psychiatry, The Menninger Foundation, Topeka, Kansas, 1965.

"An Investigation into Parental Suicide and Adolescent Difficulties: Three Cases" St. Thomas
University, St. Paul, 1964.

FORENSIC CONSULTATION:

Consultant and expert witness in fifty-five cases of catholic clergy abuse of minors and other clergy
professional malfeasance, 1988-2001.

BOARD, COMMITTEES, FELLOWSHIPS AND HONORS:

St. John's University INTERFAITH SEXUAL TRAUMA INSTITUTE

Board of Directors

1994-1996

Chairman of the Board

1994-1996

Isaac Taylor Institute for Psychiatry and Religion—Advisory Committee

1986-1989

St. Luke's Institute, Suitland, Maryland, Board of Directors

1986-1988

Institute for Religion and Human Development, Board of Directors

(Chairman 1977-1983) St. John's University

1977-1984

Archdiocese Commission on Women in the Church (Baltimore)

1977

Institute for Ecumenical and Cultural Research: Project Fellow

(Faith: Human Condition)

1977-1982

American Medical Association: Consultant

Committee for the AMA Handbook Human Sexuality

1969

Who's Who in Religion

1975-1976

American Catholic Who's Who

1978-1979

PROFESSIONAL ASSOCIATIONS:

American Family Therapy Academy

1986-1996

National Council on Family Relations (24505)

1971-1995

American Association of Mental Health Counselors (President 1971)

1971-1980

American Personnel and Guidance Association (S-4038114)

1975-1995

American Mental Health Counselors Association

1978-1997

Maryland Mental Health Counselors Association

1978-1997

CURRICULUM VITAE — A.W. RICHARD SIPE

Page 8

MEDIA CONTACTS:

Television: Court TV, January 2002. CNN, January 2002. "Non-Celibate Priests," Religion & Ethics PBS TV, July 2001. "Priests With AIDS," 20/20, ABC TV, January 2001. "St. John's Priest With AIDS," KSTP TV, January 2001. "Sexual Abuse and St. John's Abbey," KSTP TV, November 10-11, 2000. "Priests: A Question of Celibacy," Canada Sex TV, September 2000. NBC, CBS, ABC, Fox, CNBC: England, Yorkshire TV, BBC TV, Oxford TV, Netherlands TV, CBC TV, PBS, etc. BBC—EVERYMAN, "Sins of the Fathers," September 10, 1995. HBO—"Our Father," 1996.

Print Media: Interviews: *People Magazine, The National Reviewer, The Boston Globe, Washington Post, Baltimore Sun, USA Today, New York Times, New York Post, News Day, A.P. News Service, Catholic News Service, The Catholic Register, National Catholic Reporter, London Times, The Chicago Tribune, Los Angeles Times, San Francisco Examiner, Wall Street Journal, Time, Newsweek, Hartford Courant, Miami Herald, Detroit Free Press, Playboy, L'Espresso, People, etc.*

Radio: Major US networks: ABC, NBC, CBS, FOX, CNN; NPR, PBC, CBC, BBC—England, Ireland, Wales; Australian Radio, etc.

20 May 2002

Memo To: Archdiocesan Staff Members
From: Father Kevin McDonough
Re: Publicity Concerning Father Gilbert Gustafson

Some of you saw last night's "news" on Channel 5 about Father Gustafson. Others saw the information published in this morning's Star Tribune and Pioneer Press.

For most, there is nothing new about all of this. You have seen it previously in articles and on television, as recently as eighteen months ago. We have talked about it at staff meetings. For those who are new, and for all of us who may have to answer questions from family, friends or the public, here is some accurate information:

1. Father Gustafson committed acts of child abuse in the late 1970s and early 1980s. He was removed from parish ministry when we learned of that abuse in 1983, and he has not been involved in parish work since then. He was charged, pled guilty to, and served time for his crimes. He was released, was supervised by the legal system through probation, and has completed the legal requirements.
2. It was not our practice in the mid-1980s permanently to remove priests who had committed such offenses. It should have been; in fact, were we confronting such a situation now, we would be removing the offending priest from any ministry. Nevertheless, Father Gustafson was given work that involved a genuine contribution to the Church and to society, without permitting him to have authority over children. For example, he helped develop one of our homeless shelters. He has assisted with trainings for parish managers and committees. He gives talks to groups of clergy, Catholic and Protestant, about his own history of offense and about what he has learned about its origins and prevention.
3. In addition to providing assistance with projects for me and for other offices, Father Gustafson has been a chaplain to the Sisters at the Poor Clare Monastery in Bloomington. They are a cloistered (enclosed) community whose work is to pray and intercede for the Church and world. They do not run schools or other public ministries. He celebrates Mass for the Sisters. They also have other guests who attend Mass there on an occasional or even regular basis.
4. The Sisters have known about his background from the beginning of his association with the Monastery. There have also been meetings for the guests who attend Mass there, so that no one (at least the handful who regularly join the Sisters for Mass) at the Monastery ought to be ignorant of Father Gustafson's history.

The "spin" put on this story by Channel 5 and echoed by the Pioneer Press and Star Tribune is that Archbishop Flynn is somehow violating his "zero tolerance" stance by permitting Father Gustafson to do the work he does. As you can see from the facts above, that is simply untrue.

Archbishop Flynn will have some more to say about this situation soon. Please watch the Catholic Spirit. In the meantime, feel free to direct questions or concerns to my office (x434).

Reverend Gilbert Gustafson
PO Box 50679
Mendota, MN 55150-0679

ARCH-ESI-0000466

May 20, 2002

Reverend Gilbert Gustafson
PO Box 50679
Mendota, MN 55150-0679

Dear Father Gustafson,

Since the issue has arisen in the public press, I will be providing an explanation of your status in this week's *The Catholic Spirit*.

With this letter, I wish to indicate once again that your ministry and work is strictly limited to desk work in the Archdiocesan Center for Ministry. This would not include visits to parishes for meetings, etc. Secondly, the liturgical ministry is strictly limited to your role as chaplain at the Poor Clares.

It is my understanding that Father Kevin McDonough, the Vicar General, is responsible for monitoring the foregoing. I trust you will be in regular contact with him about this matter.

Assuring you of my prayers and with every good wish, I remain

Sincerely yours in Christ,

Most Reverend Harry J. Flynn, D.D.
Archbishop of Saint Paul and Minneapolis

cc: Reverend Kevin McDonough

ARCHBISHOP FLYNN RESPONDS TO INCOMPLETE ABUSE REPORT
from 5-23-02 *Catholic Spirit*

The issue of clergy sexual misconduct, which has so continually been affecting our Church during these past months, cannot be ignored. It is spoken of wherever we go, reported on nearly constantly, it seems. I want to let you know that this issue is NOT being ignored by your Church leaders. Just this week, on Wednesday, May 22nd, I met with members of the United States' bishops' Ad Hoc Committee on Sexual Misconduct, which I chair, to work on recommendations to address the issue at the bishops' national gathering in Dallas in mid-June. I will continue to apprise you through the *Catholic Spirit* of the work of this committee as we approach the meeting in June and afterward.

Sexual misconduct is a horrendous affront to the human dignity of all involved and an offense against God and the Church community. For this very reason, it is critical to clarify the manner in which abuse cases are handled within our Archdiocese.

You most likely have noticed a recent flurry of Archdiocese-related reports in the papers and on television. On May 19th, 2002, KSTP-TV's investigative reporter Rob Leer reported that the Archdiocese of Saint Paul and Minneapolis has been in violation of its sexual misconduct policies by allowing Fr. Gilbert Gustafson to offer Mass at a Bloomington Monastery.

What Mr. Leer failed to mention were several important facts, including that Fr. Gustafson **does not serve in active-parish-ministry**. Fr. Gustafson has served as a chaplain to the Sisters at the Poor Clare Monastery in Bloomington. It was at this location, NOT A PARISH, that video footage was secretly recorded of him celebrating the Mass. **The Poor Clares are a cloistered (enclosed) community of religious sisters whose work is to pray and intercede for the Church and the world. They do not run schools or other public ministries. The Sisters have known about Fr. Gustafson's background from the beginning of his association with the Monastery.** There have also been meetings for the guests who attend Mass there, so that they (at least the handful who regularly join the Sisters for Mass) may be aware of Fr. Gustafson's history.

The case of Fr. Gustafson, now being discussed yet again, can best be understood by the following accurate information: Fr. Gustafson was removed from parish ministry after the Archdiocese learned of his acts of abuse in the early 1980's, and he has not been assigned to parish ministry since. He was charged, pled guilty to, and served time for his crimes. He was released, was supervised by the legal system through probation, and has completed the legal requirements. He underwent extensive psychological treatment, and in fact continues to receive such help even now. His only pastoral work throughout this period has been as chaplain to religious orders, including the Monastery of St. Clare in Bloomington. He has not served and will not serve in parish communities.

Psychologists and others involved with his treatment early on asked him to share with other groups, especially clergy, the story of his offenses, punishment, and rehabilitation work. Fr. Gustafson's work with the Interfaith Sexual Trauma Institute and his occasional talks to groups of clergy – both Catholic and Protestant – continue those efforts to prevent others from committing the crimes he committed. 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.

Fr. Gustafson was given very restricted work and placed where he could be monitored by individuals aware of his past offenses. This work involved a contribution to the Church and to society, without permitting him to have authority over children. For example, he helped with the administrative organizing of one of the area's homeless shelters, assisted with trainings for parish managers and committees, and provided useful abuse-prevention information.

In addition, the Archdiocese currently has two other past offenders serving in administrative capacities, neither of whom are in violation of the Archdiocese's policies: Fr. Michael Stevens and Fr. Joseph Wajda. All three of the past offenders' cases have been made public in the past, archdiocesan staff have been notified, and none of the three are in positions now in which children may be harmed.

Since creation of the Archdiocesan policy on sexual misconduct in the early 1990's, the Archdiocese has worked with the civil authorities such as police and child protection agencies in its investigation of all allegations involving minors. When faced with abuse allegations, our stance is to alert the authorities. If abuse is proven, the offender is permanently removed from parish ministry.

One example of current treatment of abuse allegations involves Fr. Robert Zasacki. When recently notified of allegations against him, a priest in active ministry against whom we had no prior knowledge of allegations, I quickly requested and accepted his resignation from parish ministry.

The purification of our Church through this very trying time is a cross to bear by all Catholics. Let us remain strong in prayer through the Pentecost Spirit of our Lord and Savior Christ Jesus.

[Home](#)

[NEWS](#)

[• NewsBriefs](#)

[• Minnesota](#)

[Catholic](#)

[Conference](#)

[• Nation/World](#)

[• Pastoral](#)

[Appointments](#)

[• Jubilees](#)

[• Obituaries](#)

[ARCHBISHOP](#)

[FLYNN](#)

[• This Week's Column](#)

[• 2002 Columns](#)

[• 2001 Columns](#)

[• 2000 Columns](#)

[• 1999 Columns](#)

[• 1998 Columns](#)

[FEATURES](#)

[• For the Family](#)

[• From Age to Age](#)

[• Home and Garden](#)

[• Retreat and](#)

[Classified Ads](#)

[To Subscribe](#)

[Contact Us](#)

[To Advertise](#)

ARCHBISHOP FLYNN

This week's column
May 23, 2002

Archbishop responds to
incomplete abuse report

The issue of clergy sexual misconduct, which has so continually been affecting our Church during these past months, cannot be ignored. It is spoken of wherever we go, reported on nearly constantly, it seems.

I want to let you know that this issue is NOT being ignored by your Church leaders. Just this week, on May 22, I met with members of the United States' bishops' Ad Hoc Committee on Sexual Misconduct, which I chair, to work on recommendations to address the issue at the bishops' national gathering in Dallas in mid-June. I will continue to apprise you through The Catholic Spirit of the work of this committee as we approach the meeting in June and afterward.

Sexual misconduct is a horrendous affront to the human dignity of all involved and an offense against God and the Church community. For this very reason, it is critical to clarify the manner in which abuse cases are handled within our archdiocese.

You most likely have noticed a recent flurry of archdiocese-related reports in the papers and on television. On May 19, KSTP-TV's investigative reporter Rob Leer reported that the Archdiocese of St. Paul and Minneapolis has been in violation of its sexual misconduct policies by allowing Father Gilbert Gustafson to offer Mass at a Bloomington Monastery.

What Mr. Leer failed to mention were several important facts, including that Father Gustafson does not serve in active-parish-ministry. Father Gustafson has served as a chaplain to the Sisters at

Spirituality Guide

• Spirit of Giving

• Vocations

▫ ARTS &

ENTERTAINMENT

• Arts Calendar

• Books

• Movie Reviews

▫ COLUMNISTS

• Bishop

Frederick Campbell

• Father John Forliti

• Deacon

Mickey Friesen

• Julie McCarty

• Mary Rose Remington

• Father Dick Rice

• Lino Rulli

• Father Larry Snyder

• Sharon Soderlund

• Kate Soucheray

• David Walsh

• Ron Krietemeyer

the Poor Clare Monastery in Bloomington. It was at this location, NOT A PARISH, that video footage was secretly recorded of him celebrating the Mass.

The Poor Clares are a cloistered (enclosed) community of religious sisters whose work is to pray and intercede for the Church and the world. They do not run schools or other public ministries. The sisters have known about Father Gustafson's background from the beginning of his association with the monastery. There also have been meetings for the guests who attend Mass there, so that they (at least the handful who regularly join the sisters for Mass) may be aware of Father Gustafson's history.

The case of Father Gustafson, now being discussed yet again, can best be understood by the following accurate information:

- Father Gustafson was removed from parish ministry after the archdiocese learned of his acts of abuse in the early 1980s, and he has not been assigned to parish ministry since.

- He was charged, pled guilty to and served time for his crimes.

- He was released, was supervised by the legal system through probation and has completed the legal requirements.

- He underwent extensive psychological treatment, and in fact continues to receive such help even now.

- His only pastoral work throughout this period has been as chaplain to religious orders, including the Monastery of St. Clare in Bloomington.

- He has not served and will not serve in parish communities.

Psychologists and others involved with his treatment early on asked him to share with other groups, especially clergy, the story of his offenses, punishment and rehabilitation work. Father Gustafson's work with the Interfaith Sexual Trauma Institute and his occasional talks to groups of clergy — both Catholic and Protestant — continue those efforts to prevent others from committing the crimes he committed. 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.

Father Gustafson was given very restricted work and placed where he could be monitored by individuals aware of his past offenses.

OPINION

- [Editorials](#)
- [Letters to the Editor](#)

RESOURCES

- [Archbishop's Pastoral Letters](#)
- [Archdiocesan Site](#)
- [Bible](#)
- [Calendar of Events](#)
- [Catechism](#)
- [Daily Scriptures](#)

[Reflection](#)

- [EWTN Q&A](#)
- [Education/Formation](#)
- [Spanish Masses](#)

SPEAK UP

- [For Teens](#)

ABOUT THE

CATHOLIC SPIRIT

- [Mission](#)
- [Vision](#)
- [Board of Directors](#)
- [Contact Staff](#)

This work involved a contribution to the Church and to society, without permitting him to have authority over children.

For example, he helped with the administrative organizing of one of the area's homeless shelters, assisted with trainings for parish managers and committees and provided useful abuse-prevention information.

In addition, the archdiocese currently has two other past offenders serving in administrative capacities, neither of whom are in violation of the archdiocese's policies: Father Michael Stevens and Father Joseph Wajda. All three of the past offenders' cases have been made public in the past, archdiocesan staff have been notified and none of the three are in positions, now, in which children may be harmed.

Since the creation of the archdiocesan policy on sexual misconduct in the early 1990s, the archdiocese has worked with the civil authorities such as police and child protection agencies in its investigation of all allegations involving minors. When faced with abuse allegations, our stance is to alert the authorities. If abuse is proven, the offender is permanently removed from parish ministry.

One example of current treatment of abuse allegations involves Father Robert Zasacki (most recently pastor of St. Joseph in Hopkins). When recently notified of allegations against him, a priest in active ministry against whom we had no prior knowledge of allegations, I quickly requested and accepted his resignation from parish ministry.

The purification of our Church through this very trying time is a cross to bear by all Catholics. Let us remain strong in prayer through the Pentecost Spirit of our Lord and Savior Christ Jesus.

[Return to Top](#)

• [Subscribe](#)

• [HOW TO ADVERTISE](#)

• [The Catholic Spirit](#)

• [Classifieds](#)

• [Minnesota](#)

• [Catholic Directory](#)

• [LINKS](#)

• [Catholic Schools](#)

• [Parishes](#)

• [Catholic
Organizations](#)



MEMORANDUM

DATE: 5/31/2002
TO: Fr. Kevin McDonough
FROM: Fr. Gil Gustafson
RE: [REDACTED]

I searched the Bob Thurner file and found no mention of [REDACTED] as a victim. I also found no mention of [REDACTED]

May 27 - June 02

May 2002							June 2002						
S	M	T	W	T	F	S	S	M	T	W	T	F	S
			1	2	3	4							1
5	6	7	8	9	10	11	2	3	4	5	6	7	8
12	13	14	15	16	17	18	9	10	11	12	13	14	15
19	20	21	22	23	24	25	16	17	18	19	20	21	22
26	27	28	29	30	31		23	24	25	26	27	28	29
							30						

Monday, May 27	Thursday, May 30
<p>Chancery Holiday - Memorial Day</p> <p>9:00am 10:30am Mass (Poor Clares)</p> <p>3:00pm 4:00pm wedding</p>	<p>7:30am 9:00am Isaiah meeting with business leaders</p> <p>7:30am 9:00am Mass at Poor Clares (Bloomington)</p> <p>9:45am 10:15am Meeting on Policies at 244 Dayton (sign-off on Time to Heal)</p> <p>11:45am 1:15pm Ralph Baumgartner</p>
Tuesday, May 28	Friday, May 31
<p>7:30am 9:00am Mass at Poor Clares (Bloomington)</p> <p>9:30am 11:00am Meeting on presbyteral statistics at 226</p> <p>12:00pm 1:30pm US</p> <p>2:30pm 3:30pm Bob Faas</p>	<p>7:30am 9:00am Mass at Poor Clares (Bloomington)</p> <p>11:30am 1:30pm Lunch with Elizabeth Griffin???</p>
Wednesday, May 29	Saturday, June 01
<p>Anniversary of Mary Rae's death</p> <p>8:00am 9:00am Morning Prayer</p> <p>11:30am 1:00pm Lunch w, Paul O'Donnell at Chang O'Hara's</p> <p>1:00pm 2:30pm FW: Advisory Board International clergy and religious (Cathedral Room)</p> <p>1:00pm 2:30pm International meeting 226</p> <p>5:00pm 11:00pm Guthrie</p>	<p>7:00am 9:00am Tennis</p> <p>8:30am 3:30pm CLC Final Meeting (Muetzels' House)</p> <p>2:00pm 3:00pm Meet with Doris about Corn's Service 4303 Welcome 169 to Rockford Rd</p> <p>5:00pm 6:30pm Mass at Hudson Carmel</p> <p>7:00pm 10:00pm ; graduation party</p> <p><i>Pat Kennedy's 25th Anniversary Reception</i></p>
	Sunday, June 02
	<p>8:15am 8:30am Morning Prayer</p> <p>9:00am 11:00am Mass at the Poor Clares</p> <p>10:00am 12:30pm Tim Morin anniversary mass (St. Joe-Line Lakes)</p>

June 03 - June 09

June 2002							July 2002						
S	M	T	W	T	F	S	S	M	T	W	T	F	S
						1	1	2	3	4	5	6	
2	3	4	5	6	7	8	7	8	9	10	11	12	13
9	10	11	12	13	14	15	14	15	16	17	18	19	20
16	17	18	19	20	21	22	21	22	23	24	25	26	27
23	24	25	26	27	28	29	28	29	30	31			
30													

Monday, June 03	Thursday, June 06
<p>Call Lea De Sousa for lunch</p> <p>8:00am 9:00am Breakfast with Michael at Day by Day I pay</p>	<p>7:30am 9:00am Mass at Poor Clares (Bloomington)</p> <p>10:00am 11:30am MPR Planning Central /Review of Parish work prep for future central & parish work</p> <p>2:00pm 4:00pm MCC working group meeting ??</p> <p>5:00pm 10:00pm Irish Heritage society meeting with Rip Riordan and Fran Donnelly</p>
Tuesday, June 04	Friday, June 07
<p>7:30am 9:00am Mass at Poor Clares (Bloomington)</p> <p>9:30am 11:00am Dead Poets</p> <p>11:30am 1:30pm Anniversary party at 244</p> <p>4:15pm 5:15pm Dick Ricw</p> <p>6:00pm 7:00pm Mass at Visitation</p>	<p>7:30am 9:00am Mass at Poor Clares (Bloomington)</p> <p>10:00am 11:00am Meet Joe + Greg at St. Austin's re-senior priests</p>
Wednesday, June 05	Saturday, June 08
<p>8:00am 9:00am Motning Prayer</p> <p>11:00am 1:00pm Mass with Good Shepherd Sisters and meet with Sr. Adrienne</p> <p>2:00pm 3:30pm MCC working group meeting ?</p> <p>4:00pm 5:00pm Terl Mifek</p>	<p>Joann Terry Birthday</p> <p>7:30am 9:30am Tennis</p> <p>6:30pm 9:30pm House Dinner</p>
	Sunday, June 09
	<p>Betty Osowski Birthday</p> <p>8:15am 8:30am Motning Prayer</p> <p>9:00am 12:30pm Mass at the Poor Clares</p> <p>1:00pm 7:00pm 25th anniversary</p> <p>5:00pm 10:00pm Dinner and Guthrie</p>

June 10 - June 16

June 2002							July 2002						
S	M	T	W	T	F	S	S	M	T	W	T	F	S
						1		1	2	3	4	5	6
2	3	4	5	6	7	8	7	8	9	10	11	12	13
9	10	11	12	13	14	15	14	15	16	17	18	19	20
16	17	18	19	20	21	22	21	22	23	24	25	26	27
23	24	25	26	27	28	29	28	29	30	31			
30													

Monday, June 10		Thursday, June 13	
Class Reunion 3:00pm 10:00pm Class reunion		7:30am 9:00am Mass at Poor Clares (Bloomington) 11:00am 12:00pm Lee Schmidt 12:00pm 3:00pm Isaiah Clergy Caucus at Cathedral -INS 5:00pm 8:00pm Mass with fbp	
Tuesday, June 11		Friday, June 14	
Class Reunion 7:30am 9:00am Mass at Poor Clares (Bloomington) 9:00am 10:00pm Continental Breakfast; golf and other activities; cocktails and dinner at Denny Cahill's cousin's 12:00pm 1:30pm US		John Bauer Birthday 7:30am 9:00am Mass at Poor Clares (Bloomington)	
Wednesday, June 12		Saturday, June 15	
Class Reunion Grant Henderson Birthday 8:00am 9:00am Motning Prayer 9:00am 11:30am Breakfast and Mass with Charlie Froehle at SPS 5:00pm 6:00pm Sean Curtin		7:30am 9:30am Tennis 10:00am 11:00am Baptism of ! ← 10:00am 11:00am Katie and Jamie	
		Sunday, June 16	
		8:15am 8:30am Motning Prayer 9:00am 12:30pm Mass at the Poor Clares	


June 17 - June 23

June 2002							July 2002						
S	M	T	W	T	F	S	S	M	T	W	T	F	S
						1		1	2	3	4	5	6
2	3	4	5	6	7	8	7	8	9	10	11	12	13
9	10	11	12	13	14	15	14	15	16	17	18	19	20
16	17	18	19	20	21	22	21	22	23	24	25	26	27
23	24	25	26	27	28	29	28	29	30	31			
30													

Monday, June 17		Thursday, June 20	
<p>Dick Long Birthday</p> <p>11:30am 12:30pm Kevin McD and Fran 5:00pm 6:00pm APAC at St. Peters</p>		<p>7:30am 9:00am Mass at Poor Clares (Bloomington) 10:30am 11:30am Mass at Mainstreet Lodge 1:30pm 3:30pm Senior Priests Meeting at <u>Guardian Angels</u></p>	
Tuesday, June 18		Friday, June 21	
<p>Clergy mailing deadline</p> <p>7:30am 9:00am Mass at Poor Clares (Bloomington)</p>		<p>Anne Kachelmyer Birthday</p> <p>7:30am 9:00am Mass at Poor Clares (Bloomington) 11:45am 12:45pm Mass at Chancery 6:30pm 10:00pm English Lit revisited at Helen Mary's</p>	
Wednesday, June 19		Saturday, June 22	
<p>1:00pm 3:00pm Priest Utilization Committee (Room Dayton Conf) 1:15pm 2:45pm Utilization Committee 3:00pm 4:00pm Health Initiative Task Force 5:00pm 6:00pm Mass with Benedictine's</p>		<p>7:30am 9:30am Tennis 11:00am 12:00pm Memorial for Corn at Getsamane</p>	
		Sunday, June 23	
		<p>8:15am 8:30am Morning Prayer 9:00am 12:30pm Mass at the Poor Clares 1:00pm 2:00pm / : 1st birthday party 4:00pm 8:00pm Dinner at Frans</p>	

June 24 - June 30

June 2002							July 2002						
S	M	T	W	T	F	S	S	M	T	W	T	F	S
						1		1	2	3	4	5	6
2	3	4	5	6	7	8	7	8	9	10	11	12	13
9	10	11	12	13	14	15	14	15	16	17	18	19	20
16	17	18	19	20	21	22	21	22	23	24	25	26	27
23	24	25	26	27	28	29	28	29	30	31			
30													

<p style="text-align: right;">Monday, June 24</p> <p>3:00pm 4:00pm APAC meeting with Archbishop</p>	<p style="text-align: right;">Thursday, June 27</p> <p>7:30am 9:00am Mass at Poor Clares (Bloomington) 5:00pm 6:00pm Don Fidler</p>
<p style="text-align: right;">Tuesday, June 25</p> <p>7:30am 9:00am Mass at Poor Clares (Bloomington) 9:30am 11:00am Dead Poets 11:00am 12:30pm US</p>	<p style="text-align: right;">Friday, June 28</p> <p style="text-align: center;">John Gustafson/Judy Delaney Birthday</p> <p>7:30am 9:00am Mass at Poor Clares (Bloomington)</p>
<p style="text-align: right;">Wednesday, June 26</p> <p style="text-align: center;">Greg Henderson Birthday</p> <p>8:00am 9:00am Motning Prayer 9:00am 12:00pm Planning meeting at Risen Savior</p> 	<p style="text-align: right;">Saturday, June 29</p> <p>7:30am 9:30am Tennis 1:00pm 9:00pm Gathering in the old nelhborhood 6:30pm 9:30pm House Dinner</p> <hr/> <p style="text-align: right;">Sunday, June 30</p> <p style="text-align: center;">Wagaway 6/30-7/7</p> <p>8:15am 8:30am Motning Prayer 9:00am 12:30pm Mass at the Poor Clares</p>

Most Reverend Harry J. Flynn
Archdiocese of St. Paul-Minneapolis
226 Summit Avenue
St. Paul, MN 55102

Dear Archbishop Flynn,

A week has passed since Fr. Gil Gustafson informed me, as a member of the community at the St. Clare Monastery, that he believed that he would no longer be the liturgical presider at the monastery based on the decision of the Conference of Catholic Bishops. I'm sure you know how devastating this announcement was to that community. I have been experiencing a range of emotions that needed to settle down before I could write to you and express how this decision has impacted my life.

Because of the broad sweep of the "zero tolerance" policy including all past, present and future offences approved by the Bishops Conference, a catastrophic consequence has affected me. The bishops listened to numerous victims and made a decision that I believe has created another form of victim, namely the faithful believers who understand the principals taught in the gospel of Jesus Christ and have forgiven the offenders who, like Fr. Gil Gustafson, have changed their lives through the grace and mercy of Christ's love. I believe that the bishops only listened to certain victims and did not listen to the communities such as those like ours at the St. Clare Monastery. Why were we not heard? Why were we not asked how we wanted Fr. Gil to be treated? Why was not each offending priest considered individually and appropriate action then taken?

I also believe that the bishops at the conference could have made an exception in cases similar to and including Fr. Gil Gustafson. They could have used courage and wisdom not to remove them. Until you can give me, one of the faithful members of the American Catholic Church, an explanation as to why this consideration was not part of the document, I cannot trust the bishops as "my" leaders for I feel that my faith, as I understand the message in the gospel, has been betrayed.

I have learned that Fr. Gil Gustafson has received love, compassion and support from you and for that I am very grateful. He is an incredible human being and I pray for his happiness and comfort. Through Gil's friendship to me, our relationship will continue for many years to come.

Sincerely,

Archbishop Flynn,

June 29, 2002

I know these are trying times for you. They are trying times for those of us at the [redacted] [redacted] as well.

I came to the [redacted] in [redacted] I came back to the [redacted] the next week for two reasons.

The first reason was Hil Gustafson. I had never experienced a Eucharist celebrated with such passion as Hil's Eucharist.

The second reason I returned was because [redacted]

[redacted] But I didn't know who [redacted] was since I was a [redacted]

Coming in from [redacted] I often yawn and roll my eyes at some of the Church's rules.

What attracted me to the Church was what happened on the altar. I thought the altar was what Catholicism was all about... forgiveness, reconciliation, absolution and love. This was at the altar all the time.



I knew Hil's story as a sex offender from day one. He was held to legal accountability and spiritual absolution. His case should be closed. He is open and honest about it.

are empty.

This happened to me in
 two days time. Remembrance,
 absolution, forgiveness and
 deep love... all that I came
 to the altar to say Amen to,
 is gone in two days time.
 Those heartfelt words are
 for all and should be carried
 out in our lives by all.
 But I see they are not. They
 are empty!

But now our hearts are
 broken. We have been cut off
 from his special "heart talk".
 We have lost our shepherd.

Why? Because the passion
 of the words forgiveness, remembrance,
 absolution and love... deep love
 goes from his heart as he speaks.
 And, our hearts are stirred.
 We learn alot from a wounded
 healer.

the spite of knowing of it
 and [redacted] background
 I had no problem because of
 now it's NOW.

Now we are without a shepherd.
We are the victims... in just
two days. We never had a chance
to speak our side. So much
has been taken away in two days.
Even Jesus' trial and execution
took three days!

We want our shepherd back.
We want to hear his singing
at the altar. We want to feel the
passion of his heart as he
makes the drama on the altar
come alive. He takes us to
those "high places". He takes
us to that realm of the Lord
Christ Consciousness.

We want our shepherd back!
Can you give him back to us
in two days?

I know these are trying times.
Won't you try again?

Sincerely,

July 01 - July 07

July 2002							August 2002						
S	M	T	W	T	F	S	S	M	T	W	T	F	S
	1	2	3	4	5	6					1	2	3
7	8	9	10	11	12	13	4	5	6	7	8	9	10
14	15	16	17	18	19	20	11	12	13	14	15	16	17
21	22	23	24	25	26	27	18	19	20	21	22	23	24
28	29	30	31				25	26	27	28	29	30	31

Monday, July 01	Thursday, July 04
	Chancery Holiday - Fourth of July 7:30am 9:00am Mass at Poor Clares (Bloomington)
Tuesday, July 02	Friday, July 05
7:30am 9:00am Mass at Poor Clares (Bloomington)	Chancery Holiday - Fourth of July 7:30am 9:00am Mass at Poor Clares (Bloomington)
Wednesday, July 03	Saturday, July 06
8:00am 8:30am Dave Horan Birthday	7:30am 9:30am Tennis 5:00pm 6:30pm Mass at Hudson Carmel
	Sunday, July 07
	Golf in Brainerd 9:00am 12:30pm Mass at the Poor Clares

ARCHDIOCESE OF SAINT PAUL AND MINNEAPOLIS

226 Summit Avenue
Saint Paul, Minnesota 55102

The Chancery

Archbishop John R. Roach
226 Summit Ave
St Paul, Minnesota 55102

Dear Archbishop,

With this letter I do hereby resign
my position as director of continuing education
of priests. At any time that you feel it
is not in the best interests of the archdiocese
that I serve in this capacity I ask you to
accept my willfull resignation.

Sincerely yours in Christ
Richard J. Scatena

Priests Full Name

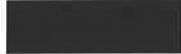
Gilbert John Gustafson

CURRICULUM VITAE

DIOCESE:

St. Paul/Minneapolis

SOCIAL SECURITY #:



DATE AND PLACE OF
BIRTH:

4/18/1951, Mpls, MN

DATE AND PLACE OF
BAPTISM:

DATE OF ORDINATION:

6/4/1977, St. Paul Cathedral by Archbishop John Roach,
St. Paul, MN

EDUCATION:

University of St. Thomas, St. Paul, MN
St. Paul Seminary, St. Paul, MN

ASSIGNMENTS:

Associate Priest, St. Mary of the Lake, White Bear Lake,
MN, 6/15/1977-6/15/1972
Administrator, St. Mary of the Lake, White Bear Lake,
MN, 5/31/1978-7/7/1978
Associate Director, Continuing Education & Spiritual
Growth for Priests, Archdiocese of St. Paul & Mpls,
MN, 6/15/1982-9/1/1982
Student, Catholic University, Washington DC, 9/1/1982-
1/1/1983

OTHER:

In residence, St. Peter, Mendota, MN, 8/1/1988-
Resigned, June 2002

SAFE ENVIRONMENT:

Date of background check
Date of VIRTUS training
Date signed Code of Conduct

Priests Full Name

Gilbert John Gustafson

CURRICULUM VITAE

DIOCESE:

St. Paul/Minneapolis

SOCIAL SECURITY #:

[REDACTED]

DATE AND PLACE OF
BIRTH:

4/18/1951, Mpls, MN

DATE AND PLACE OF
BAPTISM:

DATE OF ORDINATION:

6/4/1977, St. Paul Cathedral by Archbishop John Roach,
St. Paul, MN

EDUCATION:

University of St. Thomas, St. Paul, MN
St. Paul Seminary, St. Paul, MN

ASSIGNMENTS:

Associate Priest, St. Mary of the Lake, White Bear Lake,
MN, 6/15/1977-6/15/1972
Administrator, St. Mary of the Lake, White Bear Lake,
MN, 5/31/1978-7/7/1978
Associate Director, Continuing Education & Spiritual
Growth for Priests, Archdiocese of St. Paul & Mpls,
MN, 6/15/1982-9/1/1982
Student, Catholic University, Washington DC, 9/1/1982-
1/1/1983

OTHER:

In residence, St. Peter, Mendota, MN, 8/1/1988-
Resigned, June 2002

SAFE ENVIRONMENT:

Date of background check
Date of VIRTUS training
Date signed Code of Conduct

Priests Full Name Gilbert John Gustafson

CURRICULUM VITAE

DIOCESE: St. Paul/Minneapolis

SOCIAL SECURITY #: [REDACTED]

DATE AND PLACE OF BIRTH: 4/18/1951, Mpls, MN

DATE AND PLACE OF BAPTISM:

DATE OF ORDINATION: 6/4/1977, St. Paul Cathedral by Archbishop John Roach, St. Paul, MN

EDUCATION: University of St. Thomas, St. Paul, MN
St. Paul Seminary, St. Paul, MN

ASSIGNMENTS: Associate Priest, St. Mary of the Lake, White Bear Lake, MN, 6/15/1977-6/15/1972
Administrator, St. Mary of the Lake, White Bear Lake, MN, 5/31/1978-7/7/1978
Associate Director, Continuing Education & Spiritual Growth for Priests, Archdiocese of St. Paul & Mpls, MN, 6/15/1982-9/1/1982
Student, Catholic University, Washington DC, 9/1/1982-1/1/1983

OTHER: In residence, St. Peter, Mendota, MN, 8/1/1988-Resigned, June 2002

SAFE ENVIRONMENT: Date of background check
Date of VIRTUS training
Date signed Code of Conduct

An Agreement Between Gilbert Gustafson and the Archdiocese of Saint Paul and Minneapolis

In recognition of the service provided by Gilbert Gustafson ("Gustafson") to the Archdiocese of Saint Paul and Minneapolis ("the Archdiocese"), in acknowledgement of his thorough cooperation with the steps necessary to protect public safety and his own integrity, and understanding the obligations imposed on the Archdiocese by the Charter for the Protection of Children and Young People, the undersigned hereby agree that:

1. Disability Income: In accordance with Canon 281 paragraph 1 that obligates the Archdiocese to provide for the necessities of life for Gustafson, the Archdiocese will provide disability income to Gustafson:
 - a. During the period July 1, 2002 through April 30, 2003 in the amount of \$2,080.09 per month;
 - b. During the period May 1, 2003 through Gustafson's normal retirement on May 1, 2018 the amount of \$3,580.09 per month, increased (but in no event decreased) on July 1, 2004 and on each succeeding July 1 through the end of the Archdiocese's obligation to pay Gustafson disability income by either the index the Archdiocese has most recently used to adjust salaries generally paid to clergy serving in the Archdiocese or the Gross Domestic Product (GDP) Deflator as most recently determined by the United States Department of Labor at the option of the Archdiocese.
2. Private Employment: Gustafson will continue to try to obtain appropriate private employment that will provide for the necessities of his life. Gustafson will report to the Archdiocese all amounts earned pursuant to this paragraph and the Archdiocese may offset against the amounts payable under paragraph 1 above any amount earned by Gustafson. However, obtaining appropriate private employment does not in any other way relieve the Archdiocese of its disability income obligation under paragraph 1 above.
3. Medical and Dental Insurance: The Archdiocese will continue the medical and dental benefits currently available to Gustafson from July 1, 2002. The Archdiocese will provide the benefit at its own cost and reserves the right to provide the benefit either through the Priests' Medical Benefit Plan or the Lay Medical Benefit Plan.
4. Pension: Gustafson will be eligible for the full pension and other benefits available to priests who have served to full retirement age, when he shall reach the age prescribed by the Priests' Pension Plan of the Archdiocese in force at that time.

* 42,961.08
Annually
(Plus Increases)



(Includes Retiree Medical/Dental)

5. Restrictions on Ministry and Priestly Identity: Gustafson hereby agrees that he will not present himself as a priest or agent of the Archdiocese, that he will not wear the clothing that publicly distinguishes Roman Catholic clergy, and that he will not accept the titles that by custom identify Roman Catholic Clergy. Gustafson understands that while he has not left the clerical state, he has no office or presbyteral ministry of the Archdiocese or of any other entity of the Roman Catholic Church.

In witness to all of which, we affix our signatures: ,

Gilbert Gustafson

Reverend Kevin McDonough
for the Archdiocese of Saint Paul
and Minneapolis

date

date

① what about beyond June 30, 2005?
- income - AMBP

An Agreement Between Gilbert Gustafson
and the Archdiocese of Saint Paul and Minneapolis

In recognition of the service provided by Gilbert Gustafson ("Gustafson") to the Archdiocese of Saint Paul and Minneapolis ("the Archdiocese"), in acknowledgment of his thorough cooperation with the steps necessary to protect public safety and his own integrity, and understanding the obligations imposed on the Archdiocese by the Charter for the Protection of Children and Young People, the undersigned hereby agree that:

1. Disability income: The Archdiocese will provide disability income to Gustafson monthly from July 1, 2002 through June 30, 2005, in the following manner:

During the period from July 1, 2002, through April 30, 2003, the amount of the income paid each month will be \$2080.09 (the same as the salary the Archdiocese paid to Gustafson during the month of June, 2002), and

\$36,970.80
Annual Amt

During the period from May 1, 2003 through June 30, 2005, the amount of income will be \$3080.09.

Throughout the period from July 1, 2003 through June 30, 2005, Gustafson will refund to the Archdiocese \$100 each month for each \$150 of additional income which he receives in the same month from any other source in excess of \$750 and up to \$4620, at which point the obligation to refund will terminate.

2. Medical and Dental Insurance: The Archdiocese will continue the medical and dental benefits available to Gustafson throughout the period from July 1, 2002 through June 30, 2005. The Archdiocese will provide the benefits at its own cost, and reserves the right to provide the benefits either through the Priests' Medical Benefit Plan or the Lay Medical Benefit Plan, according to the terms and conditions then available to all other participants in said plan. Gustafson acknowledges that this assistance fully exhausts his COBRA rights, and that he will not claim any participation in an Archdiocese-provided medical or dental benefit after June 30, 2005.

Priest Plan in
more context

Housing?

*Will we
continue to contribute.
this may be a
compliance issue.
(How many years verify)*

3. Pension: Gustafson will be eligible for the full pension benefit available to priests who have served to full retirement age, when he shall reach the age prescribed by the Priests' Pension Plan of the Archdiocese at that time. He shall not be eligible for any medical or dental assistance from the Archdiocese that otherwise may accompany a pension benefit for other participants in the Priests' Pension Plan.

4. Restrictions on Ministry and Priestly Identity: Gustafson hereby agrees that he will not present himself as a priest or agent of the Archdiocese, that he will not wear the clothing that publicly distinguishes Roman Catholic clergy, and that he will not accept the titles that by custom identify Roman Catholic clergy. Gustafson understands that he has no office or presbyteral ministry of the Archdiocese or of any other entity of the Roman Catholic Church.

In witness to all of which, we affix our signatures:

Gilbert Gustafson

Reverend Kevin McDonough
For the Archdiocese of Saint Paul
And Minneapolis

date

date

July 4, 2002

Most Reverend Harry J. Flynn
Archdiocese of St. Paul- Minneapolis
226 Summit Avenue
St. Paul, MN 55102

Dear Archbishop,

I am writing on behalf of Father Gil and the Sisters of the Poor Clare Monastery in Bloomington.

In 1996, while searching for a faith community that could provide a place to deepen my faith and engage the gospel in a meaningful way, I was led to the Poor Clares. What I found there was a place where I could bring my questions, desires and brokenness in an open, honest dialogue and worship with others who took seriously their spiritual lives and the demands of the gospel. Over the years the leadership of Fr. Gil has invited the entire community to be challenged and grow in their commitment to the way of Christ in the world.

During the time I was with the Poor Clares, I discerned a calling to full time ministry. In 1998 I moved to Boston to study at Weston Jesuit School of Theology. Currently, I am working in the church in the Archdiocese of Boston and as a spiritual director, I journey with many who are suffering with the events in the church. I have given up a great deal, as have many, to try to make the church a living sign of God's presence in the world. Many of us are now struggling to find hope.

As I have watched the continual denial and lack of responsible action on the part of the Cardinal in Boston, I am struck by the stark contrast with which you have dealt with sexual abuse issues in the St. Paul- Minneapolis Archdiocese. From the general information I have on Fr. Gil, there was quick action taken and no attempt was made to protect the image of the leaders of the church while confronting a difficult situation. There was no cover-up, the necessary punishment and rehabilitation was given and most importantly, there was careful follow-up to insure there was no further violation of the most vulnerable, our children. I applaud you and those who were involved in these decisions.

What if the sexual abuse that happened in Boston and other parts of the country had been handled in the same responsible fashion? My belief is that there would be no crisis.

Many children would have been spared and many priests who needed help in dealing with addictions and emotional problems would have received what they needed.

The excess of power that has been inappropriately wielded in the church is instrumental in the current crisis and breakdown of trust. The voices of the faithful have been silenced in their capacity to speak from their experience and with the authority given to them as baptized members of the Body of Christ. They are now crying out with anguish needing to be heard. It is a time when the Spirit is moving powerfully and "we", all of us, as church have an opportunity to re-create something worthy of our faith. I experience many people who were previously complacent, finding in their pain, a deep commitment to their role in the church. Will the faithful be allowed to be an integral part of the rebuilding, of the healing? I believe the way of the cross must be inclusive to be authentic and renewing, anything less would only be a resurfacing that would crack in time.

I have a great deal of experience in working with people who have been sexually abused. When a family denies the need for healing or tries to silence the one hurting, the family is never able to achieve a healthy intimacy that supports growth and love. The same is true with the church. The dialogue that will lead us to freedom and create a church which experiences resurrection from its crucifixion, must include all the voices. Fr. Gil's story is an important one. It shows us the way through.

The actions taken at the recent conference of Bishops were an attempt to right the wrongs. The extreme action that removed priests with no jury that would hear the individual stories was, once again, a wielding of power that excluded the faithful of the church. I have worked with and met many priests in my journey through Divinity school. Fr. Gil is one of the finest and his gifts are needed in our church. His suffering has made him a man with great depth and compassion. He leads with humbleness and a knowledge of his need for God's mercy. Fr. Gil is a scapegoat for the unwillingness of Cardinal Law and others to resign and let the people have a voice in the healing of OUR church.

Archbishop, I have a great deal of respect for you and the leadership you provide the church. The church of the midwest is much different than the church I experience here in Boston. You are a light and it is shining in the darkness. As the bishops continue to discern how to faithfully lead the church I hope you will be a voice that demands the accountability of the bishops and invites the faithful of the church to an open dialogue with the Spirit of God so that we may believe in a church that truly is the Presence of God's hope in this world. You are in my prayers, with gratitude and hope,

Most Reverend Harry J. Flynn
Archbishop of Saint Paul and Minneapolis
226 Summit Ave.
St. Paul, MN 55102-2197

Dear Archbishop Flynn:

My wife and I are members of the community that worships with Fr. Gil Gustafson at the Monastery of the Poor Clares in Bloomington. In light of events which have taken place in recent weeks, I wanted to take some time to write to you regarding Fr. Gil. The issues surrounding the clergy and sexual abuse are complex -- and I will not presume to try to address all these issues in such a brief correspondence. I will confine my comments to Fr. Gil, since he is the only member of the clergy affected by the recent events whom I have any direct experience with.

It would appear to me that in a high number of the cases involving sexual abuse over recent decades, the church has been complicit in interpreting its own form of justice for those who have been guilty of sexual abuse. I think there is a feeling among the laity that the hierarchy of the church has in many ways betrayed the trust of the congregation, circumvented the justice system, and sheltered (some would say "enabled") chronic offenders. However, from what I know of Fr. Gil's history, that would not be the case with his offense. To my knowledge, Gil was subject to the judicial process of this state, prosecuted, and required to serve a sentence as a consequence of his actions. The church removed him from parish ministry, required him to participate in on-going treatment, and placed him in a re-defined role which limited his ministerial exposure. After a period, the Archdiocese allowed Gil to take on a chaplaincy and Eucharistic presider role at the Poor Clares, but the Clares were fully informed of Gil's history and his behavior there could be openly supervised. In many respects, the way in which the church handled Gil's case appears to be one of the few cases in which the church acted correctly and responsibly. If the church had taken similar steps in dealing honestly, openly, and justly with other offenders, I cannot help but wonder if much of the current crisis could have been averted.

In response to the church's recent actions, I would offer the following two reflections:

- 1) The church's recent proclamations in Dallas react (some would say over-react) to the members of the clergy who are directly guilty of past sexual abuse. However, it does very little to bring accountability to members of the church hierarchy who may have been directly complicit in perpetuating or "enabling" these past abuses. This has been the most common criticism I have heard relating to the outcome of the recent meetings in Dallas. I believe a number of church members will be looking to the bishops to address this issue when they reconvene in the future.
- 2) Whereas the church's lack of response to the decades of past abuse seemed to betray the church's responsibility to its members, the church's current response seems to betray some of the core principles of both our faith and justice system. Just as no member of the clergy should be subject to special treatment with regard to criminal offenses, no member of the clergy who has demonstrated a prolonged commitment to reform and renewal should be subject to a special form of religious exclusion. In Fr. Gil's case (and I assume in the cases of others), he has complied with the justice system, complied with the church's original re-definition of his ministerial roles, and been faithful to both the recovery program and ministerial limitations which were imposed upon him. I would advocate that the current zero-tolerance stance should be revised to include provisions for establishment of a review board composed of both clergy and laity. That board should have the

ability to reconsider the roles on a case-by-case basis of clergy who have been complicit with both our legal justice system and faithful to restrictions imposed by the church.

Archbishop Flynn, I realize that you and your predecessors have been acutely aware of Gil's gifts and ministerial abilities. You would not have placed him in the roles he has served in if you did not believe in all those gifts that are so readily apparent to those of us who worship with him. I believe that you are trying with much prayerfulness and sincerity of heart to bring healing and fairness to both the victims and the offenders associated with these abuses. I believe that the church cannot bring healing to this situation without promoting justice for all victims of abuse, without promoting legal accountability for all offenders, and without re-defining roles and placing some ministerial limitations on any members of the church who have committed offenses of this nature. Offenders who have not been subject to our justice system or who have not been faithful to their recovery program should be removed from active ministerial roles. However, there must be room for allowing those who have complied with both the justice system and been faithful to their recovery programs to perform in well-defined roles of active ministry. I believe that Gil can maintain a role as Eucharistic presider within a community like the Poor Clares without compromising those positions. At minimum, Fr. Gil should be allowed to preside at Eucharist for the monastic community of the Clare's themselves. With respect to a wider celebration, all who worship with the Poor Clares do so voluntarily and have access to other, parish-centered communities. Newcomers who wish to worship at the Poor Clares can be privately informed of Gil's history (by the Poor Clare sisters or Gil himself) and given the choice as to whether they wish to worship in that community. Ideally, the limitations which the diocese originally enacted when they placed Gil there should be sufficient and require no further restrictions.

In closing, my wife and I were blessed with the privilege of having Fr. Gil preside as the celebrant at our wedding. Fr. Gil should not continue to be judged for who he once was, what he once did, and for actions he has already admitted and been judged --- but for who he is, and what he does today. From what I have witnessed of Fr. Gil Gustafson in the past 5 years, the church has much more to be proud of, than ashamed of, in advocating for people like him. As a people who sin and who look to our God for the promise of fairness, forgiveness, healing, and hope --- we expect our church to promote the same.

I urge you to continue to be an advocate for justice for all victims of abuse, as well as to continue to be an advocate who seeks fairness for members of the clergy who deserve to maintain some active ministerial roles. If there is any support or assistance which the worship community of the Poor Clares can offer which might enable or assist you in advocating a case-by-case review process, please let us know. As always, you and the other church leaders will have our support in prayer that you may find a path which provides both wisdom and healing during this time. May the Spirit of God guide us all. Thank you for your time.

Sincerely,

July 8, 2002

Dear Most Reverend Harry Flynn DD,

You (Archbishop) have earned a tender spot in my heart. Three times I have been present and witnessed the great gift of the Paraclete. Those times were the mass at the Convention center celebrating the birth of the Archdiocese -- a talk given to the children at the juvenile detention center during advent two years ago -- also the mass you celebrated at St. Clare's Monastery, which was also my birthday. All of three of these times you spoke from your heart and touched mine as well.

Through these experiences I was confident the Paraclete was working and my need to offer my own thoughts regarding Clergy sexual abuse was unnecessary.

To help clarify where I am coming from:

- a) I have worked with abuse issues as an Advocate, a Counselor, a Group Facilitator, and as a Phone crises counselor.
- b) I have attended two annual conventions of the Interfaith Sexual Trauma Institute.
- c) I celebrate Eucharist as often as I can at St. Clare's Monastery.
- d) I am a Secular Franciscan.

The need to write this letter shakes me to the core. For the first time I fully understand the concept of "No peace without Justice". The American Bishops have finally listened to the primary victims of clergy sexual abuse. This is a good thing! The response of zero tolerance is a REACTION to hearing powerful, moving testimonies of victims. Now if we believe in restorative justice we need to gather all of the affected groups and provide "justice".

Justice is not being served by retroactive zero tolerance. Father Gil Gustafson should be in sacramental ministry! Not in a parish. In Ministry at a Monastery or retreat, recovery centers. The Paraclete is visible in Gil's Sacramental Ministry. Gil has been ministering to the Clare's for almost 20 years! The loss is "Catastrophic" to the Sister's and the people that celebrate Eucharist at 8650 Russell.

I respectfully ask you to move to the next step in restorative justice. I know that the will of God will prevail in this matter and that Father Gil may be called to a greater state. The Holy Spirit is working hard to bring guidance to the Church.

May God be with you.

Respectfully,



July 12, 2002

Archbishop Harry J. Flynn
The Chancellor
226 Summit Avenue
St. Paul, Minnesota 55102



Your Honor:

Last month you dismissed my pastor from his priestly duties. That is a huge part of my life gone. You see, I would go at least weekly, and sometimes three times in a week, to his masses. Fr. Ed Gustafson is my priest.

His mass was celebrated, yes, celebrated, with compassion, pity, and humility. His love of the Holy Eucharist was so real, it was almost palpable. All of us standing around the altar were included in his ritual, each, individually were a part of the mass.

Now, if you had such a pastor and that pastor was taken away, wouldn't you speak to the spillover? Ask for your pastor back? I am. Please restore Fr. Ed Gustafson to all his priestly duties.

Very sincerely,

MONASTERY OF SAINT CLARE

8650 RUSSELL AVENUE SOUTH
MINNEAPOLIS, MN 55431

Archbishop Harry Flynn, D. D.
Archbishop of St. Paul and Minneapolis
226 Summit Avenue
St. Paul MN 55102-2197

July 12, 2002

Dear Archbishop Flynn:

Having been informed by Father Gilbert Gustafson that his assignment as the chaplain to our community, the Poor Clares of the Monastery of St. Clare, Minneapolis, Minnesota, has been withdrawn, we wish to express to the appropriate persons and for the records at the Chancery of the Archdiocese of St. Paul and Minneapolis, our profound appreciation, gratitude and regard for Father Gustafson and the ministry he has exercised on our behalf for almost 19 years.

In the fall of 1983, we were informed by a representative of the Archdiocese (Fr. Urban Wagner, OFM Conv.) that Father Gustafson, having suffered the penalties imposed by the civil court for sexual misconduct, wished to remain a priest and would be available to serve our community as a presider at the Eucharist. After discussion among all the sisters at the monastery, the decision was made to receive Father Gustafson in this role. From the beginning, Father Gustafson showed himself graciously amenable to and cooperative with every request that the community made: for instance, that he come and pray with us before presiding at our liturgy in order to learn the particular tenor and style of worship typical of our community. On our part, we were from the first impressed by and grateful for Father Gustafson's extraordinary gifts as presider and preacher.

Over the nearly 19 years since then, our gratitude and appreciation have only deepened. In the words of one sister: "My life has been so enriched by Fr. Gil's priesthood and by his humanity. Truly a wounded healer himself, he brings the healing presence of Christ Jesus to every encounter." Another says, "What a privilege to walk with this man as he plunged into his brokenness in order to allow the saving power of Jesus' death and resurrection to heal him! Placing his human experience in the light of the Gospel made it possible for each of us to touch our own human experience and to hear the word in the depth of our heart." Yet another member of the community says: "Over these almost 19 years the Eucharist has been the heart of my day and my life. When Gil presides at Eucharist and shares his reflections on the Scriptures of the day there is always something new and fresh coming from the center of his life in God....His witness is courage and strength to my own spirit and to those whom my life touches."

The esteem in which Fr. Gil is held by our community has been shared by those who have come to worship with us at the monastery. Again and again our guests (some of whom knew Father Gustafson's background and the reasons why he was not in parish ministry, and some of whom did not) expressed their regard for his sensitive liturgical leadership and his powerful preaching of the Word of God. Indeed, it may well be largely due to Father Gustafson's ministry among us that the number of persons who worship with us has increased in size – though the number is

very small in comparison to parish congregations – and in depth of solidarity as a Christian community formed by the Word of God and bonded together in the experience of Eucharist.

During his long tenure as our chaplain (i.e., presiding here at Eucharist 4 times each week) Father Gustafson was unfailingly respectful of the boundaries of our community life. His focus was sacramental, serving us at the altar and through his preaching. He listened intently to the community's needs and wishes related to its communal prayer, collaborating each week on the preparations for the Sunday Mass, and meeting with us to prepare for and discuss the liturgical seasons. He was truly the servant of the community. As one sister expresses it: "While I recognize Fr. Gil's brilliant mind and profound words in his almost daily homilies over the past 19 years that he has been our chaplain, as well as his many other gifts that suit him so well for priestly service, it is his humble and upright manner of being in the midst of numerous humiliations that has been so inspiring for me. I have also admired Gil's gifts for listening deeply to and loving all those to whom he has ministered here with no exceptions. He has brought only good to this community and all the people he has served here in these past nineteen years. He is a holy man."

Our community greets the news of the termination of Father Gustafson's ministry with profound grief. "The loss of Father Gil's presence is like a death in the family, not only for our Poor Clare community, but also for those who worship with us," says one of the Sisters. We know the integrity and steadfast commitment with which Father Gustafson has pursued a life of recovery. We have heard, day after day and week after week for almost 19 years, his dedication to listening to the Word of God, and we have experienced his self-giving for priestly service. We believe that Father Gil stands as a witness to the foundational proclamation of the Good News: namely, that in Christ sins are forgiven and the grace to transform our lives is made available. It is our earnest hope that the time will come when his priestly ministry will be restored to him. "Gil is gold tried in the fire. Our Church needs him, our monastery needs him, our hurting world needs him." All of the Sisters concur with these words.

We want this record of our deep appreciation for Father Gustafson, and our gratitude for his priestly fidelity and goodness to us, to be noted AND TO BE INCLUDED IN ANY DIOCESAN RECORD THAT RELATES TO HIM. We thank God for the spiritual richness lavished on us through Father Gustafson's ministry, and will continue to pray that he receive from God the reward for his walking the path of faithfulness to grace, humble priestly service, and generous Christian love, during the years of his ministry to us.

Sincerely, and on behalf of the Community,

Sister Frances Getchell, OSC

Sister Frances Getchell
Abbess

Abbess

Cc: Fr. Kevin McDonough
Fr. Paul Jaroszeski
Fr. Gilbert Gustafson

July 18, 2002
archbishop Harry J. Flynn
The Chancery
326 Summit Avenue
St. Paul, MN 55102-2197

archbishop Flynn:

The U. S. Bishops zero
tolerance rule for sexual
abuse of a minor, I believe
is unlawful if imposed upon
a priest retroactively if that
priest has already pled guilty
and served his sentence to the
said crime. Fr. Gil Quateman
has been treated this way.
I have been to many masses

at St. Clare's Monastery⁻²
said by Fr. Hil. We all
miss him very much and
hope and pray the bishops,
or you Archbishop Flynn,
will review his case and
restore him to all his priestly
duties. It would be a fair,
a just, and a compassionate
act.

Thank you.
Sincerely,

File
Gil Gustafson.



Archbishop Harry Flynn
Archdiocese of St Paul and Minneapolis
Office of the Chancery
226 Summit Avenue
St. Paul, MN 55102

July 18, 2002

Dear Bishop Flynn,

I am writing this letter to you, knowing how pastoral you are with your priests and people in the diocese. I need to share from a perspective not much heard from; my experience of what is happening today in our church and the impact it is having upon me. Any insight or support you can offer will be appreciated.

The days have become weeks since the bishops met. The pain in my soul, which was first raw and tear filled has moved deeper down, and roams in the bleak land of hopelessness. As a child, an uncle of one of my cousins sexually molested me. As a young woman a close and trusted friend raped me, he was also a priest. (*not of this diocese*) Both times, I did not know how to talk about the experience and they were buried deeply within me. The experience of being molested as a child was eventually worked through in therapy. The experience with the priest who raped me was transferred to anger with the church. Through a profoundly healing experience while doing an extended retreat based upon the Ignatian Exercises I was graced with the ability to dig deeply enough into my own psyche and uncover the source of my anger—the buried pain of rape. A wise and compassionate Jesuit priest worked with me and almost a year later in a healing ritual I let go of the pain of being a victim so that I could move on and take control of my life in the now. I found myself praying, asking God for forgiveness, not for the priest who raped me, I had already done that, but to forgive me for wearing the blinders of anger through which I looked at the church for over 30 years. In a novitiate where young men were exploring their lives in response to God's calling, a deeply healing experience of forgiving and being forgiven was mine, and the phrase through Christ, with Christ and in Christ took on new meaning.

During this same time I was exploring the remembered rape, I received support from a small faith community. One of the members of that intimate community is Father Gil Gustafson. He often shared in the years we have been together about his journey as an offender and the painful path he walks in rehabilitation. His integrity, his openness, his honesty, his commitment to God's people has touched me over and over again. His presence and struggle gave me the courage to eventually forgive the priest who raped me and begin my true healing. Gil has done jail time works his program, does therapy, and does all that he is capable of doing to be whole. That is why it is so sad that when the bishops met in Dallas they came up with a policy of zero tolerance. As the world watched, the previous inaction of the bishops led a community of wounded individuals, still buried in their pain, to scream out to draw and quarter the individuals who had perpetrated repeated sexual acts of abuse upon them. The bishops found a way to respond to their pain. By creating a policy of zero tolerance, they put the focus on all offenders, past and present and looked like they were making a strong, decisive action in support of children. In that process a good man, Gil, was given over to the mass hysteria of victims and a news media crying out, "crucify him." By creating this policy, the bishops abused Gil, just as he had abused the young man years ago.

Do I approve of what Gil did? No! Do I approve of the veil of secrecy and cover up that has allowed men to abuse over and over again? No! Do I approve of what the bishops did? No!

A group of frightened men came together and did damage control in the name of the church. Like Pontius Pilate they washed their hands after listening to testimonies. The offenders were lumped together and fed to the hungry crowd of upset victims, upset families, and upset communities who could not believe the bishops had been hiding this issue of pedophilia for so long. From my perspective a good man became the recipient of zero tolerance. He was thrown before a hungry news media to be gobbled up and in putting the focus on past offenders, the bishops were able to deflect the real issue of and buy time to put into practice policies they were encouraged to adopt over ten years ago. Policies and procedures that Gil even helped work on at the local level in the work he did on understanding clerical sexual abuse in the church at symposiums around the country. Now, because the bishops have created a policy that blanked all offenders, past and present, rehabilitated and active, he can no longer live the life of a priest. How cruel and heartless is this treatment, it is a reaction to the abuse victims screaming for vengeance with another form of vengeance, strip him of his title and dignity. Where is compassion on the part of the bishops? Where is forgiveness? The woman caught in adultery was not stoned to death, as was the custom. When Jesus said, "You who are without sin, cast the first stone." One by one the stones were dropped down and the people walked away.

The bishops have brought the scandal in the church upon themselves by protecting and hiding the men who have done violence. What are they doing now? Casting the stone. They are protecting themselves behind a policy of zero tolerance and a good man has been stoned to death. As a victim of sexual abuse I have found forgiveness and compassion in my heart for Gil and men like him who have rehabilitated their lives. What have the bishops found within theirs?

The church is the people of God, all her people. I look at the offenders, I look at the offended, I look at bishops who could not follow Jesus' leadership, which would have taken a lot of guts, I look at those screaming for action and those sitting silently and I wonder if I should put the blinders back on. A deep dark hole of pain lies within me as I feel our lack of tolerance, our lack of compassion, our lack of love and our quickness to judge and inability to forgive. I see the clergy reacting rather than acting. I see victims reacting. I see families of victims reacting. I see the news media reacting. I see all kinds of members of this one body reacting. I am trying not to react but the darkness is spreading within me. This is not the church, the people I want to a part of. Yet, I know, here is God's dwelling place, in the messiness of all of it. I want to turn my back and run. I sit with these questions in my soul Bishop Flynn and wonder if you can help me. How do I go on? How do I support Gil, when the church he loves, no longer wants his ministry? How can I live my life so the blinders of the past do not fall down again upon my eyes and in anger I wash my hands and walk away from a wounded, vulnerable body, seeping with injustice? How can I be a voice of hope in the midst of darkness? How can I help heal a wound that is not just about sexual abuse? How can I live a life of compassion and justice, and with others, help heal the deep oppression that our institution has imprinted upon its people, forgetting that all of us together give shape, face, name, and expression to the essence we call God?

Sincerely,



cc:

Gil Gustafson

July 18, 2002

Sister Frances Getchell, OSC
Abbess
Monastery of Saint Clare
8650 Russell Ave. S.
Minneapolis, MN 55431-1988

Dear Sister Frances,

Thank you for your letter of July 12, 2002 and your community promise of prayer, that is especially appreciated.

Thank you as well for the testimony about Father Gil Gustafson. I assure you that it will be placed in his main file, as well as a file we keep in my office. It is a beautiful statement and does capture the tremendous gift that Gil has given to you, the Poor Clares, and indeed this Archdiocese and priesthood.

Gil is a very good friend besides a brother priest so I am also grieving his withdrawal from active ministry. He has been very cooperative with the Archbishop's requests in this regard, but I know that it pains him deeply that the present climate in the Church leaves little room for any other solution right now. Let us all pray that he might be able to return to active ministry some day.

I don't think I am speaking out of turn when I assure you that this whole situation, and especially its consequences for a priest like Gil, deeply pains the Archbishop as well.

Although I am certainly very much a part of it, because of my present position in the Archdiocese, sometimes the Church as institution is most difficult to understand and appreciate.

Sister, I will indeed continue to keep the need of your monastery for sacramental ministry in mind. In gratitude for the powerful ministry of the monastery and the assurance of my prayers for you, I remain,

Sincerely in Christ,

Rev. Paul Jaroszeski
Director, Presbyteral Personnel Resources

Fr Gil

July 23, 2002

Dear

I have received your letter of June 26 in which you pour out your disappointment concerning the recent Charter which was accepted by the Bishops of the United States at Dallas. Specifically, you do not approve of the policy which states that all past, present and future offenses perpetrated by a priest would be met with the same response – that is that the priest who so offended could no longer serve as a priest.

I certainly share your pain. I can certainly see the reason for your disappointment especially when you and I have worked so closely with a person such as Father Gil Gustafson. However, the victim survivors will point out that they have lived with the pain all of their lives. The pain of sexual abuse has devastated them and in many cases ruined them and deprived them of the faith that was once theirs. I think that they, like yourself, doubted the goodwill of the bishops and lost trust in the bishops. Now, a person such as yourself writes to me that you are not able to trust the bishops as your leaders for you feel that your faith has been betrayed.

Certainly I regret that very much. I regret deeply what has happened to Father Gil. However, I don't know of any other way to respond to the challenge and the crisis in the Church at this time but the rather radical response that has been given.

if an offender were given another chance and if, through the circumstances in the human situation, that offender were to offend again I don't think I would want to be the bishop trying to defend that in a court of law. Would you? The whole situation is very complex and is very, very painful.

Father Gil is a remarkable person. Every time I have visited with him it has been a grace-filled experience. He will walk through this. We will support him and out of all of this will come an enormous amount of good for him and for the rest of us.

Thank you for writing to me. I send to you my blessings and good wishes.

With every good wish, I remain

Sincerely yours in Christ,

Most Reverend Harry J. Flynn, D.D.
Archbishop of Saint Paul and Minneapolis

Flynn
Fr. Gil

July 24, 2002

Dear

Thank you very much for your kindness in writing to me on July 8, 2002. I thank you for the affirming words which you wrote to me and for the sentiments which you expressed. Unfortunately, at this time, Father Gil will not be able to be in sacramental ministry. This has pained me greatly as it has him and so many others. He has done so well for such a long time. However, can you imagine what would happen if, for one reason or another, he did not do well and injured someone again as a priest. Can you imagine what it would be like for him, for me, and for the Church? Those are just some thoughts for us to ponder in this very difficult time.

Thank you, Keep me in your good prayers. Your letter was a most gracious one and filled with grace.

With every good wish, I remain

Sincerely yours in Christ,

Most Reverend Harry J. Flynn, D.D.
Archbishop of Saint Paul and Minneapolis

July 25, 2002

File -
Fr Gil
GUSTAFSON

Dear

I wish to acknowledge receipt of your kind letter which you sent to me recently. I apologize for not responding sooner. However, I was on vacation at my family home in the Adirondack Mountains in New York.

You speak so well and so truthfully about Father Gil Gustafson. Indeed, he is a fine, fine person. I have recognized his greatness in how he has responded to this very painful situation of his being removed from all ministries.

You make some fine reflections in your letter. Specifically, you advocate that: "the current zero tolerance stance should be revised to include provisions for an establishment of a review board composed of both clergy and laity. That board should have the ability to reconsider the roles on a case by case basis of clergy who have been complicit with both our legal justice system and faithful to restrictions imposed by the Church."

we already have that board in place. In fact, I have been following their directions very carefully.

These situations are extremely painful. If a person has done well for many years, it even becomes more painful. However, I don't think that I would want to be the bishop if for one reason or another that person were to perpetrate again. It would be very, very difficult on a diocese and on all concerned.

I thank you for your kindness in writing to me. Thank you for your observations about a wonderful person.

With blessings and good wishes, I remain

Sincerely yours in Christ,

Most Reverend Harry J. Flynn, D.D.
Archbishop of Saint Paul and Minneapolis

Fr Gil

July 25, 2002

[Redacted]

Dear [Redacted]

I have received your letter of June 29, 2002. I wish to acknowledge receipt of it and also to express my gratitude to you for writing. Please forgive me for not responding soon. I was out of the country and then went immediately on vacation with my family in the Adirondack Mountains in upstate, New York.

The story of your journey to God is a very beautiful one. I am so glad that Gil Gustafson played a part in it. Thank you for sharing with me your coming to Catholicism in spite of the difficulties which you faced.

I know that Gil's removal from ministry is very painful for you. It was painful for him and it was extremely painful for me. It's painful for those involved at the monastery and those who worked with him. However, it would not be possible for him to return at this time. You have no idea what this does to me, but it is necessary.

I thank you for writing to me and I thank you for discerning what a faith-filled person Gil Gustafson is. There are certain circumstances that are beyond my control at the present time.

With blessings on you, [Redacted] and asking God to continue to walk with you on your journey, I remain

Sincerely yours in Christ,

Most Reverend Harry J. Flynn, D.D.
Archbishop of Saint Paul and Minneapolis

Fr Gil

July 26, 2002

Dear

I want to express my gratitude to you for writing to me on July 4, 2002. I read your letter very carefully and thank you for writing about Father Gil, whom we both know to be an outstanding individual and person.

What has happened to Father Gil has pained me deeply as it has pained him and as it has pained the Poor Clare Community. However, there is nothing that I can do to change that. In your letter to me you mentioned that you had wished that there had been more inclusion of the faithful in the Church concerning the Charter. Diane, one of the reasons for releasing the original Charter in the early part of June was an attempt to receive the feedback of the faithful concerning the matter of sexual abuse and the feedback was that there should be more serious consequences which resulted in the Charter that was voted upon by the Bishops at our meeting in Dallas.

I thank you for your love for the Church. It is there in your letter, in every word that you wrote. I thank you for your great regard for Father Gil. And, I thank you for your gracious manner in which you expressed yourself to me.

With many blessings and many good wishes, I remain

Sincerely yours in Christ,

Most Reverend Harry J. Flynn, D.D.
Archbishop of Saint Paul and Minneapolis

File
Fr Gil
GUSTAFSON

July 29, 2002

Dear

I want to express my gratitude to you for your beautiful letter that you wrote on July 18, 2002 concerning Father Gil Gustafson. I, too, have been very pained by all that has happened and I know that Father Gil and the Poor Clare Community has also.

However, the Charter is in place and it must be followed. That causes pain but, nevertheless, that's what the Bishops voted on and that is where we are in our journey at this particular point in our Church in the United States.

Thank you very much for writing and I send to you many blessings. Your letter was a grace-filled one.

With every good wish, I remain

Sincerely yours in Christ,

Most Reverend Harry J. Flynn, D.D.
Archbishop of Saint Paul and Minneapolis

Fr Gil

July 31, 2002

Dear

Thank you so very much for your kindness in writing to me on July 12. I share with you your deep pain concerning Father Gil Gustafson.

It made me so happy to read your letter which spoke so beautifully about this good man. I know you will keep him in prayer and hold him before the Lord.

With blessings always, I remain

Sincerely yours in Christ,

Most Reverend Harry J. Flynn, D.D.
Archbishop of Saint Paul and Minneapolis

August 1, 2002

~~Sister Frances Getchell~~
~~Monastery of Saint Clare~~
~~8650 Russell Avenue S~~
Minneapolis, MN 55431

Dear Sister Frances,

Thank you very much for your kindness in writing to me on July 12, 2002. Indeed, I was very pleased to have received the most positive affirmation of ~~Father Gil Gustafson~~ upon this very painful occasion when he withdraws from ministry to your Monastery.

Be assured that I will place this correspondence in his file and that it will be there for any future reflection.

The past few months have been a most painful experience for so many. The days in Dallas were the most difficult that I have ever spent and the following weeks have had their challenges.

I extend to you and all the Sisters at the Monastery my blessings and good wishes and deep, deep gratitude.

With every good wish, I remain

Sincerely yours in Christ,

Most Reverend Harry J. Flynn, D.D.
Archbishop of Saint Paul and Minneapolis

Fr. Gil

August 1, 2002

Brother Paul J. O'Donnell
Franciscan Brothers of Peace
1289 Lafond Avenue
St. Paul, MN 55104

Dear Brother Paul,

Thank you very much for your very thoughtful and beautiful letter sent to me on July 20, 2001. In that letter you expressed some very beautiful sentiments concerning Father Gil Gustafson and the very painful situation in which we all find ourselves.

I can honestly say that every time that I have been in Father Gil's presence concerning the process in which he has been involved it has been a grace-filled event.

These are very, very complex and difficult issues. The Bishops in Dallas did vote on a more limiting Charter than the original one. However, in releasing the original one on the first few days of June, it gave people throughout the country an opportunity to respond. The response was most interesting.

At any rate, we'll move on in faith in spite of the pain and out of it all, hopefully, will come a more humiliated, a more purified and a Church that will reflect the very beautiful Face of Jesus Christ.

I send to you, Brother Paul and all the Brothers, my gratitude and blessings.

With every good wish, I remain

Sincerely yours in Christ,

Most Reverend Harry J. Flynn, D.D.
Archbishop of Saint Paul and Minneapolis

October 10, 2002

Gil Gustafson

Church of Saint Peter
PO Box 50679
Mendota, MN 55150-0679

Dear Gil,

The 2003 edition of the Minnesota Catholic Directory will not be available for a few months. Nevertheless, there are editorial decisions that have to be made now, in the fall of the year. One of those decisions involves your name, and I am writing so that you know about it ahead of time. I not only do not want you to be surprised, I also hope to offer you a word of support for something that may be painful for you. In recent months, as well as over the years, you have been generously cooperative with Archdiocesan leaders as we have sought to restore trust in priestly ministry. I am writing to you out of gratitude for that generosity.

When the 2003 edition of the Minnesota Catholic Directory appears, your name will not be in it. We are removing the names of ten priests who are, at least arguably, covered by the provisions of the Charter for the Protection of Children and Young People.

Some people would consider this decision a simple, straightforward consequence of the approval of the Charter. For others, it may give the impression of the abandonment of a brother in a time of need. Unfortunately, the need to make this decision comes at a time when all of the implications of the Charter are not yet clear. It may be that, with the perspective of further months behind us, we will understand those implications differently. Nevertheless, in the highly controversial atmosphere of today, we thought that it was necessary to error on the side of caution. I do not relish the idea of a reporter standing outside of your home, holding a copy of the Directory and claiming that you are being secretly kept in the priesthood in violation of the Charter.

I want to emphasize that this decision does not constitute our abandoning the approach of pastoral support that we have been attempting to take. Again, you have been very cooperative and I am most grateful.

Please let me know if this raises concerns for you. I wanted you to know ahead of time what was happening and I'm open to continued conversation with you.

Sincerely yours in Christ,

Reverend Kevin M. McDonough
Vicar General and Moderator of the Curia

Consulting Agreement
William M. Grove, Ph.D., L.P.

Page 1 of 4

William M. Grove, Ph.D., L.P., Consultant
767 Meadowood Dr.
Woodbury, Minnesota 55125-1177
Phone: (612) 625-1599 Fax: (651) 578-8004

Name _____
Address _____
Phone _____ Fax _____
RE: File Matter _____

LETTER OF AGREEMENT

I (we) the undersigned do hereby agree to engage William M. Grove to review material related to a legal case involving psychological issues.

Initial Case Review and Consultation

There is an initial, nonrefundable case-opening, review and consultation fee of \$3,500 to be paid in advance of opening work on the case.

If work in the Minneapolis-St. Paul area during this phase (i.e., before Dr. Grove is formally retained to serve as an expert witness or consultant, and before Dr. Grove is disclosed as an expert witness) exceeds 10 hours, a fully refundable advance of \$3,500 is due immediately; each additional hour (beyond the initial 10) will be charged against the advance at the rate \$350 per hour for all services.

If work is performed outside of the Minneapolis-St. Paul area, fees will be charged in units of whole days (rounded up to the nearest whole day, at \$3,500 per day), rather than hours. Charges for time spent travelling from or to the Minneapolis-St. Paul area will not accrue for trips scheduled at least 14 days prior to commencement of travel, provided they are arranged and paid for (travel fare, costs of lodging, and other reasonable travel costs) in advance by the undersigned. Charges for travel time will accrue for trips made on less than 14 days' notice, or for which Dr. Grove must prepay any or all travel-related costs. If charges for travel time accrue, they will be charged in units of half days (rounded up to the nearest half day, at \$1,750 per half day).

Disclosure as an Expert Witness

If, based on the initial review and consultation, the undersigned decide to continue to use Dr. Grove as a consultant, or if the undersigned decide to disclose Dr. Grove as an expert witness in the case, Dr. Grove must receive an additional, non-refundable payment of \$7,000. This payment must be received in advance of Dr. Grove's being further employed, or in advance of Dr. Grove's being named as an expert witness.

If work in the Minneapolis-St. Paul area during this phase exceeds 20 hours, an additional, fully refundable advance of \$7,000 is due immediately. Thereafter, each additional hour (beyond the initial 20) will be charged against the advance at the rate of \$350 per hour for all services.

If work is performed outside of the Minneapolis-St. Paul area, fees will be charged in units of whole days (rounded up to the nearest whole day, at \$3,500), rather than hours. Charges for time spent travelling from or to the Minneapolis-St. Paul area will not accrue for trips scheduled at least 14 days prior to commencement of travel, provided they are arranged and paid for (travel fare, costs of lodging, and other reasonable travel costs) in advance by the undersigned. Charges for travel time will accrue for trips made on less than 14 days' notice, or for which Dr.

Consulting Agreement
William M. Grove, Ph.D., L.P.

Page 2 of 4

Grove must prepay any or all travel-related costs. If charges for travel time accrue, they will be charged in units of half days (rounded up to the nearest half day, at \$1,750 per half day).

Need to Examine Plaintiffs, Complaining Witnesses, or Defendants

Unless another understanding is reached at the time this agreement is signed, the undersigned recognizes that Dr. Grove will need to personally examine and test the plaintiff(s)/ complaining witness(es) or defendant(s), or both. Such examinations will need to be completed at least 14 days prior to Dr. Grove's being required to state an opinion for disclosure to parties other than the undersigned. That is, Dr. Grove will need to complete such examinations prior to filing any and all affidavits relating to his opinion, prior to providing written reports for use by attorneys or the court, prior to deposition testimony, and prior to testimony at hearings or trials.

Affidavits, Reports, Depositions, Hearing or Trial Testimony

Dr. Grove will provide affidavits and/or reports as requested, provided these are requested reasonably far in advance of their deadlines. He will schedule and attend depositions, hearings and trials as requested, provided attendance is requested reasonably far in advance of deposition, hearing or trial dates. Before affidavits or reports will be provided, there must be no outstanding balance for services rendered. The same is true for deposition, hearing or trial testimony; there must be no outstanding balance before Dr. Grove travels out of town to testify or be deposed, or testifies or is deposed locally.

Depositions

Unless otherwise agreed in advance, it is understood that the opposing attorney(s) will pay Dr. Grove's fee for any depositions of Dr. Grove they choose to take. Such fees will be paid in full on the day and at the time the deposition commences, or the deposition shall not commence. Likewise, opposing attorney(s) will schedule Dr. Grove's travel for such depositions (for depositions occurring outside the Minneapolis-St. Paul area) at least 14 days in advance, and will prepay all Dr. Grove's travel-related expenses including travel fare, lodging and meals, and other reasonable travel costs, or the travel shall not commence.

If opposing attorneys do not agree to such advance payments, but the undersigned are still desirous of the deposition's going forward, the undersigned agree to prepay all travel-related expenses (if the deposition is to occur outside the Minneapolis-St. Paul area), and they also agree to prepay Dr. Grove's time for testifying in such depositions, in the stead of the opposing attorney(s) and in the manner stated.

If depositions are taken in the Minneapolis-St. Paul area, fees will be charged in units of hours (at \$350 per hour). This includes telephonic, videoconference, or other electronically convened depositions.

If depositions are taken out of the Minneapolis-St. Paul area, fees will be charged in units of whole days (rounded up to the nearest whole day, at \$3,500 per day), rather than hours. Charges for time spent travelling from or to the Minneapolis-St. Paul area will not accrue for trips scheduled at least 14 days prior to commencement of travel, provided they are arranged and paid for (travel fare, costs of lodging and meals, and other reasonable travel costs) in advance by the undersigned. Charges for travel time will accrue for trips made on less than 14 days' notice, or for which Dr. Grove must prepay any or all travel-related costs. If charges for travel time accrue, they will be charged in units of half days (rounded up to the nearest half day, at \$1,750 per half day).

Hearing or Trial Testimony

If testimony is to occur in the Minneapolis-St. Paul area, fees will be charged in units of hours (at \$350 per hour). This includes telephonic, videoconference, and other electronically transmitted testimony.

If testimony takes place out of the Minneapolis-St. Paul area, fees will be charged in units of whole days (rounded up to the nearest whole day, at \$3,500 per day), rather than hours. Charges for time spent travelling from or to the Minneapolis-St. Paul area will not accrue for trips scheduled at least 14 days prior to commencement of

Consulting Agreement
William M. Grove, Ph.D., L.P.

Page 3 of 4

travel, provided they are arranged and paid for (travel fare, costs of lodging and meals, and other reasonable travel costs) in advance by the undersigned. Charges for travel time will accrue for trips made on less than 14 days' notice, or for which Dr. Grove must prepay travel fare and/or hotel costs. If travel costs accrue, they will be charged in units of half days (rounded up to the nearest half day, at \$1,750 per half day).

Other Expenses

In addition to paying the above mentioned amounts, the undersigned agree to be responsible for reasonable costs and expenses incurred by Dr. Grove in connection with this case including, but not limited to travel fare and lodging; parking; long distance phone charges; faxes; Federal Express, United Parcel Service, or U.S. Postal Service charges; courier and other delivery charges; charges for obtaining psychological assessment materials and charges for scoring psychological assessment devices; and purchasing and/or photocopying research materials. Dr. Grove will seek verbal approval of any expenses greater than \$500 prior to making such expenditures.

Total Costs of Dr. Grove's Involvement In This Case

Dr. Grove makes no representation about the total costs of his involvement in this case. However, the undersigned recognize that these costs may be substantial. On request, Dr. Grove will provide information on the typical total cost of his working on particular kinds of cases, to the best of his knowledge.

Acceptance of the Terms of This Agreement

The terms of this agreement are offered for 14 days after the undersigned has received this agreement. If this agreement is not returned with an authorizing signature within 14 days of receipt, the terms offered herein may, at the sole discretion of Dr. Grove, be withdrawn or modified. If this agreement is returned with an authorizing signature, but without payment of the case-opening fee, the terms offered herein may, at the sole discretion of Dr. Grove, be withdrawn or modified. If payment of a case-opening fee or retainer payment is made in accord with the terms of this agreement, but without return of a signed copy of this agreement, then the undersigned agrees that receipt by Dr. Grove of the case-opening fee payment shall constitute a legal admission that the undersigned accept each and every term of this agreement. Dr. Grove will act in reliance on the understanding that, if the retainer fee is paid, the parties retaining him agree to all the terms of this agreement.

Amendment of This Agreement

This agreement may not be amended, except in writing. No verbal amendment to this agreement shall have any force. Amendment may take place by written attachment to this agreement, or by execution of a new agreement that explicitly supersedes this agreement. Until either form of amendment of this agreement is fully executed, the terms of this agreement govern the obligations of the parties to each other.

Termination of This Agreement

The undersigned retain(s) the right to terminate Dr. Grove's services at any time. In the event of termination, the undersigned will compensate me for services rendered and expenses incurred up to the date on which Dr. Grove receives notice of such termination. In the event of termination, all of the unused portions of advances shall be returned. If Dr. Grove's services are terminated, the initial \$3,500 case-opening fee, and/or the initial \$7,000 post-disclosure fee, shall not be returned.

Dr. Grove retains the right to withdraw, following due notice, from this undertaking if the terms of this agreement are not fulfilled.

Consulting Agreement
William M. Grove, Ph.D., L.P.

Page 4 of 4

Conflict of Interest Analysis

The undersigned agrees to provide Dr. Grove with the names of the opposing parties, with the understanding that a completed conflict of interest analysis is a precondition to this agreement.

AGREED:

Client

Client

William M. Grove, Ph.D., L.P.—Consultant

Date

**Civil Lawsuit Charges Abuse by Priest
And "Re-Victimization" By Church Leaders**

Archbishop Invited To Settle In Next 30 Days

**Seeks Unprecedented Court Supervision of Abuse
Victims, Removing Church Officials From The Process**

What:

At a news conference, a civil sexual molestation lawsuit against a priest and the archdiocese will be released and discussed. It will be filed in one month if church officials refuse to sit down with the victim and her attorney and agree to substantial reforms designed to help heal past victims and prevent future victims of abusive clergy.

The suit asks for a court injunction to prevent archdiocesan officials from contacting or dealing with abuse victims, and instead seeks court supervision of that process to prevent victims from being harmed by insensitive church leaders.

A large, blown-up copy of an invitation to Archbishop Flynn will be displayed.

When:

TODAY, Thursday, Oct. 17, 1:30 p.m.

Where:

Law office of Reinhardt & Anderson, 227 Minnesota, Suite E-1000 (First National Bank Bldg.) in downtown St. Paul

Who:

Abuse victims [REDACTED] of [REDACTED] and her attorney Jeff Anderson and representatives of SNAP, the Survivors Network of those Abused by Priests

Why:

Father Gil Gustafson, the only priest in the Archdiocese of Minneapolis-St. Paul who has been convicted of child sexual abuse, molested [REDACTED] Gustafson was caught saying Mass several months ago, contrary to promises made to other victims and even after having served prison time. (See St. Paul Pioneer Press)

[REDACTED] was victimized by Gustafson at [REDACTED] in [REDACTED] between the ages of [REDACTED] [REDACTED] When she contacted church officials last year and disclosed her abuse, [REDACTED] was treated insensitively, she claims.

Anderson and [REDACTED] are urging the archdiocese to adopt far-reaching reforms similar to those agreed to by St. John's Abbey in Collegeville several weeks ago.

Contact:

Attorney Jeff Anderson 651 227 9990, 612 817 8665 cell
Laura Barrett 314 645 5915, 314 443 5915 cell
David Clohessy 314 566 9790 cell

Statement of the Archdiocese of Saint Paul and Minneapolis in response
to Mr. Jeffrey Anderson's press conference of Thursday, October 17

The Archdiocese absolutely rejects the charge of "re-victimization" of this or any victim.

The facts are these: the complainant in this matter came to the Archdiocese about two and a half years ago. She voiced concerns that were both vague and inconsistent with the known offense pattern of the priest involved. Nevertheless, we offered the kinds of services that were called for by our 1992 and 1998 pastoral statements on sexual misconduct. We invited her continued conversation with the Archdiocese, especially with the help of an advocate to assist her. Because she informed us that she was under psychiatric care, we were then and have remained reluctant to contact her without her indication that she wished to talk with us. It comes as a complete surprise that she chose to reopen her contact with us now through a news conference.

Victims who approach any of the major churches in Minnesota, including the Archdiocese of Saint Paul and Minneapolis, are immediately offered the assistance of victim advocates who help them through a complaint and healing process. These advocates operate at "arm's-length" from the churches they help victims contact. They are trained by secular victim-services experts. Our hope is that those who now claim to be assisting the complainant in this matter will focus on her genuine needs, as the Archdiocese attempted to do.

The Archdiocese welcomes public scrutiny of all aspects of our response to sexual abuse by clergy, and we have done so for over a decade. Whether the already-crowded courts should be saddled with further scrutiny is a matter for the courts themselves to decide. However, Mr. Anderson's proposal that a church could not contact its own members without court supervision, as suggested in his publicity release, is a violation of our best American traditions.

The situation of the former priest named in the complaint, Gilbert Gustafson, has been widely covered several times in Twin Cities media. Prior to the approval of the Charter for the Protection of Children and Young People, he was engaged in administrative work and celebrated Mass regularly for a community of cloistered nuns. This was consistent with our publicly-disclosed policies. We reject the statement that we represented anything different to this or any other victim. Since Archbishop Flynn led the nation's bishops in the approval of the Charter last June, he applied the discipline of the Charter to Gilbert Gustafson. Mr. Gustafson has left all priestly practice and is in a process of transition.



Cur' fson file, please
"Jesus Christ is the same yesterday, today and forever." Heb. 13:8

Archdiocese of
Saint Paul and Minneapolis

Office of the Archbishop

October 31, 2002



Dear [REDACTED]

In a letter that you publicly addressed to me two weeks ago by way of a news conference, you expressed your interest in meeting with me about child abuse. Reports concerning that letter, which never was sent to me personally, included contradictory indications about when you wanted a response. I was told alternately that you wanted to hear from me within a month or by November 1. Out of respect for you, I wish to respond by the earlier of those two dates.

It is my practice to offer to meet with any individual who seeks the pastoral care of our Church in response to sexual abuse. I wish to emphasize, however, that any meeting with you would be pastoral in nature. To that end, I would welcome the presence of your therapist or a family member in such a meeting. I would not be willing to meet with you, however, in the presence of your attorney or representatives of advocacy groups.

I recognize your right to tell your story in any forum and any medium you choose. The way in which your request was communicated, however, causes me concern that your important and precious life story will be the subject of manipulation and publicity-seeking. Again out of respect for you, I cannot be a party to such tactics.

[REDACTED] I would be glad to meet with you along with a family member or therapist. If you would like to do so, please call my administrative assistant, Sister Ann Ganley (651-291-4408) to work on an appointment time.

Wishing you the peace that comes from our God, I remain

Sincerely yours in Christ,

+ Harry J. Flynn

Most Reverend Harry J. Flynn
Archbishop of Saint Paul and Minneapolis

*cc: Fr Kevin
Bill
Dennis*

226 SUMMIT AVENUE • ST. PAUL, MINNESOTA 55102-2197 • TEL: (651) 291-4408 • FAX: (651) 290-1629

E-MAIL: archcom@archspm.org

ARCH-015234

7. de [redacted] [redacted] G. [redacted]

Ganley, Ann

From: McGrath, Dennis
Sent: Monday, November 25, 2002 2:46 PM
To: Chancery Building; Hayden Building; Dayton Building
Subject: Archdiocese response to Jeffrey Anderson press conference

Minneapolis attorney Jeffrey Anderson staged a surprise press conference in front of the Chancery early this afternoon to publicize the serving of a lawsuit against the Archdiocese, Archbishop Flynn and Father McDonough on behalf of his client, alleged abuse victim

[redacted] Anderson who was accompanied by [redacted], some members of her family and SNAP (Survivors Network of Those Abused by Priests) representatives, charges that he is filing the suit because Archbishop Flynn "rejected" his offer to meet and "reconcile" with [redacted] himself and SNAP representatives.

Father McDonough met with the group and accepted the lawsuit service stating that this type of orchestrated media grandstanding by attorney Anderson is not consistent with personal needs and interests of victims or alleged victims, including [redacted]. He said he and Archbishop Flynn always welcome the opportunity to meet with those who come forward – but in pastoral, healing and fact finding meetings, not staged or media event meetings.

The following statement was distributed to news media representatives who were attended today's Jeff Anderson staged press event.

[redacted]

FOR IMMEDIATE RELEASE
Contact: Dennis B. McGrath
651-291-4412

Statement of the Archdiocese of Saint Paul and Minneapolis in response to lawsuit filed today by Minneapolis attorney Jeffrey Anderson on behalf of his client [REDACTED]

The claim by attorney Jeffrey Anderson that Archbishop Harry Flynn has rejected an offer by alleged abuse victim [REDACTED] to meet with her personally toward "reconciliation" is absolutely untrue. In fact, on October 31, 2002, Archbishop Flynn sent a letter to [REDACTED] informing her that he would be receptive to meeting with her (copy attached) in a private, pastoral "healing" meeting, as he is always willing to do with any alleged abuse victims. The letter said, however, that this meeting could not include her attorney or other outside parties because the Archbishop is not willing to be party to a manufactured media event staged by attorney Jeffrey Anderson or any other group.

To repeat clarifications of fact made by the Archdiocese in a statement responding to Jeffrey Anderson's charges about [REDACTED] in his October 17 news conference: Archdiocesan officials did meet with [REDACTED] some 2 ½ years ago to listen to her complaints about former priest Gilbert Gustafson. Although the complaints she made did not match the abuse pattern of Gustafson, who is no longer in any active ministry and has resigned, she was offered therapy and the assistance of an independent advocate and invited to continue conversations. She refused, stating that she was already under psychiatric care. Because of that statement, we were then and have remained, reluctant to contact her without an indication from her that she wished to reopen the dialogue and accept our offers of assistance.

As noted in our October 17th response, victims who approach any of the major churches in Minnesota, including the Archdiocese of Saint Paul and Minneapolis are immediately offered the assistance of victim advocates who help them through a complaint and healing process. These advocates operate at arms-length from the churches that they help victims contact and are trained by secular victim-services experts. Our hope has been that those who now claim to be assisting [REDACTED] in this matter will focus on her genuine needs, as the Archdiocese attempted to do.

Once again, Gilbert Gustafson, whose admitted offenses have been widely covered in the Twin Cities media over time, is no longer affiliated with the Archdiocese. Consistent with the principles of the Charter for the Protection of Children and Young People, he complied with those disciplines, has left the priestly practice and is in a period of transition. While he has admitted to his past offenses [REDACTED] served time in prison for those crimes and has since led an exemplary life, he adamantly maintains he never abused [REDACTED]. The Archdiocese remains very receptive and encouraging to [REDACTED] should she wish to continue her conversations and accept our offer of an advocate.

###

I am deeply disturbed that we are meeting in this kind of a staged setting, rather than with the Archbishop and in an appropriate meeting place, with [REDACTED] her therapist or her family members. This is exactly what Archbishop Flynn invited [REDACTED] to do. Instead, I was called away from spending time with a family whose mother's funeral I just celebrated, so that we could all be drawn into Mr. Anderson's grandstanding. I find it offensive that precious personal stories -- including that of [REDACTED] -- are being treated so impersonally. I am here to accept service of these suits, and then I will leave, since I have no further comment and do not want to be part of this sort of manipulative event. Members of the Archbishop's staff will be distributing a statement to media representatives. Thank you.



*I read these notes
at Anderson's grandstanding
event on 11/25/02* Def. Archdiocese 52
1 / 18

December 26, 2002

Gil Gustafson

St. Peter's

PO Box 50679

Mendota, MN 55150

Dear Gil,

How very kind of you to have stopped by with that wonderful package. Your card was beautiful and the companion to the card – the Irish liquid was even more welcome. It's a wonderful, wonderful liquid.

I hope 2003 will be a little better to everyone than 2002. It's been a hard year, Gil, but you've handled it all so gracefully.

With blessings to you and gratitude, I remain

Sincerely yours in Christ,

Most Reverend Harry J. Flynn, D.D.
Archbishop of Saint Paul and Minneapolis

File
Fr. Ed. Paul, Jr.

Dear Archbishop Flynn:

Thank you so very much for your generous Christmas gifts. I have read the first two chapters of the book you gave me, Gospel Spirituality and Catholic Worship. I think I will save the remainder for Lenten spiritual reading. I am also grateful for the money gift. I'm not sure of its purpose, Ed, but I suspect it will be more in service of recreation than education. Please know that I pray for you often (and not just in the eucharistic prayer)! Many blessings, Ed Sullivan

THANK YOU



ARCH-015357

File

Del. Rev. Jon

Dear Arch Bishop Flynn:

1/8/03

Please do not interpret the terrible tardiness of this thank you note as reflecting a lack of gratitude for your extremely generous gift. I am afraid I have betrayed my mother's patience & tolerance of writing timely thank you notes. As much as I appreciate your gift, your friendship and kindness is even more valued. The past six months have certainly been difficult, but they would have been excruciating if not for the love, support and care of my friends. I am glad to be able to number you as one of my friends. I look forward to our meeting on January 24.

In the Peace of R,
Bill Austin

February 19, 2003

[REDACTED]

Senator Gary W. Kubly
Minnesota State Capitol
Room 306

Dear Senator Kubly,

I received word via e-mail from SNAP (the survivor's network of those abused by priests) that you would like letters from victims regarding date of recovery in sex abuse cases. My story may be of some help in this matter.

My name is [REDACTED]. I was sexually abused by a priest in [REDACTED] from the ages of [REDACTED]. The abuse stopped when the priest [REDACTED]. As I was [REDACTED] I didn't understand what was happening to me. I knew it felt "bad", I felt ashamed, and I was too embarrassed to tell anyone. This was a respected man in our church, our community, and by our family. I was taught that priests were "holy men," and to respect my elders. I wondered why this man was thought of so highly when he made me feel so bad.

After my mother told me that he was in trouble and would be going to prison, I thought I would now be safe. He was being punished and I no longer needed to be scared of being hurt again. I didn't need to tell anyone and face shame and embarrassment because he was going away. From that day forward I blocked it from my mind.

It wasn't until approximately [REDACTED] that I recalled the abuse. I was watching the evening news with my husband when a story of sexual abuse aired. I suddenly said to my husband, "I was sexually abused". Not only was this news to him, but to me as well. I had recovered the memory I had blocked out for so many years.

This is only a short synopsis of my story. The hurt didn't end when I was [REDACTED]. I have suffered from depression and anxiety for years, and now post traumatic stress disorder as well.

My story is only one of many. There are multiple reasons victims don't or can't come forward at the time of the abuse. We need our chance for justice.

I hope this letter may be of some help to increase understanding in those who were fortunate enough to never have been abused. Thank you for the opportunity to speak out. And thank you for being an advocate for sexual abuse victims everywhere.

Sincerely,

[REDACTED]

DEPOSITION
EXHIBIT
32

[REDACTED]

215

11

MEMORANDUM

DATE: 2/25/2003
TO: Fr. Kevin McDonough
FROM: Gil Gustafson
RE: Our meeting on February 28, 2003

Kevin,

In preparation for our meeting on Friday, February 28 I wanted you to know of a recent event in my life so that it would not come as a surprise at our Friday meeting.

Tim Morin and I have purchased a home. We will be closing the deal at the end of March. I make mention of this because it occasions the need to discuss the terms of my transition arrangements with the Archdiocese. Specifically, in the short term we will need to revisit what I need in regard to assistance with room and board.

I look forward to the chance to check in on the housing development as well as other movements in my life related to employment, etc.



File, please

7 March 2003

Memo To: ~~Archbishop Flynn~~ and the Archbishop's Council

From: Father Kevin McDonough

Re: Gilbert Gustafson: Update

I met with Gil Gustafson on February 28. He and I have been meeting regularly to monitor his progress in his transition and to address specific needs as he complies with the terms of the Charter for the Protection of Children and Young Adults. He is making important progress in several ways:

In terms of emotional adjustment: He told me that the beginning of the new year marked an important watershed for him. He has set aside much of the depression he was experiencing and has found new energy, as can be seen below.

In terms of work: He has put together a project proposal with a foundation that would provide him decent support, engage his skills well, and might lead to further, stable work beyond the initial proposal period. He will know more about the likelihood of the proposal's success when he and I meet in early April, but he is fairly confident of success.

In terms of housing: He has purchased a home with his life-long friend and seminary classmate, Father Tim Morin. The home is in West Saint Paul, and would constitute both a residence for Gil and a retirement investment for Father Tim. Gil will occupy the house in early April. I raised the possibility that Gil would voluntarily notify the West Saint Paul police of his residence there (he is not bound by the sex offender notification law, since his conviction antedates that statute). Gil has a friend retired from police work whom he will approach for advice about how to do that.

In summary, he appears to be making progress. I think we are taking the steps most likely to assist his positive reintegration into the lay world. This will further our goal of limiting the possibility that he would become a danger to the community. The loss of the human support provided over the years by the surroundings of the priesthood could be very traumatic, but he seems to be doing well.

Delaney, Judy

Full Name: Gustafson, Gil
Last Name: Gustafson
First Name: Gil

Business Address: 994 Livingston Ave.
West St. Paul, MN 55118

Home: (651) 452-9497
Mobile: (651) 295-0421

E-mail: gustafsong
E-mail Display As: /o=Archdiocese of St Paul & Mpls/ou=SUMMIT/cn=Recipients/cn=gustafsong (gustafsong)

Categories: Business

21 April 2003

Memo To: Father Austin Ward
From: Father Kevin McDonough
Re: Some Matters with Gil Gustafson

Austin, you are aware that I have been working for some months on making a safe transition for Gil Gustafson to the lay life that is his because of the Charter for the Protection of Children and Young People and because of his voluntary resignation. I am writing to ask your help with a portion of that, and also to provide you and those copied on this memo with a summary of what has been happening:

1. Gil has moved out of the rectory at Saint Peter in Mendota and is now living in a private home. I have spoken to him about meeting with the police chief in the community where he now lives. He has a friend who is a former senior officer with the Saint Paul Police, who is going to be helping that conversation happen. Gustafson is not required by law to report his whereabouts to the police, but I have suggested that he do so as a courtesy to the local police.
2. Since he has moved out of the rectory, it will no longer be necessary to send the room-and-board support that has been going to Saint Peter. **I would like to ask you to add that amount onto the monthly severance amount we have been paying to Gil, however, to help with the costs of moving.** We should do that for the month of May. I will talk to you (pending what I describe below) about the month of June.
3. We are finalizing the severance agreement with him. The only thing we are waiting on is a job prospect that he is close to wrapping up. My goal is to have this completed in May. I will review it with you and with those copied below before committing us to anything.

Let me know if you have any questions.

cc: Archbishop Flynn
Bishop Pates
Bill Fallon

Giefer, Lisa

From: Domeier, Scott
Sent: Thursday, April 24, 2003 10:30 AM
To: Nickle, Lorelei Peters; Mondragon, Lynn
Cc: Giefer, Lisa
Subject: Gil Gustafson

Change of address:

994 Livingston Ave.
West St. Paul, MN 55118

Lynn, effective 5/1/03, begin paying the monthly housing check to Gil directly and stop paying St. Peters in Mendota.

Scott J. Domeier
Director of Accounting Services
Archdiocese of Saint Paul and Minneapolis
Direct 651-290-1641 Fax 651-290-1627

4/29/2003

ARCH-014482

607

(5/03)

651.295.0421 cell

651.452.9497
Hm.

994 Livingston Ave
W. St P 55118

MEIER, KENNEDY & QUINN

CHARTERED
ATTORNEYS AT LAW

SUITE 2200, NORTH CENTRAL LIFE TOWER
445 MINNESOTA STREET
SAINT PAUL, MINNESOTA 55101-2100
TELEPHONE (651) 228-1911
FACSIMILE (651) 223-5483

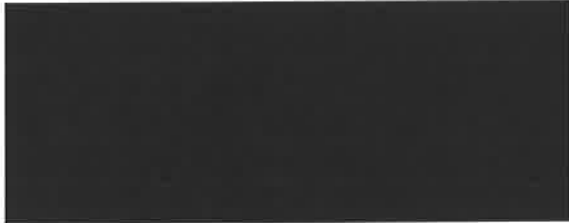
*Bill Gustafson
Callup, pt
file, please*

ANDREW J. EISENZIMMER
LEO H. DEHLER
THOMAS B. WIESER
CHARLES M. BICHLER
JOHN C. GUNDERSON

WILLIAM C. MEIER
(1920-1981)
TIMOTHY P. QUINN
(1921-1991)
ALOIS D. KENNEDY, JR.
(RETIRED)

twieser@mkqlaw.com

July 18, 2003



RE: [redacted] v. Archdiocese of St. Paul and Minneapolis, et al.
Court File [redacted]
Our File No. [redacted]

Dear [redacted]

The parties had set the above-matter for mediation on July 23, 2003. Because insurance coverage issues have not yet been fully resolved, the parties have agreed to temporarily postpone the mediation.

I will let you know when the new mediation date is set. The Stipulation extending the deadline in the Scheduling Order was sent to you on June 27, 2003.

If you have any questions, please call me.

Yours very truly,

MEIER, KENNEDY & QUINN, CHARTERED

TB THOMAS B WIESER

Thomas B. Wieser

TBW:sak

cc: Jeffrey Anderson
Sally Ferguson

bcc: The Most Reverend Archbishop Harry J. Flynn
Reverend Kevin M. McDonough
John Evans
William S. Fallon
Traci Smith
Christopher Weiner
Kenneth E. Hagedorn
Glenn Ison
Joseph Wiethoff
Ray Miller



MEIER, KENNEDY & QUINN

CHARTERED
ATTORNEYS AT LAW

SUITE 2200, NORTH CENTRAL LIFE TOWER
445 MINNESOTA STREET
SAINT PAUL, MINNESOTA 55101-2100
TELEPHONE (651) 228-1911
FACSIMILE (651) 223-5483

TWieser@mkqlaw.com

July 30, 2003

ANDREW J. EISENZIMMER
LEO H. DEHLER
THOMAS B. WIESER
CHARLES M. BICHLER
JOHN C. GUNDERSON

WILLIAM C. MEIER
(1920-1981)
TIMOTHY P. QUINN
(1921-1991)
ALOIS D. KENNEDY, JR.
(RETIRED)

file, please
6/11 Gustafson

C
O
P
Y

Jeffrey R. Anderson
Jeff Anderson and Associates, P.A.
E-1000 First National Bank Building
332 Minnesota Street
St. Paul, MN 55101

RE: [REDACTED] v. Archdiocese of St. Paul and Minneapolis, et al.
Court File No. [REDACTED]
Our File No. [REDACTED]

Dear Mr. Anderson:

You likely are aware of the Minnesota Supreme Court's recent decision in the matter entitled Langeslag v. KYMN (copy attached), where the Court reversed a damage award for intentional infliction of emotional distress (IIED). The holding in that case compels the voluntary dismissal of those IIED claims by [REDACTED] here.

In Langeslag, the jury awarded \$535,000 in damages for the claim based on IIED and the Court of Appeals affirmed. The IIED claim was based on the following facts:

1. on two occasions false police reports were made;
2. there were repeated threats of legal action; and
3. there were frequent, loud workplace arguments.

The Supreme Court reviewed the status of IIED law in Minnesota and noted that the claim is sharply limited to cases involving "particularly egregious facts". The Court added that a "high threshold standard of proof" is required. The Court also considered the four required elements of the claim including:

1. the conduct must be extreme and outrageous;
2. the conduct must be intentional and reckless;
3. it must cause emotional distress; and
4. the distress must be severe.

MEIER, KENNEDY & QUINN

Mr. Jeffrey R. Anderson

July 30, 2003

Page 2

RE: [REDACTED] v. Archdiocese of St. Paul and Minneapolis, et al.

Court File No. [REDACTED]

Our File No. [REDACTED]

The Supreme Court reversed the jury award and held as a matter of law that the facts failed to satisfy the proof requirements because the conduct "did not rise to the level of outrage that is utterly intolerable to the civilized community."

I bring this case to your attention now as it is clear that there is no good faith legal basis for [REDACTED] to continue to pursue the IIED claims. The facts as alleged by Plaintiff, no matter how artfully or forcefully argued, do not satisfy the "extreme and outrageous" conduct standard. There are no additional facts that need explanation or refinement through discovery, as [REDACTED] IIED claim is based on press release issued by the Archdiocese in October 2002. Determination by the Supreme Court in Langeslag that false police reports, repeated threats of legal action and frequent workplace arguments did not meet the proof requirements for the IIED claim make it clear that the press release issued by the Archdiocese does not satisfy the required extreme and outrageous conduct standard. Those claims should be therefore dismissed by Plaintiff, as there is little utility in continuing to address claims that have no chance of ultimately being successful. Could you please let me know your response as soon as possible.

On a related matter, could you please confirm that you have received the Answer on behalf of St. Mary of the Lake.

If you have questions about this, please call me.

Thank you.

Yours very truly,
MEIER, KENNEDY & QUINN, CHARTERED

 **THOMAS B. WIESER**

Thomas B. Wieser

TBW:sak

Enclosure

bcc: The Most Reverend Archbishop Harry J. Flynn w/Encl.

Reverend Kevin McDonough w/Encl.

William S. Fallon w/Encl.
[REDACTED]

MEMO

TO: Bishop Pates, Bill Fallon, and Fr. Austin Ward

FROM: Fr. Kevin McDonough

DATE: August 8, 2003

RE: Separation agreement for Gilbert Gustafson

Austin, 8/103
I would prefer to push for
an ending of the payments prior
to retirement.
KMD

I am attaching copies of two possible agreements with Gil Gustafson. We have written agreements already on file for a number of the priests covered by the charter, especially those who have gone into retirement. We do not have written agreements, however, with Gil Gustafson and Michael Stevens beyond their resignation from the particular work they were doing and their agreement not to carry out any ministry, wear a Roman collar or otherwise identify themselves as a priest. In other words, we took care of the temporary needs but have not yet resolved the long term issues. I am trying to get that long term resolution done with both of them.

Gil Gustafson and I have been talking for some weeks. Attached you will find and agreement that I drafted and then a second agreement that Gil proposed. The one I had drafted has some handwritten notes at the top of it.

As you can see, the major differences deal with the length of time in which the Archdiocese would be obligated to assist Gustafson, and by extension, Stevens. I am trying to move him on to a new life as soon as reasonably possibly. He shares that goal, but also is concerned about finding himself fifty-five years old and unemployable.

Let me ask you, please, to review the attached documents. I will try to find some time for us to discuss these in the next couple of weeks.

By the way, I set these documents aside in anticipation of my meeting in Chicago with officials of other dioceses. They do not seem to have any greater clarity about what they really want to accomplish than do we. In fact, we may be in somewhat better shape than in many places. Nevertheless, I am looking for your feedback at your convenience.

⊗ Fr Kevin's version is less costly and has an ending date. However, Canon Law it does not address the Arch's responsibility under Canon Law beyond the ending date. Will we continue to contribute to his pension until retirement?, it appears so. We may not be able to exclude his medical/dental in retirement, have many sign rescap this. - Pension - Participated - LeW not at cost no
⊗ Gil's version is very costly, \$42,900 annually with increases. We would also pay for Med/Dental + salary until retirement and Med/Dental in retirement. at Retirement.

Owen, Kathleen

From: Owen, Kathleen
Sent: Thursday, August 21, 2003 12:59 PM
To: Houge, Steve
Cc: Fallon, Bill

Thank you Steve for doing the copying job so soon. Please, however, return jobs I give you back to me, not to Bill. I know more about how I am handling the job than Bill and in this case, I needed to add several items to it before it went out. It might have gone out without them since you returned the finished product to Bill. Thanks for your consideration of this in the future.

Thanks
Kathleen

*Bill, regarding my email to Steve
- please check this file of small or damaged
items I pulled out of Fr. Gil's file to copy
separately. If you feel any of these
should be copied, please let me know.*

Kathleen

8-14-03

aka Roy

- mts w. Kevin

- started 2 mos ago

Fri / Sept 19 - 3-4:30

Jerome Kern - offender
- body members

Del Gustafson

mta w.

will see her on Tuesday

August 21, 2003

FOR YOUR INFORMATION

Mr. Leo Dehler
Meier, Kennedy & Quinn
Suite 2200
North Central Life Tower
445 Minnesota Street
St. Paul, MN 55101

SUBJECT: Resigned Priests

Dear Leo,

As you know, there are a small number of priests, who have just recently resigned under the "zero tolerance" policy of the Archdiocese of Saint Paul and Minneapolis. Although the resignations took place some months ago, the details regarding their separation from service were not completely worked out at the time of their leave. Therefore, in the interim, the Archdiocese continued their pay AND contributions into the Priests' benefit programs (health and pension) so that there was no lapse in coverage *until such time as the final details were determined. For your information, this has been continued to the present date, with no firm date for either resolution or discontinuance.*

Father Ward has informed me that one of these resigned priests has been working with Father McDonough on the details regarding his separation; and in that agreement, he is suggesting that the Archdiocese continue to contribute to the Priests' Pension Plan until he attains age 65. I have some concerns about this situation; and I would like your legal opinion. Below, I have identified some of my concerns:

- 1) The current definition of Plan Participant **does not include those who resigned (under any circumstances)**; therefore, although we allowed a temporary continuation of this benefit (wherein we may have considered the individual on "administrative leave"), this cannot be allowed to continue under the terms of the Plan;
- 2) If the definition of Plan Participant is changed to include resigned priests under certain circumstances, the Plan would be taking a discriminatory stand, which, in fact, would allow continuation of benefits for those who resigned "for cause" and those who resigned "at

will"; or, another way to look at it would be those who were asked to resign, and those who made a choice to resign. In any case, this would be challenged by other resigned priests.

- 3) If the resigned priest were allowed to continue as "active" in the Plan until his normal retirement date of age 65, in this particular case, he would be provided with an additional 13 years of Plan membership in a Plan, which is now based on Plan membership; and since he is not "active" as a priest, it would be inconsistent with the "active status" language in the Plan. This again is in direct conflict with the Plan Document and would be challenged by other resigned priests.
- 4) If the resigned priest were allowed to continue as "active" in the Plan until his normal retirement date of age 65, he would be considered a retiree from active status; and, therefore, entitled to health insurance benefits along with his retirement benefits. Once again, this is in direct conflict with the Plan Document and would be challenged by other resigned priests.

Please review my concerns and any you may have; and provide me with a legal opinion regarding this situation.

Thank you!

Sincerely yours,

(Mrs.) Mary Lynn Vasquez
Director of Benefits

Cc: Rev. Austin Ward

MEMO

TO: Archbishop Flynn, Bishop Pates and Bill Fallon

FROM: Fr. Kevin McDonough

DATE: September 29, 2003

RE: A complaint from [REDACTED]

On September 19 I met with [REDACTED] Catholics. In fact, his father [REDACTED] I apologize for bringing Bill into this particular matter, but it is likely that we will need his perspective at sometime in the future.

[REDACTED] had a very specific complaint about one of our former priests, and a more vague complaint about another. Permit to provide a brief summary of each here.

In regard to Jerome Kern: [REDACTED] recalls a single but traumatic incident when he was in sixth or seventh grade. He was [REDACTED] Fr. Kern took him to the seminary gymnasium. He recalls quite clearly that Fr. Kern fondled him to the point of orgasm. He also recalls Fr. Kern covering his mouth so that [REDACTED] could not cry out when someone appeared to stumble on the two of them in a compromising position. This was taking place [REDACTED]

In regard to Gilbert Gustafson: Gustafson, while a seminarian, served as a summer youth organizer at Our Lady of Grace. [REDACTED] has no specific recollection of any abuse by Gustafson. At the same time he has a very strong, even physical, reaction to Gustafson. He believes that he may have experienced some form of abuse and is working on that with his therapist.

Unless you direct me to do otherwise, I would like to take the following steps:

1) I would talk with Gil Gustafson about what, if any, memory he has of [REDACTED] I believe that Gustafson has been generally as disclosive as he knows how to be about the young people that he abused. I would like to find out if he has any information about this young man and if he is willing to share it.

2) I would like to confront Jerome Kern about [REDACTED] allegation. This is the first time that we have received a complaint about Kern that does not seem to me to be explainable as a misunderstanding. In the past, the accusations about Kern were about "horseplay" which could be misunderstood. However, to touch a young man sexually long enough for that young man to have orgasm would not be simply a misunderstanding. I would like to confront him and find out his reaction.

Please let me know if you have other advice for me.

cc: Deacon Sherman Otto

MEIER, KENN

CHARTERED

ATTORNEYS AT LAW

SUITE 2200, NORTH CENTRAL LIFE TOWER
445 MINNESOTA STREET
SAINT PAUL, MINNESOTA 55101-2100
TELEPHONE (651) 228-1911
FACSIMILE (651) 223-5483

TWieser@mkqlaw.com

October 8, 2003

File, please

ANDREW J. EISENZIMMER
LEO H. DEHLER
THOMAS B. WIESER
CHARLES M. BICHLER
JOHN C. GUNDERSON

WILLIAM C. MEIER
(1920-1981)
TIMOTHY P. QUINN
(1921-1991)
ALOIS D. KENNEDY, JR.
(RETIRED)

C
O
P
Y

Jeffrey R. Anderson
Jeff Anderson and Associates, P.A.
E-1000 First National Bank Building
332 Minnesota Street
St. Paul, MN 55101

RE: [REDACTED] v. Archdiocese of St. Paul and Minneapolis, et al.
Court File No. [REDACTED]
Our File No. [REDACTED]

Dear Mr. Anderson:

After a great deal of investigation and prodding, it now appears that Defendants have the insurance issues sufficiently resolved to proceed to mediation. I discussed this matter with Cindy Waldt earlier today and she agreed that we can reset the mediation date. I will contact Sally Ferguson and ask her to proceed to reschedule the mediation.

Cindy Waldt and I also discussed the required Joint Statement of the Case. Please have your draft of that form sent to me so I can complete it.

Enclosed and served upon you are the following discovery responses:

1. Defendant Archdiocese of Saint Paul and Minneapolis' Answers to Plaintiff's Interrogatories;
2. Defendant Archdiocese of Saint Paul and Minneapolis' Response to Plaintiff's Request for Production of Documents;
3. Defendant Archdiocese of Saint Paul and Minneapolis' Answers to Plaintiff's Expert Interrogatories;
4. Defendant Archdiocese of Saint Paul and Minneapolis' Response to Request for Production of Statements;
5. Defendant Archbishop Flynn's Answers to Plaintiff's Interrogatories;
6. Defendant Archbishop Flynn's Response to Plaintiff's Request for Production of Documents;

ARCH-015109

MEIER, KENNEDY & QUINN

Mr. Jeffrey R. Anderson

October 8, 2003

Page 2

RE: [REDACTED] v. *Archdiocese of St. Paul and Minneapolis, et al.*

Court File No. [REDACTED]

Our File No. [REDACTED]

7. Defendant Archbishop Flynn's Answers to Plaintiff's Expert Interrogatories;
8. Defendant Archbishop Flynn's Response to Plaintiff's Request for Production of Statements;
9. Reverend Kevin McDonough's Answers to Plaintiff's Interrogatories;
10. Reverend Kevin McDonough's Responses to Plaintiff's Request for Production of Documents;
11. Reverend Kevin McDonough's Answers to Plaintiff's Expert Interrogatories; and
12. Reverend Kevin McDonough's Response to Request for Production of Statements.

I note from our file that your office has not yet provided complete answers to all Defendant discovery requests, as you previously agreed. Please send that information at your earliest opportunity.

I am in the process of obtaining response to requests to St. Mary of the Lake. I expect to submit those responses soon.

Yours very truly,
MEIER, KENNEDY & QUINN, CHARTERED

/s/ THOMAS B. WIESER

Thomas B. Wieser

TBW:sak

Enclosures

cc: Paul Engh w/Encls.
Archbishop Harry Flynn w/Encls.
Reverend Kevin McDonough w/Encls.
St. Mary of the Lake w/Encls.
[REDACTED]

MEIER, KENNEDY & QUINN

CHARTERED
ATTORNEYS AT LAW

SUITE 2200, NORTH CENTRAL LIFE TOWER
445 MINNESOTA STREET
SAINT PAUL, MINNESOTA 55101-2100
TELEPHONE (651) 228-1911
FACSIMILE (651) 223-5483
TWieser@mkqlaw.com

*file, please
Custafson*

ANDREW J. EISENZIMMER
LEO H. DEHLER
THOMAS B. WIESER
CHARLES M. BICHLER
JOHN C. GUNDERSON

WILLIAM C. MEIER
(1920-1981)
TIMOTHY P. QUINN
(1921-1991)
ALOIS D. KENNEDY, JR.
(RETIRED)

October 23, 2003

VIA FACSIMILE & U.S. MAIL

Cynthia J. Waldt
Jeff Anderson and Associates, P.A.
E-1000 First National Bank Building
332 Minnesota Street
St. Paul, MN 55101

Mr. Paul Engh
Attorney at Law
Suite 215
220 South Sixth Street
Minneapolis, MN 55402

RE: [REDACTED] v. Archdiocese of St. Paul and Minneapolis, et al.
Court File No. [REDACTED]
Our File No. [REDACTED]

Dear Ms. Waldt and Mr. Engh:

Enclosed and served upon you are the following Notices of Taking Depositions for November 3, 4 and 10 and December 10, 2003 as follows: [REDACTED]; November 3rd at 9 a.m.; [REDACTED], November 3rd at 11 a.m.; [REDACTED], November 3rd at 1:30 p.m.; [REDACTED], November 4th at 9 a.m.; [REDACTED], November 4th at 1 p.m.; [REDACTED], November 10th at 9 a.m.; [REDACTED], November 10th at 10 a.m.; [REDACTED], November 10th at 1 p.m.; [REDACTED], December 10th at 9 a.m.; [REDACTED] December 10th at 9:30 a.m.; [REDACTED] p.m. These dates had previously been reserved for deposition purposes.

Please note that the deposition of [REDACTED] scheduled for November 3, 2003, is scheduled to be taken by telephone as Ms. [REDACTED] resides in Grand Marais, Minnesota. If you insist that a court reporter be present in Grand Marais to administer the oath and record the

MEIER, KENNEDY & QUINN

Cynthia J. Waldt
Paul Engh
October 23, 2003
Page 2

RE: [REDACTED] *v. Archdiocese of St. Paul and Minneapolis, et al.*
Court File No. [REDACTED]
Our File No. [REDACTED]

testimony, please let me know immediately. It is my plan to have the court reporter administer the oath and record the testimony via telephone from our offices.

I am evaluating the possibility of scheduling additional depositions for those dates. If the necessary arrangements can be made, I will send additional deposition notices soon.

Finally, please let me know if you will agree to produce [REDACTED] for his deposition.

If you have any questions, please call me.

Yours very truly,

MEIER, KENNEDY & QUINN, CHARTERED

/s/ THOMAS B. WIESER

Thomas B. Wieser

TBW/smc

Enclosures

cc: Archbishop Harry Flynn
Reverend Kevin McDonough
St. Mary of the Lake

[REDACTED]

MEIER, KENNEDY & QUINN

CHARTERED
ATTORNEYS AT LAW

SUITE 2200, NORTH CENTRAL LIFE TOWER
445 MINNESOTA STREET
SAINT PAUL, MINNESOTA 55101-2100
TELEPHONE (651) 228-1911
FACSIMILE (651) 223-5483

TWieser@mkqlaw.com

October 27, 2003

ANDREW J. EISENZIMMER
LEO H. DEHLER
THOMAS B. WIESER
CHARLES M. BICHLER
JOHN C. GUNDERSON

WILLIAM C. MEIER
(1920-1981)
TIMOTHY P. QUINN
(1921-1991)
ALOIS D. KENNEDY, JR.
(RETIRED)

C
O
P
Y

Cynthia J. Waldt
Jeff Anderson and Associates, P.A.
E-1000 First National Bank Building
332 Minnesota Street
St. Paul, MN 55101

Mr. Paul Engh
Attorney at Law
Suite 215
220 South Sixth Street
Minneapolis, MN 55402

RE: [REDACTED] v. Archdiocese of St. Paul and Minneapolis, et al.
Court File No. [REDACTED]
Our File No. [REDACTED]

Dear Ms. Waldt and Mr. Engh:

Enclosed and served upon you by U.S. Mail, please find the Notice of Taking of
cheduled for November 4, 2003, at 2:00 p.m.

Yours very truly,

MEIER, KENNEDY & QUINN, CHARTERED

/s/ THOMAS B. WIESER

Thomas B. Wieser

TBW:sak

Enclosure

cc: Archbishop Harry Flynn
Reverend Kevin McDonough
St. Mary of the Lake
[REDACTED]

*Can file, please
Gustafson*

MEIER, KENNEDY & QUINN

CHARTERED
ATTORNEYS AT LAW

SUITE 2200, NORTH CENTRAL LIFE TOWER
445 MINNESOTA STREET
SAINT PAUL, MINNESOTA 55101-2100
TELEPHONE (651) 228-1911
FACSIMILE (651) 223-5483

WILLIAM C. MEIER
(1920-1981)
TIMOTHY P. QUINN
(1921-1991)
ALOIS D. KENNEDY, JR.
(RETIRED)

ANDREW J. EISENZIMMER
LEO H. DEHLER
THOMAS B. WIESER
CHARLES M. BICHLER
JOHN C. GUNDERSON

TWieser@mkqlaw.com

October 28, 2003

**C
O
P
Y**

Cynthia J. Waldt
Jeff Anderson and Associates, P.A.
E-1000 First National Bank Building
332 Minnesota Street
St. Paul, MN 55101

Mr. Paul Engh
Attorney at Law
Suite 215
220 South Sixth Street
Minneapolis, MN 55402

RE: [REDACTED] v. Archdiocese of St. Paul and Minneapolis, et al.
Court File No. [REDACTED]
Our File No. [REDACTED]

Dear Ms. Waldt and Mr. Engh:

Enclosed and served upon you are the following :

1. Defendant St. Mary of the Lake Parish's Answers to Plaintiff's Interrogatories;
2. Defendant St. Mary of the Lake Parish's Responses to Plaintiff's Production of Documents;
3. Defendant St. Mary of the Lake Parish's Responses to Plaintiff's Production of Statements; and
4. Defendant St. Mary of the Lake Parish's Answers to Plaintiff's Expert Interrogatories.

MEIER, KENNEDY & QUINN

Cynthia J. Waldt
Paul Engh
October 28, 2003
Page 2

RE: [REDACTED] v. *Archdiocese of St. Paul and Minneapolis, et al.*
Court File No. [REDACTED]
Our File No. [REDACTED]

More detailed information about insurance coverage from St. Mary of the Lake was set forth in my October 27, 2003 letter.

If you have any questions, please let me know.

Thank you.

Yours very truly,

MEIER, KENNEDY & QUINN, CHARTERED

/s/ THOMAS B. WIESER

Thomas B. Wieser

TBW:sak

Enclosures

cc: Archbishop Harry Flynn
Reverend Kevin McDonough
St. Mary of the Lake

[REDACTED]

CURRICULUM VITAE

(last revised November 4, 2003)

William Merrill Grove

PERSONAL DATA

Birth Date, Social Security Number: withheld (provided as needed)

Address:

Office: Department of Psychology
University of Minnesota
N438a Elliott Hall
75 East River Road
Minneapolis MN 55455-0344

Home: 767 Meadowood Drive
Woodbury MN 55125-1177

Phone:

Voice and Voice Mail: (612) 625-1599
Fax (612) 626-2079

E-mail (University): grove001@umn.edu

Web page (University)¹: <http://www.psych.umn.edu/psyfac/core/Clinical/Grove.htm>

LICENSE

Minnesota Licensed Psychologist: # LP2921 (current)

EDUCATION

- 1983 Ph.D. University of Minnesota
Psychology (Minor: Behavior Genetics)
Thesis title: *The Numerical Taxonomy of Endogenous Depression*
Thesis Advisor: Paul E. Meehl
- 1977 M.A. University of Iowa
Counselor Education (Minor: Statistics)
Thesis title: *A Study of Convergent Validity for Trait Anxiety*
Thesis Advisors: David A. Jepsen, Harold P. Bechtoldt
- 1974 B.A. University of Iowa
Psychology (Summa Cum Laude)

¹ This web page is not maintained by Dr. Grove, and he has not reviewed its contents recently for timeliness or correctness.

GRANT SUPPORT

- 1994–1999 NIMH 1R01 MH49738
Familial Nature of Eye Tracking and Schizotypy
Principal Investigator: William M. Grove (33.3% effort)
Total Direct Costs Years 1–5: \$996,236
- 1990–1993 NIDA R01 DA25617
Vulnerability to Drug Abuse in High-Risk Youth
Principal Investigator: S. Susan Su (I was consultant, 10%)
Total Direct Costs Years 1–4: \$1,955,424
- 1990–1995 NIMH R01 MH46584
School Based Secondary Prevention for ADHD Children
Principal Investigator: Gerald August (I was consultant, 10%)
Total Direct Costs Years 1–5: \$1,600,000
- 1989–1991 MacArthur Foundation Mental Health Research Network I
The Relation of Personality Traits and Disorders to Affective Processes
Co-Principal Investigators: Auke Tellegen, William M. Grove
Total Direct Costs Years 1–2: \$89,080
- 1989–1992 NIMH R01 MH44643
Epidemiology and Course of First-Episode Schizophrenia
Principal Investigator: William G. Iacono (I was co-investigator, 5%)
Total Direct Costs Years 1–3: \$219,916
- 1988–1991 McKnight-Land Grant Professorship
Principal Investigator: William M. Grove
Total Direct Costs Years 1–2: \$64,500
- 1986–1987 Minnesota Medical Foundation
Simulation of Multitrait Family Models
Principal Investigator: William M. Grove
Total Direct Costs: \$4,200
- 1985–1987 Graduate College, University of Minnesota
Multitrait Family Study of Schizophrenia
Principal Investigator: William M. Grove
Total Direct Costs: \$11,500
- 1985–1987 Scottish Rite Schizophrenia Research Program
Multiplex Family Study of Schizophrenia
Principal Investigator: William M. Grove (without compensation)
Total Direct Costs: \$50,000

POSITIONS HELD

- 1993–present Associate Professor with Tenure, University of Minnesota Psychology Department
- 1990–1993 Assistant Professor, University of Minnesota Psychology Department
- 1985–1990 Assistant Professor, University of Minnesota Psychiatry Department
- 1984–1985 Assistant Research Scientist, University of Iowa Psychiatry Department

HONORS AND AWARDS

2003 Fellow, Council for Scientific Medicine and Mental Health
1995 Fellow, American Psychological Society
1994, 1999, 2003 Walk-In Counseling Center Volunteer of the Year
1988–1991 McKnight-Land Grant Professorship
1975 Phi Beta Kappa

PROFESSIONAL MEMBERSHIPS

1997–present International Society for the Study of Dissociative Disorders
1995–1996 Minnesota Psychological Association
1994–2001 Association of State and Provincial Psychology Boards
1993–present Society for a Science of Clinical Psychology
1993–1995 National Association of Scholars
1993–1995 American Association for Applied and Preventive Psychology
1992–1998 International Society for Genetic Epidemiology
1991–2000 American Society of Human Genetics
1990–present American Psychological Society
1987–1996 American Psychological Association (except 1993)
1986–present American Psychopathological Association
1986–1990 Union of Concerned Scientists
1985–1998 American Association for the Advancement of Science (except 1994)
1978–1999 American Statistical Association (except 1993–1997)
1977–1992 Classification Society (North American Branch)

SERVICE TO DEPARTMENT, UNIVERSITY, AND DISCIPLINE

- 2003 Ethics Consultant, Minnesota Board of Psychology
- 2002–2003 Director of Clinical Training, Clinical Science and Psychopathology Research Program, University of Minnesota Psychology Department
- 2000 Member, NIMH Ad Hoc Initial Review Group (psychopathology grants)
- 1998–present Consulting Editor, *Psychological Assessment*
- 1997 Member, NIMH Ad Hoc Initial Review Group (schizophrenia grants)
- 1996–2002 Awards Committee, University of Minnesota Psychology Department of Psychology
- 1996–present Introductory Psychology Coordination Committee, University of Minnesota Psychology Department of Psychology
- 1996–present Member, Charter and Bylaws Committee, Academy of Psychological Clinical Science
- 1996–present Editorial Board, *Assessment*
- 1996–2000 Associate Director for Practicum and Internship, Clinical Science and Psychopathology Research (formerly Clinical Psychology) Program, University of Minnesota Psychology Department
- 1995–1998 Reviewer, APA Annual Convention program submissions
- 1995–1996 Chairperson, Charter and Bylaws Committee, Academy of Psychological Clinical Science
- 1995–1996 Director of Clinical Training, Clinical Psychology Training Program, University of Minnesota Psychology Department
- 1995 Delegate, Academy of Psychological Clinical Science, New York City
- 1994–present President's Distinguished Faculty Mentor Program (mentoring for minority students)
- 1994–2000 Member, Minnesota Board of Psychology (Chairperson, Application Review Committee; Member, Legislative Committee; Member Rules Committee; Chairperson, Oral Examination Committee)
- 1994–1998 Member, American Psychological Association Division 12 (Clinical Psychology) Committee on Fellowships
- 1994–1997 Member, Colloquium Committee, Psychology Department, University of Minnesota
- 1994–1995 Member, Cognitive Psychology Search Committee, University of Minnesota Psychology Department
- 1994–1995 Member, University of Minnesota Graduate School Eva O. Miller Fellowship Committee
- 1994–1995 Member, University of Minnesota Graduate School Grants-in-Aid Review Committee (Biological Sciences Subcommittee)
- 1994 Delegate (Minnesota), Association of State and Provincial Psychology Boards, Scottsdale, Arizona
- 1994 Invitee (University of Minnesota), Conference on Clinical Science in the Twenty-First Century, Bloomington, Indiana
- 1993–1999 Member, Introductory Psychology Committee, Department of Psychology, University of Minnesota (Chairperson, Staffing Subcommittee)

- 1993–1999 Chairperson, American Psychological Association Division 12 (Clinical Psychology) Task Force “Assessment for the Twenty-First Century”
- 1992–present Supervisor, Walk-In Counseling Center, Minneapolis, Minnesota
- 1992–present Member, Introductory Psychology Committee, University of Minnesota Psychology Department (Chairperson, Staffing Subcommittee)
- 1992–1995 Supervisor, Walk-In Counseling Center, Minneapolis, Minnesota
- 1992–2000 Member, Minnesota Board of Psychology, Committee to Draft Rules for Continuing Education
- 1991–1998 Chairperson, Joint Clinical Child Psychology Training Program Steering Committee (alternating yearly as Chairperson with Prof. Ann Masten)
- 1991–1992 Member, Clinical Psychology Search Committee, University of Minnesota Psychology Department
- 1991–1992 Director, Clinical Psychology Training Program, University of Minnesota Psychology Department
- 1990–1992 Member, State of Minnesota Institutional Review Board
- 1989–1990 Advisory Board Member, Minnesota Depressive and Manic-Depressive Association
- 1989–1993 Member, Research Resource and Mentoring Committee, University of Minnesota Psychiatry Department
- 1987 Member, NIMH Schizophrenia Research Plan Panel (Committee on Diagnosis and Phenomenology), Washington DC
- 1987 Member, Ad Hoc NIMH IRG on Schizophrenia Research and Training Proposals, Washington, DC

EDITORIAL ACTIVITIES

Editorial board: *Assessment*

Consulting editor: *Psychological Assessment*

Reviewer for: *American Journal of Psychiatry; Behavior Genetics; Biological Psychiatry; Classification Journal; The Clinical Psychologist; Comprehensive Psychiatry; Genetic Epidemiology; Journal of Abnormal Psychology; Journal of Affective Disorders; Journal of Consulting and Clinical Psychology; Journal of Psychiatric Genetics; Journal of Psychiatric Research; Methods in Psychiatric Research; Neuropsychiatric Genetics; Philosophy, Psychology and Psychiatry; Psychiatry Research; Psychological Bulletin; Psychological Medicine; Psychological Reports; Psychological Review; Schizophrenia Bulletin*

PUBLICATIONS (* = peer-reviewed)

1978–1979

1. Andreasen, N.C., & Grove, W.M. (1979). The relationship between schizophrenic language, manic language, and aphasia. In P. Flor-Henry & J.H. Gruzelier (Eds.), *Hemisphere asymmetries of function in psychopathology*. Amsterdam: Elsevier-North Holland, pp. 373–390.

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.

Gustafson

vol 2

Gustafson, Gilbert

06/04/1977-

Persons
Ordained
Gustafson, Gilbert (Restricted - 1)

G

PER ORD

ARCH-015282

MEMO

TO: File of Gilbert Gustafson

FROM: Fr. Kevin McDonough

DATE: November 14, 2003

RE: Regular Monitoring Meeting

I met with Gilbert Gustafson on Tuesday, November 11. We reviewed the progress that he is making and his transition from active priestly ministry to lay life.

He continues to see his spiritual director and therapist. He is looking regularly for work, and has had some progress in the organizational development area.

The most significant new development in our conversation was his sense that he has taken an important step forward in fully leaving behind his self-identification as a priest and finding a new internal life. He told me that he has been "mourning" his loss of all priestly ministry back in May/June 2002. He considers this Fall an important milestone, since he has found himself beginning to imagine a new life with its own integrity and sense of purpose. He is letting go of the priesthood not only in obedience to the disciplinary steps imposed on him, but also because he is now finding new direction and purpose for himself.

This is, of course, a process that will continue for some time. I am scheduled to meet with him again in December, probably accompanied by Deacon Sherman Otto.

cc: Archbishop Flynn
Bishop Pates
Bill Fallon
Deacon Sherman Otto

file, please

M E M O R A N D U M

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.

MEMO

TO: Archbishop Flynn and Archbishop's Council
FROM: Fr. Kevin McDonough
DATE: February 19, 2004
RE: A lawsuit against the Archdiocese

Please find attached a letter and some notes connected to the lawsuit being brought by [REDACTED]. As you may recall [REDACTED] is alleging that Gil Gustafson abused her about twenty-five years ago.



I look forward to our having just a few minutes to review this matter at a forthcoming meeting.

Enclosure

CURRICULUM VITAE

Thomas Patrick Michael Doyle

Thomas Doyle was born August 3, 1944 in Sheboygan WI, the son of Michael Doyle and Doris Mellenthein. He was baptized Patrick Michael Doyle. He is the eldest of three children. He attended primary and secondary school in Ogdensburg NY and Cornwall, Ontario. Undergraduate studies were at Wadhams Hall College, Ogdensburg NY, and Loras College, Dubuque, Iowa. In August, 1964 he entered the Dominican novitiate at Winona MN and was given the religious name of Thomas. He pronounced simple vows on August 16, 1965 and solemn vows on August 16, 1968.

Graduate studies in philosophy and theology took place at Aquinas Institute of Philosophy, River Forest IL and Aquinas Institute of Theology, Dubuque IA respectively. He pursued graduate studies in Political Science at the University of Wisconsin and graduate studies in Canon Law at the Gregorian University, Rome, Catholic University of America, the University of Ottawa and St. Paul's University, Ottawa. He was ordained a Catholic priest in the Dominican Order on May 16, 1970 in Dubuque, IA. Although he has had only one assignment as a full-time parish priest in civilian parishes, he has consistently worked in parishes on a part-time basis since the time of ordination to the priesthood.

After completing graduate work in theology and several months of clinical pastoral training, he was assigned as an associate pastor in River Forest IL. In 1974 he was appointed an advocate for the Metropolitan Tribunal of the Archdiocese of Chicago. In 1978 he was appointed a judge in the same tribunal. In 1981 he was asked to serve as secretary-canonist at the Vatican embassy in Washington D.C., a post which he held until early, 1986. On June 16, 1986 he was commissioned a reserve officer in the U.S. Air Force. His reserve Air Force assignments were at Dover AFB, Dover DE and Andrews AFB, Maryland. Air Force training took place at Lackland AFB, Texas and Maxwell AFB in Alabama. His active duty assignments have been at Grissom AFB, IN, Hurlburt Field, FL, Lajes Field, Azores, Tinker AFB, OK and Ramstein AB, Germany.

He has had extensive teaching experience in Canon law as a visiting lecturer at Catholic University of America and the Chicago Theological Union. He has also been a lecturer at the Matrimonial tribunal Institutes of Catholic University of America and Mundelein Seminary as well as at the Institute for Spirituality in River Forest IL.

As a member of the canon law Society of America he served one term as member of the board of governors and three terms as chairman of the Marriage Research Committee. He was asked by the society to be the author of the section on marriage in the commentary prepared on the revised Code of Canon Law. He was also asked by the Commission for the Authentic Interpretation of the Code of Canon Law of the Holy See to prepare the footnotes on marriage for the annotated edition of the Code of Canon Law.

Fr. Doyle has given lectures and seminars on various aspects of Church Law throughout the United States and Canada. These have included topics in the areas of matrimonial jurisprudence, procedural law, penal law, religious law, property law as well as the theology of marriage among others. In 1986 he was the featured lecturer at the annual convention of the Canon Law Society of Australia and New Zealand.

In late 1984 he became involved with the issue of sexual abuse of children by Catholic clergy while serving at the Vatican Embassy. Since that time he has developed an expertise in the canonical and pastoral dimensions of this problem. He has worked with victims of abuse and their families, priests accused of abuse, bishops and superiors of religious institutes on this issue. He has developed policies and procedures for dealing with cases of sexual abuse by the clergy for dioceses and religious orders in the United States, Canada, Australia and New Zealand. In the capacity as an expert in this area, he has delivered lectures and seminars for clergy and lay groups throughout the U.S. In 1989 he appeared as an expert witness before the legislature of the State of Pennsylvania concerning that State's child protective legislation. He has also served and continues to serve as a consultant/court expert in cases

of alleged sexual abuse by the clergy throughout the United States, Canada and the United Kingdom.

ACADEMIC CREDENTIALS

- B.A.** Philosophy, Aquinas Institute of Philosophy, River Forest, IL, 1966
- M.A.** Philosophy, Aquinas Institute of Philosophy, River Forest, IL, 1968
Dissertation: "Organized Religion in Marxist-Leninist Philosophy."
- M.A.** Political Science, University of Wisconsin, Madison, 1971,
Dissertation: "Vladimir Lenin's Theory of Social Revolution."
- M.A.** Theology, Aquinas Institute of Theology, Dubuque, Iowa, 1971, Dissertation: "Liberation Theology in the Context of Social Needs in South America."
- M. Ch.A.** Administration, Catholic University of America, Washington, D.C., 1976
- M.A.** Canon Law, University of Ottawa, Ottawa, Ontario, 1977
Dissertation: "The Canonical and Legal Foundation of the Dominican Order in Canada."
- J.C.L.** Pontifical Licentiate in Canon Law. St. Paul University, Ottawa, 1977.
- J.C.D.** Pontifical Doctorate in Canon Law. Catholic University of America, Washington, D.C., 1978. Dissertation: "Marital Fidelity in the Canonical Tradition of the Catholic Church."
- Diploma:** United States Navy Drug and Alcohol Counselor School, October, 2000

POSITIONS HELD

- 2001- Chaplain, USAF, Ramstein AB, Germany
- 1997 -01 Chaplain, USAF, Tinker AFB, Oklahoma
- 1995 -97 Chaplain, USAF, Lajes Field, Azores
- 1993 -95 Chaplain, USAF, Hurlburt Field, Florida
- 1990 -93 Chaplain, USAF, Grissom AFB, Indiana
- 1991-93 Tribunal Judge, Diocese of Lafayette in Indiana
- 1993-95 Tribunal Judge, Diocese of Pensacola-Tallahassee and Archdiocese for the Military Services, U.S.A.
- 1986-90 Tribunal Judge and Special Assistant to the Archbishop, Archdiocese for the Military Services, U.S.A.
- 1986-90 Tribunal Judge, Diocese of Scranton, PA.
- 1981-86 Secretary-Canonist, Vatican Embassy, Washington, D.C.
- 1981-86 Visiting Lecturer in Canon Law, Catholic University of America, Washington, D.C.
- 1979-86 Faculty Member, Midwest Tribunal Institute, Mundelein Seminary, Mundelein, IL.

1978-86 Faculty Member, Tribunal Institute of the Catholic University of America, Washington, D.C.

1979-81 Visiting Lecturer in Canon Law, Catholic Theological Union, Chicago IL.
1978-81 Tribunal Judge, Archdiocese of Chicago, IL.

1974-78 Advocate and Defender of the Bond, Tribunal, Archdiocese of Chicago, IL.

1978-85 Faculty member, Institute of Spirituality, River Forest IL

1971-74 Associate Pastor, St. Vincent Ferrer Parish, River Forest IL.

1970-71 Graduate Student, Aquinas Institute of Theology, Dubuque, Iowa.

1966-70 Theological studies, Aquinas Institute of Theology

OTHER POSITIONS HELD

1983-85 Consultant to the Canonical Affairs Committee of the National Conference of Catholic Bishops

1978-81 Member, Board of Governors, Canon Law Society of America

1979-86 Chairman, Marriage research Committee, Canon law Society of America

1979-86 Editor, Marriage Studies, Washington D.C.

1982-88 Weekly columnist, Arlington Catholic Herald

1988-90 Consultant to the Canonical Affairs Committee of the National Conference of Catholic Bishops

1986 Director of the Institute of Spirituality, River Forest, IL

1971 Clinical Pastoral Training, Minnesota State Prison

PUBLICATIONS: BOOKS

1. Comrades in Revolution. Dayton: Pflaum Press, 1969.
2. The Understanding of the "Bonum Fidei" in the Church's Canonical Tradition. Washington, D.C.: Catholic University of America, 1978.
3. Rights and Responsibilities in the Church. New York: Pueblo Press, 1983.
4. The Homilist's Guide to Scripture, Theology and Canon Law. (With John Burke, O.P.), New York: Pueblo Press, 1987.
5. The Code of Canon Law: A Commentary. Leesburg VA: Catholic Home Study Institute, 1988.
6. Christian Marriage. Leesburg VA: Catholic Home Study Institute, 1989.
7. Meeting the Problem of Sexual Abuse Among the Clergy in a Responsible Way. (With Michael Peterson, M.D. and F. Ray Mouton, J.D.), Suitland MD: St. Luke Institute, 1985.

PUBLICATIONS: ARTICLES

1. "A New Look at the 'Bonum Fidei'," Studia Canonica 12(1978), 6-40.
2. "The Individual's Right to marry in the Context of the Common Good." Studia Canonica 13(1979), 245-302.
3. "Marital Breakdown: The Experience of the Tribunal." The Priest, September 1981.
4. "The Obligation of the Divine Office." The Priest, February, 1980.
5. "The Contemporary Challenge to Christian Marriage." The Priest, November and December, 1981.
6. "Why Some Catholics Get Divorced." U.S. Catholic, August, 1980.
7. "The Effects of Marital Disintegration on Children." The Priest, June, 1981.
8. "The Relationship of Canon law to the Catholic Family." The Priest, February, 1983.
9. "Sacramental Theology: Where We Are Today." The Priest, November, 1983.
10. "The Sacraments in the New Code." The Priest, November and December, 1984.
11. "The Contemporary Challenge to the Christian Family." The Exchange, Winter, 1980.
12. "The Internal Forum Solution." Phoenix, Summer, 1982.
13. "The Roman Catholic Church and Mixed Marriages." Ecumenical Trends, June, 1985.
14. "The Moral Inseparability of the Unitive and Procreative Aspects of Human Sexual Intercourse." Monitor Ecclesiasticus, 109(1984), 447-469.
15. "The Canonical Status of Religious Institutes: Additional Considerations." Studia Canonica 18(1984), 347-364.
16. "The Church and Marital Breakdown." Listening 15(1980), 54-64.
17. "The Canonical Foundations for Pre-Marital Preparation." Marriage Studies, Vol. 1, Washington D.C.: Canon law Society of America, 1980, 65-77.
18. "Select Bibliography on the Sacrament of Marriage." Marriage Studies, Vol. 1, Washington D.C.: Canon law Society of America, 1980, 78-101.
19. "The Competent Forum, Matrimonial Trials and Norm 7 of the American procedural Norms," Marriage Studies, Vol. 1, Washington D.C., Canon Law Society of America, 1980, 102-143.
20. "Matrimonial Jurisprudence in the United States." Marriage Studies, Vol. 2, Washington D.C.: Canon law Society of America, 1982, 111-158.
21. "The Moral Inseparability of the Unitive and procreative Aspects of Sexual Intercourse in the Thought of Pope John Paul II." Marriage Studies, Vol. 3, Washington, D.C.: Canon Law Society of America, 1985.
22. "The Catholic Church and Marital Breakdown." The New Catholic World, February, 1986.
23. "The Canonical Status of Religious Institutes." Monitor Ecclesiasticus 110(1985), 227-245.
24. "The Theology of Marriage." Studia Canonica, 20(1986).

25. "More on the Canonical Status of Religious Institutes." Angelicum, 1987.
26. "The Dignity of the Human Person in the Thought of John Paul II." Social Thought, 1987.
27. "The Clergy in Court: Clergy Malpractice." The Priest, January and February, 1987.
28. "Faith and the Sacrament of Marriage." Proceedings of the Australian Canon Law Society, 1987.
29. "Marriage." in The Code of Canon Law: A Text and Commentary. New York: Paulist Press, 1985. P. 737-834.
30. "Ministry to the Military: Valid or Not." The Priest, June, 1987.
31. "Military Marriages: Some Special problems." Studia Canonica 21(1987).
32. "Military Marriages." Military Chaplain's Review, Spring, 1988.
33. "The Christian Vocation of Marriage." Handbook on Critical Sexual Issues. St. Louis: Pope John XXIII Center, 1983.
34. "The Clergy in Court: recent Developments." The Priest, July and August, 1990.
35. "Canon Law." 336 entries on Canon Law topics in The Concise Catholic Encyclopedia, Huntington IN: Our Sunday Visitor Press, 1990.
36. "The Rights of Priests Accused of Sexual Misconduct." Studia Canonica 24(1990).
37. "Canon Law." 274 entries in The Concise Catholic Dictionary, Huntington IN: Our Sunday Visitor Press, 1993.
38. "Healing the Pain." The Blue Book. Annual Proceedings of the National Catholic Council on Alcohol and Drug Related Problems, 1994.
39. "Privileged Communications In the Military." Hurlburt Field, FL, Chaplain Resource Board.
40. "Privileged Communications and Military Chaplains." USAF Chaplain Resource Board

PROFESSIONAL MEMBERSHIPS

Canon law Society of America
 Canon law Society of Great Britain and Ireland
 Canon law Society of Australia and New Zealand
 Canadian Canon law Society
 Societe Internationale de Droit Canonique
 National Rifle Association
 Titanic Historical Society
 Aircraft Owners and Pilots Association
 Warbirds of America

Experimental Aircraft Association

Phi Alpha delta law Fraternity

Professional Association of Dive Instructors

MILITARY AWARDS AND DECORATIONS

National Defense Medal (2X)

NATO Service Medal

Kosovo Campaign Medal

Armed Forces Service Medal

Armed Forces Expeditionary Medal (2x)

Humanitarian Service Medal

Military Outstanding Volunteer Service Medal

Air Force Achievement Medal

US Army Achievement Medal

Air Force Commendation Medal (3x)

Meritorious Service Medal

"Most Distinguished Graduate," US Navy Drug and Alcohol Counselor School

MISCELLANEOUS

Winner of the 1992 Cavallo Award for Moral Courage in Government and Business

Major, United States Air Force, Active Duty

Member, Order of the Desert Legion (US Army)

FAA licensed pilot, multi-engine, commercial and Instrument rated

P.A.D.I. certified Master Scuba Diver, Divemaster, Rescue Diver

PRESENT ADDRESS

Maj Thomas Doyle
PSC 2, Box 10346
APO AE 09012
011-49-6371-47-6148 (office)
011-49-6371-617567 (home)
011-49-173-310-1795 (cell)
thomas.doyle.2@ramstein.af.mil (Office)
tpdoyle@t-online.de (Home)

(Ramstein AB, Germany)
Landstuhlerstrasse 5
Ramstein 66877
Germany

NEXT OF KIN

Kelly Ann Tobin (Sister)
2013 Wedgewood Dr.
Grapevine TX 76051
817-488-5166

Shannon Mary Browning (Sister)
3606 Cranwood Dr. NW
North Canton OH 44720
330-497-4274

MEIER, KENNEDY & QUINN

CHARTERED
ATTORNEYS AT LAW

SUITE 2200, NORTH CENTRAL LIFE TOWER
445 MINNESOTA STREET
SAINT PAUL, MINNESOTA 55101-2100
TELEPHONE (651) 228-1911
FACSIMILE (651) 223-5483

TWieser@mkqlaw.com

WILLIAM C. MEIER
(1920-1981)
TIMOTHY P. QUINN
(1921-1991)
ALDOIS D. KENNEDY, JR.
(RETIRED)

ANDREW J. EISENZIMMER
LEO H. DEHLER
THOMAS B. WIESER
CHARLES M. BICHLER
JOHN C. GUNDERSON

*file, please
Gustafson*

May 14, 2004

C
O
P
Y

Jeffrey R. Anderson
Jeff Anderson and Associates, P.A.
E-1000 First National Bank Building
332 Minnesota Street
St. Paul, MN 55101

RE: [REDACTED] v. Archdiocese of St. Paul and Minneapolis, et al.
Court File No. [REDACTED] The Honorable Gary W. Bastian
Our File No. [REDACTED]

Dear Mr. Anderson:

In accordance with our recent discussion, I have enclosed copies of the materials from the Gilbert Gustafson file which were not previously provided to you or were not provided to Sue Stingley for her review.

As we discussed, it is Defendants' position that 1) production of these documents does not constitute a waiver of the objections previously issued, 2) Plaintiff is not authorized to release or use these materials in any way that is unrelated to the above-referenced litigation, 3) production of these documents does not constitute a waiver of Defendants' objections to the admissibility of these documents at trial, and 4) production of these documents does not constitute a waiver of objections relating to any other files or materials that might be requested from Defendants in connection with other litigation.

Yours very truly,
MEIER, KENNEDY & QUINN, CHARTERED

/S/ THOMAS B. WIESER

Thomas B. Wieser

TBW:sak

Enclosures

cc: Paul Engh w/Encls.
Reverend Kevin McDonough
William S. Fallon
[REDACTED]

INTEROFFICE MEMO from
ARCHBISHOP HARRY FLYNN

TO:

- | | |
|---|--|
| <input type="checkbox"/> Bp. Campbell | <input type="checkbox"/> Fr. Jaroszeski |
| <input type="checkbox"/> Bp. Pates | <input type="checkbox"/> Ms. Klima |
| <input type="checkbox"/> Fr. Kevin McDonough | <input type="checkbox"/> Ms. Peters-Nickle |
| <input type="checkbox"/> Fr. Baer | <input type="checkbox"/> Ms. Laird |
| <input type="checkbox"/> Mr. Baker | <input type="checkbox"/> Sr. Lucid |
| <input type="checkbox"/> Sr. Brennan | <input type="checkbox"/> Dr. McCarver |
| <input type="checkbox"/> Mr. Cherek | <input type="checkbox"/> Mr. McGrath |
| <input type="checkbox"/> Fr. Conlin | <input type="checkbox"/> Ms. Mondragon |
| <input type="checkbox"/> Ms. Dawson | <input type="checkbox"/> Mr. Mullin |
| <input type="checkbox"/> Ms. Des Roches | <input type="checkbox"/> Ms. Nickelson |
| <input type="checkbox"/> Fr. Dease | <input type="checkbox"/> Fr. Piche |
| <input type="checkbox"/> Mr. Domeier | <input type="checkbox"/> Deacon Riordan |
| <input type="checkbox"/> Sr. Donnelly | <input type="checkbox"/> Fr. Snyder |
| <input type="checkbox"/> Mr. Errigo | <input type="checkbox"/> Ms. Soderlund |
| <input checked="" type="checkbox"/> Mr. Fallon | <input type="checkbox"/> Ms. Tomlin |
| <input type="checkbox"/> Deacon Friesen | <input type="checkbox"/> Mr. Vanden Plas |
| <input type="checkbox"/> Sr. Ganley | <input type="checkbox"/> Ms. Willenbring |
| <input type="checkbox"/> Dr. Glynn | <input type="checkbox"/> Ms. Willerscheidt |
| <input type="checkbox"/> Sr. Heinen (Bio-medical) | <input type="checkbox"/> Mr. Willis |
| <input type="checkbox"/> Ms. Herrera | <input type="checkbox"/> Fr. Wilson |
| <input type="checkbox"/> Mr. Hennen | <input type="checkbox"/> Mr. Zyskowski |
| <input type="checkbox"/> Ms. Horgan | |
| <input type="checkbox"/> Mr. Houge | |
| <input type="checkbox"/> Sr. Howell | <input type="checkbox"/> _____ |

- | | |
|---|---|
| <input type="checkbox"/> action | <input type="checkbox"/> recommendation |
| <input type="checkbox"/> see me | <input type="checkbox"/> prepare draft |
| <input type="checkbox"/> call me | <input type="checkbox"/> note & return |
| <input type="checkbox"/> prepare reply | <input checked="" type="checkbox"/> read & file |
| <input type="checkbox"/> your signature | <input type="checkbox"/> information |
| <input type="checkbox"/> my signature | <input type="checkbox"/> as requested |
| <input type="checkbox"/> comment | <input type="checkbox"/> per conversation |

REMARKS:

DATE: 6-14-04

189.7.

337- 367-
~~323~~-
7069

Leon Merrill.

Re: Bonse v. Archdiocese of St. Paul and Minneapolis, et al.
Court File No.: 62-C4-02-011412

STATE OF MINNESOTA)
) ss.
COUNTY OF RAMSEY)

AFFIDAVIT OF SERVICE

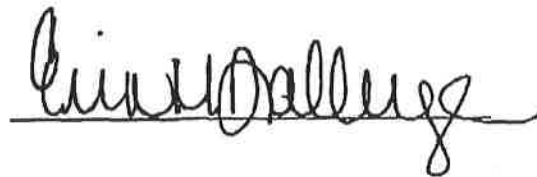
Erin M. Dalluge, being first duly sworn, deposes and says that on July 15, 2004, she served the following document(s):

Plaintiff's Amended Expert Disclosures

upon the following attorneys by fax as follows:

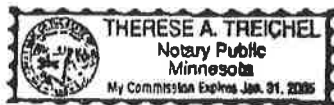
Thomas Wieser
Meier, Kennedy & Quinn
Suite 2200 NCL Tower
445 Minnesota Street
St. Paul, MN 55101-2100

Paul Engh
220 South Sixth Street, Suite 215
Minneapolis, MN 55402



Subscribed and sworn to before me
this 15 day of July, 2004.


Notary Public



**Gilbert J. Gustafson
994 Livingston Ave.
West St. Paul, MN 55118
(651)295-0421
gustafsong@comcast.net**

File please

September 8, 2004

Rev. Kevin McDonough
Chancery
226 Summit Ave.
St. Paul, MN 55102

Dear Kevin:

I have enclosed the most recent bill from my lawyer. I would appreciate your seeing that it be paid.

I would also appreciate some information and some advice. In our conversation on August 27 I indicated to you that I didn't intend to broadly reveal the Archdiocese's intention to send documents regarding my case to Rome for review. Up to this point I have shared this information with my lawyer, a couple of other advisors and a very close friend. There are a number of other friends including several priests whom I have not shared this information. I have chosen to be tight lipped about this matter because I wanted time to process the information.

Could you please tell me how widely known is the diocese's intention (now action?) to send these documents to Rome? If there are only a very few people who are aware of this I will probably choose to hold this knowledge close to my vest. If it is possible that this knowledge will become widely known I would want to tell my friends myself. I have had the time I needed to process this development and am now ready to share the information more widely.

Do you think it is time for me to speak of this matter more openly with friends?

Give me a call on my cell phone when you get a chance (651-295-0421) it is the most reliable way of contacting me.

Gil

STATE OF MINNESOTA
COUNTY OF RAMSEY

DISTRICT COURT
SECOND JUDICIAL DISTRICT
COURT FILE NO [REDACTED]

[REDACTED]
Plaintiff(s),

v.

**AMENDED
SCHEDULING ORDER**

Archdiocese of St. Paul and Minneapolis, et al,
Defendant(s).

Upon agreement of the Court and counsel and based on the information contained therein, a review of the file and the proceedings herein,

IT IS HEREBY ORDERED THAT:

1. Deadlines set forth in this order may be extended only with leave of the court.
2. All discovery shall be noticed so as to be completed by **December 10, 2004**. This cutoff date for discovery is also the deadline to bring and hear motions to compel discovery. No motion will be heard unless the parties have conferred in an attempt to resolve their differences prior to the hearing. The moving party shall certify to the court in writing, before the time of the hearing, compliance with this rule or any reasons for not complying. (Minnesota Gen. Rule Pract 115.10). **If matters are scheduled before the court and any of the parties or the attorneys fail to appear, sanctions may be imposed.**
3. Plaintiff(s) must disclose all experts and provide information required by the Minnesota Rules of Civil Procedure by **November 12, 2004**. Defendant(s) must disclose all experts and provide information required by the Minnesota Rules of Civil Procedure by **November 26, 2004**. If any party has not disclosed their expert(s) and has not provided required information prior to the deadline, the expert testimony will not be allowed at trial.
4. Non-dispositive motions must be scheduled so that they are **heard by January 14, 2005**. The deadline for filing verdict forms, instructions, exhibit lists, witness lists and motions in limine will be given at the pretrial/settlement conference.
5. Dispositive motions must be scheduled so that they are **heard by January 14, 2005**.

Parties intending to bring dispositive motions should schedule the motion eight weeks prior to the deadline, or earlier. Counsel should monitor the status of the motion calendars and plan accordingly. **The failure to schedule a motion timely will not be grounds for any extension of the motion deadline.** No motion will be heard unless the moving party certifies in writing the attempts of the parties to resolve their differences prior to the motion hearing.

6. This case shall proceed to **mediation** per Rule 114. The parties have selected **Sally Ferguson** as a qualified neutral. The deadline to complete **mediation** is **March 24, 2005**.

7. A Joint Statement of the Case per Rule 112 shall be filed no later than **March 11, 2005**. If not filed by this date, a hearing may be set before the undersigned.

8. A pre-trial/settlement conference is hereby set for **March 24, 2005 at 9:30 am in Room 1150**. The attorney who will try the case, the parties involved in the litigation (except insureds with no settlement authority), and claims adjusters must attend. At least one person who has final authority to settle this case, must personally attend. Leave may be granted by the undersigned to allow out-of-state parties or claims adjusters to appear by telephone.

9. Trial is scheduled for a date certain **May 9, 2005 at 9:00 a.m.** The estimated length of trial is **5-7 days**. A jury trial **has** been requested and fees **have** been paid.

10. Pursuant to Rule 121, if the above entitled matter settles, counsel shall immediately advise the court of the settlement. Counsel should contact Mary Jo Maxwell, Civil Case Manager, 750 Courthouse or phone (651)266-8308.

DATED: September 16, 2004



DISTRICT COURT JUDGE

MEIER, KENNEDY & QUINN

CHARTERED
ATTORNEYS AT LAW

SUITE 2200, NORTH CENTRAL LIFE TOWER
445 MINNESOTA STREET
SAINT PAUL, MINNESOTA 55101-2100
TELEPHONE (651) 228-1911
FACSIMILE (651) 223-5483

ANDREW J. EISENZIMMER
LEO H. DEHLER
THOMAS B. WIESER
CHARLES M. BICHLER
JOHN C. GUNDERSON
PAUL L. NEVIN

WILLIAM C. MEIER
(1920-1981)
TIMOTHY P. QUINN
(1921-1991)
ALOIS D. KENNEDY, JR.
(RETIRED)

Gil Gustafson
File, please

AEisenzimmer@mkqlaw.com

September 27, 2004

Mr. Nicholas Basil
Boulay, Heutmaker, Zibell & Co.
Certified Public Accountants
5151 Edina Industrial Boulevard, Suite 500
Edina, MN 55439

Re: The Archdiocese of Saint Paul and Minneapolis
Our File No.: [REDACTED]

Dear Mr. Basil:

By letter dated August 11, 2004, Scott Domeier, Director of Accounting Services of The Archdiocese of Saint Paul and Minneapolis (the "Client"), has requested us to furnish you with certain information in connection with your examination of the financial statements of the Client as of June 30, 2004.

This firm represents the Client on a regular basis and this auditor's letter does not include any specific matters as to which we have not been consulted or retained by the Client or its insurers. It is limited to specific matters as to which we were consulted by the Client.

Subject to the foregoing and to the last paragraph of this letter, we advise you that since July 1, 2003, we have not been engaged to give substantive attention to, and have not represented the Client in connection with, loss contingencies coming within the scope of clause (a) of Paragraph 5 of the ABA statement of Policy Regarding Lawyers' Responses to Auditors' Requests for Information (December 1975), except as follows:

1. [REDACTED] v. Archdiocese of St. Paul and Minneapolis, Church of St. Vincent de Paul, et al. Suit in Ramsey County District Court. Insurance coverage for Archdiocese and parish is with Catholic Mutual. Claim alleges vicarious liability and negligence for misconduct by parish priest. A mediation in the case was attempted in August 2002, but was unsuccessful. Plaintiff's demand at present is [REDACTED] The case is scheduled for trial in November.

C
O
P
Y

MEIER, KENNEDY & QUINN

Mr. Nicholas Basil
September 27, 2004
Page 2

Re: The Archdiocese of Saint Paul and Minneapolis
Our File No.: [REDACTED]

2. [REDACTED] v. The Archdiocese of Saint Paul and Minneapolis and Father Leo Krauthremer. Suit in Ramsey County District Court. Claim alleges vicarious liability, negligence and fraud against the Archdiocese for misconduct by priest. The claims were tendered to insurers for the Archdiocese. A motion by Defendants for dismissal under the statute of limitations was granted and Plaintiff has appealed that dismissal to the Court of Appeals. The appeal has been fully briefed. Oral argument is scheduled for October 21, 2004.
3. [REDACTED] v. The Church of St. Mark and The Archdiocese of Saint Paul and Minneapolis. Suit in Ramsey County District Court alleging negligence against the Defendants for the injuries sustained by the Plaintiff when she was burned on heating pipes in the St. Mark School building. The claim has been tendered to the insurer for the Archdiocese. The injuries were sustained in 1983 when Plaintiff was an infant. No evaluation of the extent of exposure or damages has been made at this time. The case has been inactive for the past two years.
4. [REDACTED] v. The Archdiocese of Saint Paul and Minneapolis, et al. Suit in Ramsey County District Court alleges negligence, fraud and breach of fiduciary duty related to sexual misconduct by Reverend Thomas Adamson, [REDACTED]. Liability has been denied and the case was tendered to insurers for the Archdiocese. The court granted a motion to dismiss on the statute of limitations in March 2004.
5. [REDACTED] v. The Archdiocese of Saint Paul and Minneapolis, et al. Suit in Ramsey County District Court alleges negligence, fraud and breach of fiduciary duty related to sexual misconduct by Reverend Thomas Adamson, [REDACTED]. Liability has been denied and the case was tendered to insurers for the Archdiocese. The case is in discovery. Trial is scheduled for April 2005.

MEIER, KENNEDY & QUINN

Mr. Nicholas Basil
September 27, 2004
Page 3

Re: The Archdiocese of Saint Paul and Minneapolis
Our File No.: [REDACTED]

6. [REDACTED] v. The Archdiocese of Saint Paul and Minneapolis. Suit in Ramsey County District Court alleges vicarious liability, negligence and infliction of emotional distress for misconduct by a [REDACTED]. The matter was tendered to insurers for the Archdiocese. The case was settled in August 2004.

7. [REDACTED] v. Archdiocese of St. Paul and Minneapolis, St. Mary of the Lake Parish, Fr. Gilbert Gustafson, Vicar General Kevin McDonough and Archbishop Harry Flynn. Court File No. [REDACTED]. Suit in Ramsey County District Court was commenced in November 2002. Plaintiff alleges she was sexually abused by Rev. Gilbert Gustafson [REDACTED]. The suit also raised claims of defamation and infliction of emotional distress against Archbishop Flynn and Fr. McDonough. The defamation claim was dismissed following a motion. Both parties are engaged in discovery. Defendants have scheduled a motion for summary judgment to be heard in December 2004. Trial is scheduled for May 2005. This is not the first legal claim which has been raised concerning the actions of Fr. Gustafson. He pled guilty in 1983 to sexual abuse charges relating to a young male. The case has the potential for a significant award of damages.

8. [REDACTED] v. Archdiocese of St. Paul and Minneapolis, St. Columba School, Tom McCarver, Cathy Pappas (Principal) and Anne Tix (Teacher). The lawsuit has been started but has not been filed in Court. The lawsuit raises multiple claims including race discrimination, infliction of emotional distress, defamation, breach of contract and invasion of privacy relating to the dismissal of [REDACTED]. Defendants have vigorously denied all allegations and view the claims as having little merit. A mediation session was held in early September 2003. Plaintiffs were not prepared to fully discuss settlement and mediation was continued indefinitely. There has been extensive discovery completed. Little additional action is planned until Plaintiffs file the matter. [REDACTED] Defense of

MEIER, KENNEDY & QUINN

Mr. Nicholas Basil
September 27, 2004
Page 4

Re: *The Archdiocese of Saint Paul and Minneapolis*
***Our File No.:* [REDACTED]**

this case was tendered to Catholic Mutual which has accepted that tender. No trial date has been set.

9. [REDACTED] **v. St. Peter's Church (North St. Paul) and The Archdiocese of Saint Paul and Minneapolis.** Plaintiff, who is represented by Jeff Anderson's office, started suit in February 2004. She alleges that she was sexually harassed by the pastor (Rev. James McConville) and the youth director (Kelly Leahy) [REDACTED]. She alleges she was constructively discharged in [REDACTED]. Fr. McConville resigned from the parish in [REDACTED]. Catholic Mutual has accepted the tender of defense. The case has not been filed. Defendants are in the process of gathering all Plaintiff's medical and therapy records. Plaintiff has requested that early mediation be considered by Defendants.
10. [REDACTED] **v. Archdiocese.** Suit in Federal District Court. The Archdiocese was named as a defendant in an action by three former employees of Faithful Shepherd Catholic School. The matter is being defended by the Felhaber law firm under coverage by Catholic Mutual.
11. [REDACTED] **v. Archdiocese.** Suit in Ramsey County District Court alleging sexual abuse by a priest in [REDACTED]. The Archdiocese is attempting to identify its insurer and tender defense of this case but sufficient evidence of coverage may be lacking. The case is in discovery; no trial is scheduled.
12. [REDACTED] **v. Archdiocese and St. Agnes.** Suit in Ramsey County District Court alleging sexual abuse by a person [REDACTED]. The case was tendered to Catholic Mutual for defense and is being defended. Attempts are being made to mediate the case.

MEIER, KENNEDY & QUINN

Mr. Nicholas Basil
September 27, 2004
Page 6

Re: The Archdiocese of Saint Paul and Minneapolis
Our File No.: [REDACTED]

This response is limited by, and in accordance with, the ABA statement of Policy; without limiting the generality of the foregoing, the limitations set forth in such Statement on the scope and use of this response (Paragraphs 2 and 7) are specifically incorporated herein by reference and any description herein of any "loss contingencies" is qualified in its entirety by Paragraph 5 of the Statement and the accompanying Commentary (which is an integral part of the Statement).

Best regards,

MEIER, KENNEDY & QUINN, CHARTERED

BY ANDREW J. EISENZIMMER

Andrew J. Eisenzimmer

AJE/smc

cc: The Most Reverend Harry Flynn
Reverend Kevin M. McDonough
Mr. William S. Fallon
Mr. Scott Domeier

[REDACTED]

MEIER, KENNEDY & QUINN

CHARTERED
ATTORNEYS AT LAW

SUITE 2200, NORTH CENTRAL LIFE TOWER
445 MINNESOTA STREET
SAINT PAUL, MINNESOTA 55101-2100
TELEPHONE (651) 228-1911
FACSIMILE (651) 223-5483

WILLIAM C. MEIER
(1920-1981)
TIMOTHY P. QUINN
(1921-1981)
ALOIS D. KENNEDY, JR.
(RETIRED)

File, please

ANDREW J. EISENZIMMER
LEO H. DEHLER
THOMAS B. WIESER
CHARLES M. BICHLER
JOHN C. GUNDERSON
PAUL L. NEVIN

TWieser@mkqlaw.com

October 26, 2004

C
O
P
Y

VIA FACSIMILE & U.S. MAIL

Jeffrey R. Anderson
Jeff Anderson and Associates, P.A.
E-1000 First National Bank Building
332 Minnesota Street
St. Paul, MN 55101

RE: [REDACTED] v. Archdiocese of St. Paul and Minneapolis, et al.
Court File No. [REDACTED]
Our File No. [REDACTED]

Dear Mr. Anderson:

I have received your letter wherein you propose yet more discovery. I am quite concerned about how that discovery could delay the summary judgment hearing, the required mediation, and quite possibly the trial date.

The persons you have identified as possible deponents, Bishop Carlson, Fr. O'Connell and [REDACTED] have been known to you for many months. Waiting until this late date to attempt to schedule their depositions is troublesome. I will nonetheless attempt to arrange the depositions of Bishop Carlson and Fr. O'Connell, if you can provide me dates when you are available in early November. Please also let me know how much time you expect those depositions to take.

You state in your recent letter that we have not produced documents in the file before [REDACTED]. That is not correct. In October 2003, Defendant Archdiocese provided you all records "up to and through the period Plaintiff claims she was abused by Defendant Gustafson." (Defendant Archdiocese of St. Paul and Minneapolis' Response to Plaintiff's Request for Production of Documents.) Defendants have never refused to produce those records.

Your request for medical and treatment records or assessments prepared by [REDACTED] [REDACTED] in the possession of the Archdiocese has been addressed and resolved previously.

MEIER, KENNEDY & QUINN

Mr. Jeffrey R. Anderson

October 26, 2004

Page 2

RE: [REDACTED] v. Archdiocese of St. Paul and Minneapolis, et al.

Court File No. [REDACTED]

Our File No. [REDACTED]

Pursuant to our specific agreement, I provided documents from Mr. Gustafson's file to [REDACTED] for her review in May 2004. We discussed and agreed that [REDACTED] would determine which documents were covered by the attorney-client, attorney-work products and medical privilege, and thus not discoverable and which documents were not covered by those privileges and were subject to discovery. A copy of my May 10, 2004 letter addressing the attorney-client and work-product privileges is attached. A copy of [REDACTED] May 13, 2004 letter addressing the medical privilege is attached.

[REDACTED] May 18, 2004 letter is also attached, wherein she states that she sent the discoverable documents to you.

At no time did you ever propose nor did I ever agree to reconsideration of [REDACTED] decision by the judge. Indeed, when I proposed just such a review of [REDACTED] decision by [REDACTED] (see my letter dated February 23, 2004), you rejected that. As this issue has been previously addressed and decided by the neutral fact finder we agreed to, there is no basis for you to revisit that matter. In the event you decide to pursue this matter, we will seek appropriate sanctions, including an award of attorney fees.

Again, please let me know the earliest dates you are available for the depositions of Bishop Carlson and Fr. O'Connell. Scheduling [REDACTED] deposition should be less of an issue, as he has no information which relates in any way to [REDACTED] claims in this case.

Yours very truly,

MEIER, KENNEDY & QUINN, CHARTERED

/S/ THOMAS B. WIESER

Thomas B. Wieser

TBW:sak

Enclosures

cc: Paul Engh

Reverend Kevin M. McDonough

John Evans

The Most Reverend Harry J. Flynn

William S. Fallon

7-6

Gilbert J. Gustafson
994 Livingston Ave.
West St. Paul, MN 55118

October 26, 2004

Most Reverend Harry J. Flynn, D.D.
226 Summit Ave.
St. Paul, MN 55102

Dear Archbishop Flynn:

This is a very difficult letter to write. Fr. Kevin McDonough informed me in August that the Archdiocese intended to ask Rome to review the Archdiocese's handling of my case and that of other priests affected by the Charter for the Protection of Children and Young People. From reading your deposition in the [redacted] it appears that you will seek to have me removed from the clerical state and are in some stage of petitioning Rome to effect that removal.

I have pondered for some time what I wanted to say to you. The intent of this letter is to express my feelings and to ask why you would consider removing me from the clerical state. I am choosing this moment to write because if you go forward with the action of removing me from the clerical state I want to communicate the impact this action will have on me before you meet with the other bishops of the United States in November.

First I must tell you that if you choose to have me involuntarily removed from the clerical state I will be profoundly hurt. In June of 2002, at the request of the Archdiocese, I agreed to cease presbyteral ministry; to no longer use the title "Reverend" or "Father"; and to refrain from wearing clerical attire. Even though this was very painful I complied with the request. I was quite clear in conversations with Fr. Kevin McDonough and I believe with you, Archbishop, that while I would agree to the conditions named above I had no intention of leaving the clerical state. At no time in the past two and one half years have I been given any indication from you or Fr. McDonough that this would be required of me. If it is your decision to seek my removal from the clerical state without any sort of consultation or discussion it will feel like a betrayal to me.

This sense of betrayal is magnified by the fact that you have not personally speak to me of this matter. In a conversation in June 2002 you asserted that we would always be friends. I would expect a friend to deliver unwanted and painful news in person, especially if the friend is the cause of the pain. I am confused and hurt that you have not speak to me personally.

For several months now I have also felt a tremendous amount of sadness and not a small measure of anger. Removing me from the clerical state feels very unjust. My conscientious attention to my recovery and the actions of the Archdiocese in regard to me for twenty plus years protected the safety of children while allowing me to make a contribution to the Church and society. In a May 2002 article in The Catholic Spirit you wrote of my restricted ministry, "This work involved a contribution to the Church and society without permitting him to have authority over children." I understood this to be an affirmation of my ministry and the choice the Archdiocese had made to find an appropriate ministry for me. The Charter for the Protection of Children and Young People made my ministry untenable. I understood that even if it felt unfair. I don't understand the value of or need for removing me from the clerical state.

*I visited with Paul at the Christmas party.
He indicated that after visiting with
Father McDonough, I need not respond.*

The Charter for the Protection of Children and Young People quotes Pope John Paul II's remarks to the meeting of Cardinals on April 23, 2002, "There is no place in the priesthood or religious life for those who would harm the young." But he also said at that meeting, "At the same time ... we cannot forget the power of Christian conversion, that radical decision to turn away from sin and back to God, which reaches to the depths of a person's soul and can work extraordinary change." How does removing me from the clerical state reflect this evangelical and theological perspective voiced by the Holy Father?

In the October 18, 2004 issue of America magazine, you wrote, "'Loss of faculties to minister or even dismissal from the clerical state are not the same as losing one's life or liberty.'" The Church teaches that ordination ontologically changes the one ordained. To be forcibly removed from the clerical state would be an experience of violation of the deepest truth of my being.

Archbishop, I have four questions I would like to discuss with you.

1. What has changed since 2002 that would compel you to have me removed from the clerical state?
2. If safety of children is the issue, how would removing me from the clerical state be a more adequate safeguard than my removal from active ministry (suspension of faculties)?
3. Removing me from the clerical state is at variance with your public support of my ministry in May 2002. Can you help me understand this?
4. How does an injustice against me and other recovering offenders address past injustices against victims?

While I am very much aware of the busyness of your schedule I would appreciate the opportunity to discuss these questions with you before the November 15-18 meeting of the USCCB. I will be out of town from November 7-15 but should be able to accommodate any date between now and then. I can be reached at home (651) 452-9497 or on my cell phone (651) 295-0421 to set a time to meet or to discuss these matters.

Sincerely,



Gil Gustafson

MEIER, KENNEDY & QUINN

CHARTERED
ATTORNEYS AT LAW

SUITE 2200, NORTH CENTRAL LIFE TOWER
445 MINNESOTA STREET
SAINT PAUL, MINNESOTA 55101-2100
TELEPHONE (651) 228-1911
FACSIMILE (651) 223-5483

File, Please
WILLIAM C. MEIER
(1920-1981)
TIMOTHY P. QUINN
(1921-1991)
ALOIS D. KENNEDY, JR.
(RETIRED)

ANDREW J. EISENZIMMER
LEO H. DEHLER
THOMAS B. WIESER
CHARLES M. BICHLER
JOHN C. GUNDERSON
PAUL L. NEVIN

TWieser@mkqlaw.com

October 27, 2004

VIA FACSIMILE & U.S. MAIL

Jeffrey R. Anderson
Jeff Anderson and Associates, P.A.
E-1000 First National Bank Building
332 Minnesota Street
St. Paul, MN 55101

RE: [REDACTED] v. Archdiocese of St. Paul and Minneapolis, et al.
Court File No. [REDACTED]
Our File No. [REDACTED]

Dear Mr. Anderson:

At your request, I have contacted Bishop Carlson and Fr. O'Connell.

Bishop Carlson is available on Friday, November 5, 2004 between 9:00 – 11:00 a.m. and Friday, November 12, 2004 between 1:00 – 3:00 p.m. at his office for deposition.

Fr. O'Connell has arranged his schedule to be available for deposition on Tuesday, November 2, 2004 at 11:00 a.m.

I have informed both Bishop Carlson and Fr. O'Connell that their depositions should take no longer than 2 hours.

MEIER, KENNEDY & QUINN

Mr. Jeffrey R. Anderson

October 27, 2004

Page 2

RE: [REDACTED] v. *Archdiocese of St. Paul and Minneapolis, et al.*

Court File No. [REDACTED]

Our File No. [REDACTED]

Please make every effort to be available for these last minute depositions at the above times. I have rearranged my schedule to be available, and Mr. Engh has informed me that he will do the same.

Yours very truly,

MEIER, KENNEDY & QUINN, CHARTERED

/S/ THOMAS B. WIESER

Thomas B. Wieser

TBW:sak

cc: Paul Engh
The Most Reverend Harry J. Flynn
Reverend Kevin M. McDonough

William S. Fallon
John Evans

MEIER, KENNEDY & QUINN

CHARTERED
ATTORNEYS AT LAW

SUITE 2200, NORTH CENTRAL LIFE TOWER
445 MINNESOTA STREET
SAINT PAUL, MINNESOTA 55101-2100
TELEPHONE (651) 228-1911
FACSIMILE (651) 223-5483

TWieser@mkqlaw.com

November 3, 2004

*File, please
Gustafson*

ANDREW J. EISENZIMMER
LEO H. DEHLER
THOMAS B. WIESER
CHARLES M. BICHLER
JOHN C. GUNDERSON
PAUL L. NEVIN

WILLIAM C. MEIER
(1920-1981)
TIMOTHY P. QUINN
(1921-1991)
ALOIS D. KENNEDY, JR.
(RETIRED)

C
O
P
Y

VIA FACSIMILE & U.S. MAIL

Jeffrey R. Anderson
Jeff Anderson and Associates, P.A.
E-1000 First National Bank Building
332 Minnesota Street
St. Paul, MN 55101

RE: [REDACTED] v. Archdiocese of St. Paul and Minneapolis, et al.
Court File [REDACTED] The Honorable David C. Higgs
Our File No. [REDACTED]

Dear Mr. Anderson:

Bishop Carlson's office has informed me that, in an effort to address your concerns as well as avoid further delay, Bishop Carlson has revised his schedule on November 12, 2004, and will be available until 5:00 p.m. that day.

We recently discussed the issue of [REDACTED] which is referred to in various medical records and depositions. Could you please let me know if disclosure of that information remains a concern and if so, how you suggest we handle submissions of that information to Judge Higgs.

Finally, the Amended Scheduling Order requires disclosure of experts by the end of this month. We previously discussed extending that deadline pending determination of the summary judgment motion. If you object to that extension, please let me know by the

MEIER, KENNEDY & QUINN

Mr. Jeffrey R. Anderson

November 3, 2004

Page 2

RE: [REDACTED] *v. Archdiocese of St. Paul and Minneapolis, et al.*
Court File No. [REDACTED] *The Honorable Gary W. Bastian*
Our File No. [REDACTED]

end of this week. If you do not so object, I will prepare a stipulation to submit to Judge Higgs about that matter.

Yours very truly,

MEIER, KENNEDY & QUINN, CHARTERED

/S/ THOMAS B. WIESER

Thomas B. Wieser

TBW:sak

cc: Paul Engh
bcc: Reverend Kevin M. McDonough
William S. Fallon
John Evans

tbw/manderson [REDACTED]

INDEX OF MATERIALS

Gilbert J. Gustafson
699/2004

A.	Table of Information	page 1
B.	[REDACTED]	[REDACTED]
C.	Treatment reports and Consideration of alternative ministry options for Gustafson	page 48
D.	[REDACTED]	[REDACTED]
E.	[REDACTED]	[REDACTED]
F.	Information from Gustafson regarding [REDACTED]	page 266
G.	[REDACTED]	[REDACTED]
H.	[REDACTED]	[REDACTED]
I.	Developments after June, 2002	page 504
J.	Sustenance provided to Gustafson	page 514
K.	Current monitoring program	page 530

November 12, 2004

Joseph Cardinal Ratzinger
Prefect, Congregation for the Doctrine of the Faith
Piazza del S. Uffizio, 11
00193 Roma, Italy

Your Eminence,

I submit the attached information to you, and seek your direction regarding **Gilbert John Gustafson**, who was ordained for the Archdiocese of Saint Paul and Minneapolis in 1977.

Gilbert Gustafson is one of the priests of this Archdiocese against whom there was a credible allegation of sexual misconduct. In response to this allegation, Gustafson voluntarily signed a letter in which he accepted permanent removal from any form of priestly ministry. In addition, in keeping with the Charter for the Protection of Children and Young People, he has agreed

that he will not perform any sacramental or priestly ministry anywhere in the Church, even on a temporary, substitute, or emergency basis, except for the provisions of c. 976,

that he will not wear distinctively clerical dress,

that he will not use the title of "Father" or "Reverend," and

that he will not claim to represent the Archdiocese of Saint Paul and Minneapolis or the Catholic Church.

The above approach, formulated in accord with c. 1341, has for several years guided our response to the tragic issues created by the sexual misconduct of archdiocesan priests. With this letter, I seek your counsel about whether this procedure, entered into voluntarily between this Archdiocese and N.N., meets the requirements of justice and equity, while protecting children and youth from the danger of sexual abuse.

Thank you for your attention to this matter.

Sincerely yours in Christ,

Most Reverend Harry J. Flynn, D.D.
Archbishop of Saint Paul and Minneapolis

enclosures

INFORMATION FOR ROME – Gilbert J. Gustafson

Diocese: Archdiocese of Saint Paul and Minneapolis
 Name of Cleric Gustafson, Gilbert John
 Date of Birth 4/18/51 Age 53
 Date of Ordination 6/4/77 Years of ministry 25

Diocese of Incardination Archdiocese of Saint Paul and Minneapolis

Ministry in/Transfer to other Diocese Graduate studies at Catholic University of America, Washington, D.C. (1982)

Contact Address of the Cleric 994 Livingston
 West Saint Paul, MN 55118

Assignments

Year	Parish/Institution	Location	Appointment
1977-82	St. Mary of the Lake	White Bear Lake	Parochial Vicar
1978	St. Mary of the Lake	White Bear Lake	Administrator
1982	Archdiocese	Saint Paul	Associate Director: Continuing Education and Spiritual Growth for Priests
1982	Graduate Studies Archdiocese	Washington, D.C. Saint Paul, MN	Student Special Projects

Accusations Against the Cleric

Year	Victim	Age	Imputable Acts	Denunciation
█	█	█	Sexual touching	█
			Sexual touching	

Civil Proceedings Against the Cleric

Year	Type/Case	Conviction	Sentence
1982		Convicted of sexual abuse	Served jail-time
2004	One case settled. One case pending.		

Measures Adopted by the Diocese

Year	
1982	Removed permanently from parish ministry and all public priestly ministry. Served as chaplain to monastery of nuns, with full disclosure of past Assigned to various special projects for Catholic Charities and Archdiocese

Sustenance Provided by the Diocese to the Cleric

Transitional support, as he moves toward secular employment.

Response/Recourse Made by the Cleric

Year	
2002	Admitted guilt; engaged in extensive ongoing therapy, spiritual direction. Cooperated with all restrictions placed on him Signed letter in which he accepted permanent removal from any form of priestly ministry, as well as other restrictions as articulated in the Charter for the Protection of Children and Young People.

MEIER, KENNEDY & QUINN

CHARTERED
ATTORNEYS AT LAW

ANDREW J. EISENZIMMER
LEO H. DEHLER
THOMAS B. WIESER
CHARLES M. BICHLER
JOHN C. GUNDERSON
PAUL L. NEVIN

SUITE 2200, NORTH CENTRAL LIFE TOWER
445 MINNESOTA STREET
SAINT PAUL, MINNESOTA 55101-2100
TELEPHONE (651) 228-1911
FACSIMILE (651) 223-5483

WILLIAM C. MEIER
(1920-1981)
TIMOTHY P. QUINN
(1921-1991)
ALOIS D. KENNEDY, JR.
(RETIRED)

twieser@mkqlaw.com

November 16, 2004

C
O
P
Y

Mary Joe Maxwell
Civil Case Manager
Ramsey County District Court
Ramsey County Courthouse, Room 600
15 West Kellogg Boulevard
St. Paul, MN 55102

RE: [REDACTED] v. Archdiocese of St. Paul and Minneapolis, et al.
Court File No. [REDACTED]
Our File No. [REDACTED]

Dear Ms. Maxwell:

Enclosed is the Second Amended Notice of Motion and Motion for Summary Judgment. As noted in your recent message, the hearing has been rescheduled to Friday, January 14, 2005 at 1:30 before Judge Higgs.

Thank you.

Yours very truly,

MEIER, KENNEDY & QUINN, CHARTERED

/S/ THOMAS B. WIESER

Thomas B. Wieser

TBW:sak
Enclosure

cc: Jeffrey Anderson w/Encl.
The Most Reverend Harry J. Flynn w/Encl.
Reverend Kevin M. McDonough w/Encl.
[REDACTED]

William S. Fallon w/Encl.
John Evans w/Encl.
Paul Engh w/Encl.

MEIER, KENNEDY & QUINN

CHARTERED
ATTORNEYS AT LAW

*Quest of
file, please*

ANDREW J. EISENZIMMER
LEO H. DEHLER
THOMAS B. WIESER
CHARLES M. BICHLER
JOHN C. GUNDERSON
PAUL L. NEVIN

SUITE 2200, NORTH CENTRAL LIFE TOWER
445 MINNESOTA STREET
SAINT PAUL, MINNESOTA 55101-2100
TELEPHONE (651) 228-1911
FACSIMILE (651) 223-5483

WILLIAM C. MEIER
(1920-1991)
TIMOTHY P. QUINN
(1921-1991)
ALOIS D. KENNEDY, JR.
(RETIRED)

TWieser@mkqlaw.com

November 16, 2004

C
O
P
Y

VIA FACSIMILE & U.S. MAIL

Jeffrey R. Anderson
Jeff Anderson and Associates, P.A.
E-1000 First National Bank Building
332 Minnesota Street
St. Paul, MN 55101

Paul Engh
Attorney at Law
Suite 215
220 South Sixth Street
Minneapolis, MN 55402

RE: [REDACTED] v. Archdiocese of St. Paul and Minneapolis, et al.
Court File No. [REDACTED]
Our File No. [REDACTED]

Dear Messrs. Anderson and Engh:

This letter confirms that we have rescheduled the summary judgment hearing. The new date is Friday, January 14, 2005 at 1:30 p.m.

If you have any questions, please call me.

Yours very truly,

MEIER, KENNEDY & QUINN, CHARTERED

/S/ THOMAS B. WIESER

Thomas B. Wieser

TBW:sak

cc: The Most Reverend Harry J. Flynn
Reverend Kevin M. McDonough
[REDACTED]

William S. Fallon
John Evans

SUSAN PHIPPS-YONAS, Ph.D.
LICENSED PSYCHOLOGIST
BAKER COURT, SUITE 140
821 RAYMOND AVE.
ST. PAUL, MN 55114
(651) 645-1923
Fax: (651) 645-2307

November 16, 2004

C
O
P
Y

Jeff Anderson
Attorney at Law
Tenth Floor - East
332 Minnesota Street
St. Paul, MN 55101

Re: [REDACTED]

Dear Mr. Anderson:

I am writing to provide an updated account of my findings regarding your client, [REDACTED]. As you know, I had met with her [REDACTED] at your request, and I sent you a report, dated [REDACTED] [REDACTED] regarding that evaluation. You asked that I see her again to assess whether or not my opinions about her have changed.

[REDACTED] came in for an interview and additional testing on [REDACTED]. She met with me for about 40 minutes during which time I asked about her activities, relationships, and health over the previous [REDACTED]. She remained at the office for the supervised administration of the Minnesota Multiphasic Personality Inventory - 2 (MMPI-2) and the Trauma Symptom Inventory (TSI). As part of this updated assessment, I also reviewed her records from St. Croix County Department of Health and Human Services in [REDACTED] covering the period from [REDACTED]. These include the progress notes on her sessions with her psychotherapist, Bev Green, L.I.C.S.W., and with her psychiatrist, Pastor Colon, M.D.

In lieu of summarizing what [REDACTED] told me when we met two weeks ago, I am enclosing a copy of the case note. Although she has not yet had an opportunity to let me know if it is accurate, I believe that it is. If I learn otherwise, I will let you know. I was struck once again by this woman's appearance. [REDACTED]

[REDACTED] It did seem that she was even thinner than was the case two years ago.

[REDACTED] therapy records document that she has continued to struggle with serious symptoms of depression and anxiety despite repeated efforts on the part of Dr. Colon to adjust her medications. Her diagnoses remain unchanged. The notes also reveal that [REDACTED] relationships have suffered because of her psychiatric status, her feelings and attitudes about the Roman Catholic church, and the stresses related to her lawsuit. For example, [REDACTED]

To: Jeff Anderson
From: Susan Phipps-Yonas
Re: [REDACTED]
November 16, 2004
Page 2

[REDACTED] In addition, she was concerned about how she could function [REDACTED]

I am also enclosing copies of the MMPI-2 and TSI profiles that [REDACTED] generated on [REDACTED] along with copies of those from her first evaluation here (since it is not clear to me that they have been provided to you).

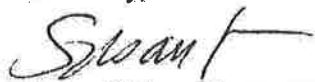
There are several noteworthy differences between the MMPI-2 profile that [REDACTED] produced recently and her [REDACTED] profile. She seems to have become defensive in terms of how she approached the test items; that was not true two years ago. What is most evident now are her anger, frustration, and hostility. The interpersonal problems that she has discussed with her therapist may have contributed to the newer configuration. Although the computer-generated report does not mention this, there are still strong indications from [REDACTED] profile that she is clinically depressed and anxious and that she continues to demonstrate psychosomatic symptoms which are likely stress-induced.

[REDACTED] recent TSI is valid and reflects moderately severe levels of depression and anxiety, although there appears to be some diminution, especially with regards to the former, compared to her earlier TSI results. It is also the case that her [REDACTED] responses to the TSI suggest that she is no longer having difficulties with intrusive thoughts related to traumatic events nor is she as prone to dissociate as she was two years ago.

Although the prominence of certain of [REDACTED] psychiatric symptoms have changed since I last saw her, nothing that I have learned from my contact with her this month or from her mental health records would lead me to alter the opinions that I offered in my [REDACTED] report. I stand by those conclusions. And I would add that sadly the fact that her lawsuit has dragged on seems to have made her problems all the more chronic and to have robbed her of her ability to participate in the psychotherapy that she so desperately needs to heal.

Please let me know if you have questions about this letter or if you require anything else. Thank you again for referring [REDACTED] to me.

Sincerely,



Susan Phipps-Yonas, Ph.D.
Licensed Psychologist

enclosures

MEIER, KENNEDY & QUINN

CHARTERED
ATTORNEYS AT LAW

SUITE 2200, NORTH CENTRAL LIFE TOWER
445 MINNESOTA STREET
SAINT PAUL, MINNESOTA 55101-2100
TELEPHONE (651) 228-1911
FACSIMILE (651) 223-5483

*file, please
Gustafson*

ANDREW J. EISENZIMMER
LEO H. DEHLER
THOMAS B. WIESER
CHARLES M. BICHLER
JOHN C. GUNDERSON
PAUL L. NEVIN

WILLIAM C. MEIER
(1920-1981)
TIMOTHY P. QUINN
(1921-1991)
ALOIS D. KENNEDY, JR.
(RETIRED)

TWieser@mkqlaw.com

December 1, 2004

C
O
P
Y

VIA FACSIMILE & U.S. MAIL

Jeffrey R. Anderson
Jeff Anderson and Associates, P.A.
E-1000 First National Bank Building
332 Minnesota Street
St. Paul, MN 55101

Paul Engh
Attorney at Law
Suite 215
220 South Sixth Street
Minneapolis, MN 55402

RE: [REDACTED] v. Archdiocese of St. Paul and Minneapolis, et al.
Court File No. [REDACTED]
Our File No. [REDACTED]

Dear Messrs. Anderson and Engh:

Enclosed and served upon you, please find the following:

1. Response of Defendants Archdiocese of St. Paul and Minneapolis, St. Mary of the Lake Parish, Archbishop Flynn, and Fr. Kevin McDonough to Plaintiff's Motion to Compel Discovery;
2. Affidavit of Thomas B. Wieser; and
3. Order (Proposed).

Yours very truly,

MEIER, KENNEDY & QUINN, CHARTERED

Thomas B. Wieser
Thomas B. Wieser

TBW:sak
Enclosures

cc: The Most Reverend Harry J. Flynn w/Encls.* William S. Fallon w/Encls.*
Reverend Kevin M. McDonough w/Encls.* John Evans w/Encls.*

* Enclosures include Plaintiff's Memorandum of Law
[REDACTED]

MEIER, KENNEDY & QUINN

CHARTERED
ATTORNEYS AT LAW

ANDREW J. EISENZIMMER
LEO H. DEHLER
THOMAS B. WIESER
CHARLES M. BICHLER
JOHN C. GUNDERSON
PAUL L. NEVIN

SUITE 2200, NORTH CENTRAL LIFE TOWER
445 MINNESOTA STREET
SAINT PAUL, MINNESOTA 55101-2100
TELEPHONE (651) 228-1911
FACSIMILE (651) 223-5483

WILLIAM C. MEIER
(1920-1991)
TIMOTHY P. QUINN
(1921-1991)
ALDIS D. KENNEDY, JR.
(RETIRED)

TWieser@mkqlaw.com

December 13, 2004

C
O
P
Y

Jeffrey R. Anderson
Jeff Anderson and Associates, P.A.
E-1000 First National Bank Building
332 Minnesota Street
St. Paul, MN 55101

Paul Engh
Attorney at Law
Suite 215
220 South Sixth Street
Minneapolis, MN 55402

RE: [REDACTED] v. Archdiocese of St. Paul and Minneapolis, et al.
Court File No. [REDACTED]
Our File No. [REDACTED]

Dear Messrs. Anderson and Engh:

Enclosed and served upon you, please find the following:

1. Amended Notice of Motion and Motion for Summary Judgment;
2. Defendants' Memorandum of Law in Support of Their Motion for Summary Judgment;
3. Affidavit of Thomas B. Wieser; and
4. Proposed Order.

Yours very truly,

MEIER, KENNEDY & QUINN, CHARTERED

/S/ THOMAS B. WIESER

Thomas B. Wieser

TBW:sak
Enclosures

cc: The Most Reverend Harry J. Flynn w/Encls.
Reverend Kevin M. McDonough w/Encls.

William S. Fallon w/Encls.
John Evans w/Encls.

tbw/manderson..engh

Proposal to the Archdiocese of Saint Paul and Minneapolis for Transitional Education for Gilbert Gustafson

The following certification programs are recommended to assist Gilbert Gustafson's transition from priesthood to secular employment. The first two certification programs will provide Mr. Gustafson with the credentials that will facilitate his employment as an organizational development consultant and coach. The third certification will help Mr. Gustafson in his desire to design and officiate at services that will provide solace and comfort to persons mourning the loss of loved ones.

A. Appreciative Inquiry Certificate in Positive and Business Society Change, Case Western Reserve University, Cleveland, Ohio:

Built around a proven approach to accelerating positive organizational change by redirecting thinking to core strengths of the organization. Through a combination of coursework and fieldwork, participants gain advanced professional education in the foundations of AI and work on projects specific to their own organizations. Bridges high ideals with the results orientation of business and industry.

A Certificate is awarded after completion of a three-part sequence outlined below.

Part I: Foundations and Frontiers in Appreciative Inquiry (3.5-day In-Class Program)

Discover how and why Appreciative Inquiry works through case studies and illustrations. Learn how to ask the questions that open the floodgates for positive change, engage the whole system, and generate measurable results.

Part II: Field Work

An Inquiry into the Stories and Lives of Leaders in the Field

Join in a global inquiry on business as an agent of world benefit by conducting five appreciative interviews with social and business change leaders to capture golden innovations and visions of a future where business and society are even more positively connected.

The Monthly AI Learning Conferences

Participants around the world connect in monthly two-hour conference calls with Weatherhead faculty and colleagues. Participants share project updates and emerging stories.

The Certificate Program Qualifying Portfolio

Participants move to a new level of capability by preparing two papers: a report on their inquiries with five leaders in the field and an analysis of their own projects.

Part III: *The Advanced Workshop on AI (3-day In-Class Program)*

In this capstone session, participants experience the power of appreciative learning through interactive feedback sessions on AI projects.

The cost to attain this certification would be:

Tuition	\$5,000
Books and Materials	\$ 500
Airfare to Cleveland for Part 1 and 3 of the Training	\$1,000
Housing in Cleveland for Part 1 and 3 of the Training	\$1,000
Miscellaneous Expenses while in Cleveland (meals, ground transportation, etc.)	\$ 400
TOTAL	\$7,900

B. Certificate in Human Resource Development, University of Minnesota:

The certificate program in human resource development (HRD) focuses on developing human expertise through organization development and human resource training and development. Students and working professionals in related fields, such as adult education, adult career counseling, or business, find the certificate program a useful addition to their education and careers.

Offered by the Department of Work, Community and Family Education (WCFE), the certificate program is designed to allow enrolled University of Minnesota students and non-degree-seeking students to add HRD skills to their credentials. The college's HRD program began in 1980, one of the first of its kind in the nation. It is ranked first in the nation in a recent University of Illinois study.

Students must complete at least 14 semester credits or equivalent. Four courses are required, along with one elective for completion of the certificate program.

Required courses (13 credits)

- AdEd/HRD 5001—Survey: Human Resource Development and Adult Education (3 cr)
- HRD 5201—Training and Development of Human Resources (3 cr)
- HRD 5301—Organization Development (3 cr)
- HRD 5196—Internship: Human Resource Development (4 cr)

Elective courses (minimum 1 credit)

- Remaining credits may be chosen from HRD coursework or AdEd 5101—Strategies for Teaching Adults (3 cr)

The cost to attain this certification would be:

Tuition (15 credit hours at \$680/hr)	\$10,200
Fees	\$ 200
Books and Materials	\$ 750
TOTAL	\$11,150

C. Certification for Funeral Celebrants from the In-Sight Institute:

A Certified Celebrant[®] is a person who is trained and certified to meet the needs of families during their time of loss. He/She serves by providing a funeral service, memorial service or tribute that is personalized to reflect the personality and life-style of the deceased after consultation with the family and loved ones and coordination with the funeral home.

Since *The In-Sight Institute*, the training division of In-Sight Books, began Celebrant training in 1999, over 550 people from the US and Canada have become Certified Celebrants. Funeral directors, pre-need and after care specialists, chaplains, hospice professionals, clergy, and people from the community have all come to learn how to provide meaningful, personalized funerals specifically for those families without a religious affiliation.

Doug Manning and Glenda Stansbury of *The In-Sight Books Institute* have traveled the US and Canada providing this unique and specialized training which is changing the face of funeral service. It is an intense, participant oriented training where you will have a chance to practice, discover resources and build your skills in working with families and making public presentations.

A variety of people become Celebrants--funeral directors, chaplains, clergy, hospice professionals, teachers, writers, actors, business people--any one who has an interest in serving people in this capacity who also has abilities in the areas of writing and public speaking.

The cost to attain this certification would be:

Tuition	\$ 450
Travel to training	\$ 500
Hotel Costs during training	\$ 450
Miscellaneous Expenses (meals, ground transportation, etc.)	\$ 200
TOTAL	\$1,600

The total cost of this transitional education proposal is \$20,650

his file, please

Gilbert J. Gustafson
994 Livingston Ave.
West St. Paul, MN 55118
(651)295-0421
(651) 455-5626 (fax)
gustafsong@comcast.net

December 29, 2004

Rev. Kevin McDonough
226 Summit Ave.
St. Paul, MN 55102

I called AG. on 12/31/04
and said yes to this!

Dear Kevin:

I know we have a meeting scheduled for January 11, 2005 but I was wondering if you could give me an answer to a question sooner than that. At our last meeting I gave you a proposal regarding some educational opportunities. I am feeling a bit of a time crunch regarding one of them: the Appreciative Inquiry Certification. This program only takes 30 participants. I would very much like to attend the program which is only offered once a year.

I would appreciate knowing as soon as possible if the archdiocese is willing to finance this opportunity. If you can get back to me before January 11, that would be preferable. Otherwise, we can talk about this at our January 11 meeting.

Hope you had a great Christmas. Have a happy new year.

Sincerely,



Gilbert J. Gustafson

KMG
12/31/04

Correspondence

2002-

2008

Internet Pornography: Raising the Alarm

Fr. Stephen J. Rossetti, Ph.D., D.Min.
President, Saint Luke Institute

AN ALARMING REALITY

Internet pornography is big business. In 2002, websites that peddled pornography and sex were the largest income generator of the Internet, exceeding both computer hardware sales and software sales. Most of this traffic, seventy percent, occurs during normal business hours. One in six employees are having difficulties with online sexual activity (Carnes, 2003). Two out of three companies have disciplined employees for misuse of the Internet and 41 percent of those were using pornography.

Most pornography on the Internet is legal, although it is an immoral industry that promotes the abusive exploitation of people. On the other hand, child Internet pornography is a crime. Internet child pornography in 2003 alone generated \$3 billion. In 2002 U.S. customs officials estimated that 100,000 websites peddle child pornography. Twenty percent of young people who use the Internet regularly were exposed to unwanted sexual solicitations in the last year (Finkelhor, 2000), a significant threat to their safety.

Forty million U.S. adults regularly visit Internet pornography sites. One of the fastest growing reasons for referring priests and male religious to residential treatment programs is Internet pornography.

A DOUBLY POWERFUL ADDICTION

Internet pornography can entice a vulnerable person, quickly escalating into an addiction. Internet porn is doubly powerful by combining the addictive nature of the *Internet* with the addictive nature of *sex*. While most users of Internet pornography would clinically be considered to be "recreational," there are a significant percentage who are vulnerable to becoming addicted.

Internet pornography has a "Triple A Engine" which fuels its use: *Anonymity*, *Accessibility* and *Affordability* (Cooper et al., 1998). It appears anonymous because one can use it in the privacy of one's office or room, and not visit an "adult" bookstore. It is accessible twenty-four hours a day. And it is affordable: many sites are free although there are pay sites. But Internet use is not completely anonymous and the FBI regularly conducts stings which result in numerous arrests, occasionally including priests.

It seems that there are no victims or any moral consequences. This is not true. Men and women pose for these pictures. There is a denigrating and abusive industry that promotes the sexual victimization of individuals for financial profit, including children. Plus, the individual who views such materials is committing an immoral act and thus s/he too is also harmed.

Sadly, many individuals have found out that Internet pornography use can lead to tragic consequences. Internet sexual behavior is now one of most frequent reasons cited for divorce. Moreover, individuals, including minors, are lured into sexual victimization by predators. Also, people who are hooked on pornography may lose their families, their social lives and their jobs.

SIGNS OF AN INTERNET ADDICTION

Parishioners are increasingly confessing the sin of Internet porn use and pastors will find it helpful to know when the problem requires psychotherapeutic attention. Some signs of an Internet sex addiction: (1) increasing use of the Internet with an inability to

curtail it; (2) insisting on being left alone when using the computer and resenting intrusions; (3) not meeting one's real life relationships and/or work responsibilities; (4) staying up late at night and being tired in the early morning; (5) lying about or hiding one's computer use and Internet bills; (6) living a fantasy life online and using a false identity.

Addicted persons may spend hours viewing Internet porn or engaging in sexually charged conversations on the Internet. They may use false or altered identities. They frequently find their real life relationships suffering due to a lack of attention. They become secretive about their double life and try to hide their behavior. They resent interruptions or any attempt to curtail their addiction. Such behavior can escalate into masturbating while online or scheduling a real life sexual liaison with someone who was met on the Internet. The destructive possibilities of such sexual encounters are obvious.

Parishioners who are engaged in Internet sexual behaviors as an addiction will likely benefit from professional care and/or attendance at such self-help groups as SAA, SA, SCA or other 12-step groups for sex addicts. There are resources available on a number of websites such as: recoveryzone.org, netaddiction.com, and sca-recovery.org.

PERSONAL PREVENTION STEPS

Individuals with Internet sex problems can take steps to minimize or prevent such problems in their own living places. They can buy software that limits access to sex sites. Similarly, some Internet service providers (ISPs) provide family friendly usage and block access to objectionable sites. Do a net search for "family-oriented Internet service providers" to find an appropriate one.

Using one's own real name in an email address and Internet interactions can decrease the feeling of anonymity and likelihood of developing an online fantasy persona. Leaving the computer in a public space and limiting its use to daylight hours can decrease anonymity.

Confiding in some close friends or getting an on-line sponsor and regularly revealing one's Internet usage in total can be a way of putting some accountability in place.

INSTITUTIONAL PREVENTION STEPS

The Church is well advised to enact policies and procedures to detect, prevent and respond to Internet misuse. We are naïve in believing there are no problems with the thousands of people the Church employs in its chanceries, schools, hospitals, rectories, and other institutions.

Essential for any institution with a central server linked to the Internet is a monitoring program. These software programs provide printouts of which Internet sites are visited and for how long. Such monitoring is becoming standard practice in industry; employees should be notified upfront. Finally, whenever personnel changes occur, there ought to be an audit of the individuals' computers. This will reduce false allegations, should pornography be discovered.

The Internet is a wonderful instrument when used with prudence. But Internet cybersex has already become a major threat. It is big business; it is highly addictive; it is morally wrong; and it can be dangerous. If child porn is involved, it is illegal and those caught will go to jail. It's time to publicly raise the alarm, both with the laity, and with our priests.

UNITED STATES CONFERENCE OF CATHOLIC BISHOPS



3211 4th Street N.E., Washington, DC 20017-1194
Phone: 202-541-3036 / Fax: 202-541-3222 E-mail:

SAINT LUKE INSTITUTE



8901 New Hampshire Ave., Silver Spring, MD 20903
Phone: 301-445-7970 / Fax: 301-422-5400
E-mail: steve@slu.org

St. Paul/Minneapolis Archdiocese
Promoter of Ministerial Standards
Monitoring Plan

Draft based on 1/11/05 meeting. Italics and strikethroughs are changes to original.

For: Gilbert Gustafson

From to

Plan Manager: Fr. McDonough Monitor: S.H. Otto

Reason For Monitoring: S. Abuse

Monitor meetings: Annually

1. Meet Personal Therapist _____, ____ per _____. Gil is to sign a release for information to be provided to POMS relative to his progress.
2. Support Group with _____, ____ per _____. Gil is to sign a release for information to be released to POMS from _____ of the Support Group.
3. Spiritual Direction with _____, ____ per _____. Gil is sign a release for information to be provided to POMS from _____ of attendance.
4. Living arrangements, *including overnight stays*: not with minors, including relatives, unless another adult is present.
5. *No non-public* contact with minors ~~is not approved~~ unless supervised by an adult.
6. Work and/or sacramental restrictions are: there is to be no ecclesiastical ministry of any type. Gil is allowed no *unsupervised* work with minors.
7. Clergy Faculty limitations are:
 - A. Removed ~~permanently~~ from ecclesiastical ministry: implemented June 2002.
 - B. May only celebrate mass alone, no one present: implemented June 2002.
 - C. Not wear clerical attire, not use title nor present self as priest: implemented June 2002.
 - D. ~~Date limitation(s) are permanent and not to be removed.~~
8. Computer harddrives used by Gil may be checked for sites in conflict with recommendations and restrictions *proposed in the Psycho/Sexual evaluation*.
9. *The Archdiocese will select, pay for, and determine the time frame for a Psycho/Sexual evaluation (with Polygraph or Integrity Scale) immediately to determine current psychological profile, integrity level, threat level relative to abusing , and follow recommended treatment plans.*
10. Unannounced visit(s) by the Promoter of Ministerial Standards for the Archdiocese at the living location, work sites and social areas may be made.
11. Risk monitoring evaluation/assessment to be done twelve months from the beginning of the actual monitoring period.
12. POMS Monitor to be notified of dates of absences from home residence (from – to) prior to departure and the all locations where going when traveling away from home.
13. Prohibited reading materials/activities include any pornographic materials, paper, electronic, or other, and activities violating celibacy.
14. Failure to comply with the Monitoring Program could result in other *monitoring* measures and may include loss of any or all Archdiocesan subsistence.

Gilbert J. Gustafson
 994 Livingston Ave.
 West St. Paul, MN 55118
 (651)295-0421
 (651) 455-5626 (fax)
 gustafsong@comcast.net

January 19, 2005

Rev. Kevin McDonough
 226 Summit Ave.
 St. Paul, MN 55102

Dear Kevin:

I have spent a fair amount of time processing the January 11 meeting with you and Sherm Otto. As I mentioned toward the end of the meeting I was having some concern about elements of the proposed monitoring plan. Further consideration has led me to an even greater level of concern.

Let me try to sum up my essential issues with what was presented to me.

1. I believe the monitoring plan is overly invasive.
2. The plan conveys a lack of trust in me (unannounced visits; checking of computer hard drives; requirement of reporting occasions on which I would be away from my residence, etc.)
3. I believe the plan fails to recognize my twenty plus years of successful recovery and development. (It would be more appropriate for a person who was in the early stage of monitoring when the monitor/system may not know the offender well and when there is not yet a proven track record of successful change of behavior or when a person is deemed to be a high risk.)
4. The plan as outlined does not seem to recognize my level of risk to re-offend. It appears to be a one size fits all methodology.

In short, the methodology is wrong for a person who has exhibited long term successful recovery. Monitoring is about control and change. In the early phase of monitoring the emphasis is on control of the person's behavior to promote/ensure safety. A monitoring plan for an offender with years of successful recovery should be more focused on support for the recovering offender's changed life as well as trust in the offender's capacity to make good choices.



The diocesan monitoring system needs to be more sophisticated in differentiating its approach to a person who is early in dealing with psycho-sexual issues vs. a person who has demonstrated years of successful recovery.

Kevin, you said in the beginning of the meeting on January 11 that the Archdiocese should do what it needs to do and not do what it doesn't need to do. I think the current plan is doing more than it needs to do in my case.

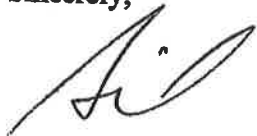
Let me suggest an alternative methodology for monitoring offenders with long term successful recovery.

1. Begin the process by conducting an evaluation including the use of psycho sexual tools (with polygraph or integrity scale such as you have suggested). This evaluation provides a baseline for assessing what type of monitoring would be most effective i.e. whether the monitoring should focus more on control of behavior or support for changed behavior.
2. The Archdiocese's monitor meets with offender on a regular basis (monthly or quarterly basis to establish a relationship in the beginning.) As time progresses, the frequency of meetings can reflect the level of monitoring needed. A protocol of questions should be developed (tracking attendance at therapy or spiritual direction; check-in on emotional and physical state; discussion of life issues, etc.) that the monitor uses to assess the state of the offender. These questions could be tailored for each offender. Records are kept of the assessment of the offender's state.
3. More invasive monitoring methods (e.g. spot checks on computer use, unannounced visits at home, workplace and social arenas) would be appropriate to offenders in early phase of recovery and could be employed when there are indications of heightened risk for re-offense.

At the core of this recommendation is that the Archdiocese should do what has been successful for the past twenty years. Establish a relationship of trust between the offender and the monitor and out of this trust relationship monitor the offender's state of being; identify any concerns; propose means to resolve concerns; etc.

I understand that you are out of town this week, Kevin. If possible I would like to talk to you before our meeting on January 25. If you have a moment, call me on my cell phone (651) 295-0421. If we are not able to connect before the meeting, know that what I have written in this letter is where I would like to begin our conversation.

Sincerely,



Gilbert J. Gustafson



Diocese of Davenport

WALKING TOGETHER IN FAITH

News
For Immediate Release

Fax Cover Sheet

DATE: January 18, 2005
TO: Media
FROM: Deacon David Montgomery
 Diocese of Davenport
montgomery@davenportdiocese.org
PHONE: 563-324-1911
FAX: 563-324-5842
RE: Diocese of Davenport – Follow-up Report Concerning the Issue of Sexual Abuse of Minors by Clergy

Pages: 7 including cover page

From (Most Rev.) Wm. E. Franklin, Bishop of Davenport

January 18, 2005

Dear People of God:

With the help of many, I present this follow-up report concerning the issue of sexual abuse of minors by clergy in the Diocese of Davenport.

On February 25, 2004, I reported to the People of the Diocese that an investigation of allegations of sexual abuse of minors by clergy had recently been completed. A Historical Accounting of Clergy Sexual Abuse of Minors from 1950 to the present was provided. The Diocese also took action. The Diocesan Review Board recommended that I request the Vatican laicize (defrock) five priests. The requests were sent to the Vatican. The request concerning [REDACTED] was granted by the Pope in a decision announced by the Vatican in September, 2004.

The Diocese has recently received decisions by the Vatican regarding the laicization requests concerning [REDACTED] and [REDACTED]

Regarding the application for the laicization of [REDACTED] the Vatican has made an administrative decision, "in light of the fact that [REDACTED] is retired and advanced in age," to have me "impose a penal Precept on him, obliging him to lead a life of prayer and penance, and to privately offer Holy Mass once a week for the remainder of his days in reparation for the crimes he has committed." Therefore, in addition to requirements already placed on [REDACTED] in the past, including limiting any contact with youth and prohibiting him from public celebration of the sacraments, a new precept will impose obligations in line with the Vatican's decision and require him to inform the Diocese of any change of address, to submit reports of his activities and meet with diocesan officials on a regular basis. His vacations or overnight stays away from his residence must be approved. He is prohibited from wearing a Roman collar or presenting himself as a priest to the public. He is required to submit to random visits from Diocesan officials.

Gilbert J. Gustafson
994 Livingston Ave.
West St. Paul, MN 55118
(651)295-0421
(651) 455-5626 (fax)
gustafsong@comcast.net

no file,
please

January 28, 2005

Rev. Kevin McDonough
226 Summit Ave.
St. Paul, MN 55102

Dear Kevin:

I thought we had quite a productive meeting today. As I mentioned at that meeting, I have been advised not to sign off on the monitoring plan until my financial agreement with the Archdiocese is ready to be signed.

Given Archbishop Flynn's difficulty in setting meetings due to the rigor of his schedule, I also want to have in hand a document that describes the sort of financial assistance the Archdiocese will be providing me when I meet with the Archbishop. My recollection of our previous conversations is that the financial assistance would be in the form of a permanent disability benefit. The amount of a permanent disability benefit under the 2003 revised pension plan is the revised benefit formula based on the years of service the disabled priest would have accrued if he had provided continuous service until the age of 65. In my case this would be 39 years of service since I was ordained at age 26. I further understand that the Archdiocese would continue to provide health insurance coverage through my years of disability and retirement.

Would you be able to create a document that describes my proposed permanent disability benefit by Friday February 4 so I can review it before I meet with the Archbishop? As I mentioned in our meeting I will be out of town the first part of the week but will check messages on my voice mail. I will be happy to discuss specific provisions with you via phone and/or e-mail.

Sincerely,



Gilbert J. Gustafson

Patti -

Please attach this
to the letter I
drafted for Abp
Flynn to Acl
Custafson (tape 34).
Thanks / K

Council calling,
please

JANUARY 28, 2005

MEMO TO: FR. KEVIN

FROM: BOBBI

Appointment for Gil Gustafson

The Archbishop changed the appointment to

Wednesday, February 9, 2005 at 9:30 a.m.

Please let Gil know.

Done ✓

Sherman H. Otto
Promoter of Ministerial Standards
Archdiocese of Saint Paul and Minneapolis

~~initial copy~~
please

Friday, February 03, 2005

Archbishop Harry J. Flynn
226 Summit Avenue
St. Paul, MN 55102

Subject: Your upcoming meeting with Gilbert Gustafson.

Dear Archbishop Flynn,

At the request of Father McDonough I am writing this letter to you to 1) brief you prior to your meeting with Gil Gustafson, and 2) to ask your specific direction regarding the stringency of the Monitoring Program known as Promoter of Ministerial Standards (POMS).

First, I will address your upcoming meeting with Gil Gustafson. In September and October of 2004 a Monitoring Plan (MP) was developed for Gustafson based on the record in his file. I presented a recommended plan to the Clergy Review Board and Father McDonough. Father McDonough approved a plan to take to Gustafson.

Father and I met with Gustafson on January 11, 25, and 28, 2005. During these meetings the following occurred:

- Several wording changes were suggested by Gustafson and accepted by Father and me (see Appendix A, amended MP for Gustafson from 1/11/05 meeting).
- Gustafson repeated that he felt the MP was too harsh, he had paid his debt to society and had completed probation.
- Gustafson said the Charter did not demand this type of monitoring or any monitoring in fact; this was acknowledged and I commented that you and our archdiocese believe there is a responsibility to monitor those who have offended per the Charter and the MP before him is part of the system in place here.
- Gustafson said that he had 20 years of successful recovery; I responded that his file does not contain material which specifically documents successful recovery and that the absence of further violations doesn't necessarily indicate successful recovery either.
- Father told Gustafson that he trusted Gustafson and liked him; however you and I do not trust him, therefore these monitoring needs to be done.
- Gustafson said he wanted to talk with you and that if signing the MP he would accompany it with a letter stating his objections; Father said he could write such a letter and he (Father) and I could sign it too; I told Father after the 1/11/05 meeting I didn't object to Gustafson placing such a letter in his file, but I would not sign his letter.

- Gustafson said that the word “supervisor and supervisory” within the MP were unacceptable because since he had no ministry he had no supervisor; Father agreed with Gustafson and I dissented stating that as long as he was not laicized and the archdiocese was paying money to Gustafson, the community would logically see some sort of relationship, most likely supervisory in nature; Father asked me to consult Mr. Eisenzimmer because he (Father) “didn’t want to give away the store”; I did consult Eisenzimmer on 1/11/05 who stated that as long as we haven’t taken every step (i.e., laicization) there is a lingering liability for offenders of the Charter, he and I decided we could use the term “Plan Manager” rather than “Supervisor”; we discussed there being legal, ethical, and Christian duties involved.
- Gustafson said he understood a monitoring plan of some sort was needed, however, he believes his civil rights may be are being violated and specifically he objects to numbers 8 (computer monitoring), 10 (unannounced visits), and 12 (reporting absences from home) of the archdiocesan plan; I explained that other dioceses were also conducting monitoring programs and showed Gustafson and Father a plan from the Diocese of Davenport, IA (attached as appendix B). I told him at each meeting the decision was in his hands, he could seek laicization then he wouldn’t have to abide by this MP, but if he wishes to receive financial support from the archdiocese and not be laicized he needed to comply.
- Relative to computers Gustafson said computers were not his problem when offending; I pointed out that 20 years ago Internet pornography was in its infant stage and now has become a monumental problem (see Appendix C, attached).
- Relative to unannounced visits Gustafson wanted to know the extent of such visits, i.e., where we would look; I explained that such a visit involved more than speaking at the front door, it included coming into the house and looking for any signs of violating the proscription of having minors staying in his home (i.e., clothing present the size and type a minor would wear) and/or anything identified as items evidencing violations or causing him to violate again (i.e., magazines, objects, etc.).
- Relative to reporting any absences from home I stated we needed to know where he was so 1) should a report come from another city or state about him we could report he was or wasn’t there, and 2) so we could conduct unannounced visits.
- Gustafson recommended the MP begin with minimal criteria and then if time shows the need add criteria; I explained that the file on him is incomplete, as are others, and therefore MPs will begin more stringent and if the monitoring indicates positive progress monitoring criteria for the subsequent MP will be lessened accordingly. (See Appendix D, Gustafson’s response/recommendations dated January 19, 2005)
- I said to Gustafson and Father that I could not recommend anything less to the Archbishop than the MP we agreed to in the 1/11/05 meeting. (See Appendix A)

Archbishop, Father McDonough’s approach in all three meetings was very pastoral. Separately, and in response to the content of each meeting, I gave this feedback to him and he graciously listened.

- Father was too pastoral, in fact, I believe to the point of enabling Gustafson to view Father as being on his (Gustafson’s) side and you and I on the other, as if Father were his advocate. I said this can’t be since it severely compromises any

monitoring not agreed to by Gustafson; he would possibly claim even Father McDonough doesn't agree with this monitoring. We needed to present a unified position.

- I said Gustafson's meetings with us now and his MP would set the tone for all MPs, and if his plan were watered down we are then hard pressed to truly monitor anyone. I said anything less than the MP we agreed to on 1/11/05 (See Appendix A) would not be true monitoring, and if allowed then the concept of credible monitoring, POMS itself, should be eliminated because less would give the impression the Church is serious in its attempt to keep its people as safe as possible and help its offenders when in reality such a concept and program is a paper tiger, and even a deception.
- I observed that Father McDonough has so many duties and responsibilities that perhaps more authority should be given to POMS to meet and monitor individuals once a MP is recommended by the Clergy Review Board and the Vicar General-Moderator of the Curia and approved by the Archbishop.
- Lastly, I said we needed to resolve now the stringency of monitoring and whether "assignment" or "incardination" determines the responsibility and stringency of monitoring.

Archbishop, I hope this briefing is helpful to you in your meeting with Gilbert Gustafson.

In regards to the second point mentioned in the opening paragraph, your direction regarding the stringency of the monitoring program known as Promoter of Ministerial Standards (POMS) is needed. It is my observation that now we are beginning to implement the monitoring criteria recommended and approved for monitoring, there appears to be a lessening of agreement on stringency and resolve now that we begin to actually implement them.

Should you have any questions or need clarification of anything said herein, please do not hesitate to contact me, or call me at 763-424-4481.

Respectfully,



C: Father Kevin McDonough

**Gilbert J. Gustafson
994 Livingston Ave.
West St. Paul, MN 55118
(651)295-0421
(651) 455-5626 (fax)
gustafsong@comcast.net**

February 10, 2005

Rev. Kevin McDonough
226 Summit Ave.
St. Paul, MN 55102

Dear Kevin:

I am following up on a matter I mentioned to you in passing some weeks ago.

Cy Laurent, Greg Henderson and I are contemplating starting an initiative to enhance the leadership capabilities of clergy and lay leaders in Minnesota, North Dakota and South Dakota. An early step in our process is to meet with some local church leaders to ask, "What advice would you give us as we go about creating a leadership initiative?"

We have identified three dates in April (Friday, April 1, Friday April 15 and Monday April 18) that we could offer for a meeting with you and several other Archdiocesan staff. So far we have identified Fran Donnelly, Jim Lundholm-Eades, Rip Riordan and Lori Glynn as potential "advice givers." If you have other names to suggest we welcome your input.

Could you please let me know of your interest in offering us some advice as well as your availability for one or more of the dates? We will select the date that is available to the most people. Also, please let me know if your preference is to meet along side your staff or if you would prefer to meet with us separately. We are happy to accommodate either option.

Thanks for considering this.

Sincerely,



Gilbert J. Gustafson

Explanatory Note: I have asked that a copy of this be put in the personnel file of each of our inactive priests covered by "the Charter". I do so in the absence of a similar determination in our Archdiocese.

DIOCESE OF HARRISBURG

K McDonough 3/7/05

**FUNERAL ARRANGEMENTS FOR PRIESTS REMOVED FROM ACTIVE
PRIESTLY MINISTRY BUT NOT LAICIZED**

1. The appropriate arrangements should be made with the Funeral Director of choice regarding the date, time, and place of the Mass of Christian Burial and Interment.
2. The Mass of Christian Burial may not be held in any parish church to which the deceased had been assigned or in which he was in residence during his years of priestly ministry in the Diocese of Harrisburg.
3. The pastor or parochial vicar of the parish church in which the Mass of Christian Burial is to be celebrated should be in contact with the Secretary for Clergy and Religious Life prior to making any final arrangements for the funeral liturgy.
4. It would be appropriate for the deceased to be vested in Mass Vestments as long as there were no canonical restrictions prohibiting the deceased from the private celebration of the Eucharist.
5. A private viewing for the members of the immediate family is permissible although there should be no public visitation prior to the Mass of Christian Burial.
6. The celebrant and homilist for the Mass of Christian Burial may be pre-designated by the deceased or may be the pastor or parochial vicar of the parish in which the Mass of Christian Burial is to be celebrated.
7. All deacons and priests, religious and diocesan, will be notified of the arrangements for the funeral and encouraged to participate.
8. There should be no indication of the time, place and date for the Mass of Christian Burial or Interment in the obituary. The obituary should read: **Services and burial will be held at the convenience of the family.** A notation that the deceased had served as a priest of the Diocese of Harrisburg may be included in the obituary.
9. The title of **Reverend** or **Father** is not to be used in the obituary but may appear on the headstone in the cemetery.

Gustafson

FILE COPY

MEMO

TO: Archbishop Flynn, Bishop Pates, Bill Fallon and John Bierbaum
FROM: Fr. Kevin McDonough
DATE: April 11, 2005
RE: Financial arrangements for a former priest

As we approach the third anniversary of the Charter for the Protection of Children and Young People, I am trying to bring as much final closure as possible the situations of various former priests who have been removed from priestly ministry because of the Charter. One situation that requires closure is that of Gilbert Gustafson. Most everything that I will say in this memo also applies to the situation of Michael Stevens.

We have been providing transitional assistance to Gustafson since July of 2002. This has included basic support for daily living (in the form of a disability payment) and some assistance in finding work that uses his skills well and makes him economically independent.

He and I have discussed a variety of models for long-term assistance. He has suggested (and I believe accurately) that his history makes it unlikely that he will ever be able to be fully self supporting economically. We have an obligation in charity to assist former priests, especially those who are in danger of becoming destitute. At the same time, we want to be certain that we do not tolerate a dependency that does not permit him to grow and take responsibility for his life.

Another goal in bringing all of this to resolution ought to be to make it clear that Gustafson no longer serves in any way as a priest. Any financial arrangement should make it clear that he is not our employee, our agent, or in any way an official representative of the Catholic Church. We have already taken the key steps to doing this in every other dimension, but I want the economic resolution to make this clear as well.

All of this seems to be advanced by the proposal in the attached correspondence. In summary, it provides that Gustafson would be considered fully disabled, and that the basis for the medical disability of pedophilia. It is a permanent condition and will always bar him from the priesthood. Because of the terms of our retirement plan, Gustafson will have to obtain other work in order to live as a lay person. The disability allowance in the plan (to which he is entitled by his twenty-five years of work as a priest) only would meet about one-third of the cost of his living support. He would be responsible for the other two-thirds.

When I first saw this proposal, I was concerned at its cost. I recognize now, however, that Gustafson has already built up significant credit in the pension plan through his years of participation. This obligation would be already funded to a significant degree. There is some additional cost on the plan, but not an undue additional cost, I believe.

The fact that he is receiving disability income rather than anything that could be construed as compensation for work should reinforce the fact that he is not our employee, agent or representative.

I look forward to discussing this with you when time permits.

Att: Fr. McDonough

Could you please
comment on
the attached?

Thanku, + you

MEIER, KENNEDY & QUINN

CHARTERED
ATTORNEYS AT LAW

SUITE 2200, BREMER TOWER
445 MINNESOTA STREET
SAINT PAUL, MINNESOTA 55101-2100
TELEPHONE (651) 228-1911
FACSIMILE (651) 223-5483

TWieser@mkqlaw.com

June 3, 2005

ANDREW J. EISENZIMMER
LEO H. DEHLER
THOMAS B. WIESER
CHARLES M. BICHLER
JOHN C. GUNDERSON
PAUL L. NEVIN

WILLIAM C. MEIER
(1920-1981)
TIMOTHY P. QUINN
(1921-1991)
ALOIS D. KENNEDY, JR.
(RETIRED)

Judy

*Gustafson
File*

C
O
P
Y

VIA FACSIMILE & U.S. MAIL

Jeffrey R. Anderson
Jeff Anderson and Associates, P.A.
E-1000 First National Bank Building
332 Minnesota Street
St. Paul, MN 55101

RE: [REDACTED] v. Archdiocese of St. Paul and Minneapolis, et al.
Court File No. [REDACTED]
Our File No. [REDACTED]

Dear Mr. Anderson:

I have been informed that Dr. Grove is unable to continue with this matter due to illness.

I have arranged to have your client evaluated by Dr. Harrison Pope in Boston during the week of June 20, 2005.

In order to minimize your client's inconvenience, I plan to have your client go to Boston to be evaluated by Dr. Pope and return the same day. Please let me know which date during that week your client prefers. I will then make the appropriate arrangements for your client's travel to and from Boston.

Please let me know the date selected by Wednesday, June 9, 2005.

MEIER, KENNEDY & QUINN

Mr. Jeffrey R. Anderson

June 3, 2005

Page 2

RE: [REDACTED] v. Archdiocese of St. Paul and Minneapolis, et al.
Court File No. [REDACTED]
Our File No. [REDACTED]

Thank you.

Yours very truly,

MEIER, KENNEDY & QUINN, CHARTERED



Thomas B. Wieser

TBW:sak

cc: William S. Fallon
John Evans
[REDACTED]

MEIER, KENNEDY & QUINN

CHARTERED
ATTORNEYS AT LAW

SUITE 2200, BREMER TOWER
445 MINNESOTA STREET
SAINT PAUL, MINNESOTA 55101-2100
TELEPHONE (651) 228-1911
FACSIMILE (651) 223-5483

TWieser@mkqlaw.com

September 19, 2005

ANDREW J. EISENZIMMER
LEO H. DEHLER
THOMAS B. WIESER
CHARLES M. BICHLER
JOHN C. GUNDERSON
PAUL L. NEVIN

Judy Gustafson
file

WILLIAM C. MEIER
(1920-1981)
TIMOTHY P. QUINN
(1921-1991)
ALDIS D. KENNEDY, JR.
(RETIRED)

HAND DELIVERED

Jeffrey R. Anderson
Jeff Anderson and Associates, P.A.
E-1000 First National Bank Building
332 Minnesota Street
St. Paul, MN 55101

RE: [REDACTED] v. Archdiocese of St. Paul and Minneapolis, et al.
Court File No. [REDACTED]
Our File No. [REDACTED]

Dear Mr. Anderson:

Enclosed are:

1. Check number [REDACTED] in the amount of [REDACTED]
2. Check number [REDACTED] in the amount of [REDACTED]
3. Original and four (4) copies of the Settlement Agreement and Release; and
4. Stipulation of Dismissal with Prejudice.

The settlement payments are tendered on the express condition that they not be negotiated until after your [REDACTED] have properly signed and returned the Settlement Agreement and Release, and on the further condition that you first sign and return the Stipulation of Dismissal with Prejudice. The signature of [REDACTED] is required in connection with claims arising during [REDACTED]

I will submit the apology from Fr. McDonough after the Release has been signed.

MEIER, KENNEDY & QUINN

Mr. Jeffrey R. Anderson
September 19, 2005
Page 2

RE: [REDACTED] *v. Archdiocese of St. Paul and Minneapolis, et al.*
Court File No. [REDACTED]
Our File No. [REDACTED]

Please let me know how you propose to have the SNAP materials delivered to the Archdiocese.

If you have any questions, please call me. Thank you for your consideration in this matter.

Yours very truly,

MEIER, KENNEDY & QUINN, CHARTERED

/S/ THOMAS B. WIESER

Thomas B. Wieser

TBW:sak

Enclosures

cc: Paul Engh
Rev. Kevin McDonough
William S. Fallon
Rev. Rodger Bauman
[REDACTED]

1100 VJ ✓

Woman settles sex-abuse lawsuit against archdiocese

She said a priest abused her as a child and will receive money and an apology from the vicar general who did not believe her allegations.

By Bob von Sternberg
Star Tribune Staff Writer

A 33-year-old woman who says she was sexually abused as a child by a White Bear Lake priest has settled a lawsuit she filed three years ago against the Archdiocese of St. Paul and Minneapolis.

"The only thing I ever wanted was to be taken seriously, to be believed," Anne Bonse said Wednesday. "Child

molesters don't belong in the church, certainly."

Bonse, who now lives in Glenwood City, Wis., spoke during a news conference called by her attorney on the steps of the archdiocesan chancery in St. Paul.

Under terms of the settlement, Bonse will receive an undisclosed sum of money. "There will be no talking about money because if she does that's all that's going to be talked about," attorney Jeff Anderson said.

In addition, she is to receive a written apology from the Rev. Kevin McDonough, the archdiocese's vicar general, who she said did not initially believe her allegations.

LAWSUIT continues on B4

STAR TRIBUNE
MINNEAPOLIS, MN
THURSDAY 381,084
OCT 6 2005



212 .3272 XB
.y..a. 14 XX...X

LAWSUIT from B1

Woman alleging abuse settles with archdiocese

Also, archdiocese officials have agreed to incorporate material developed by the Survivors Network of those Abused by Priests (SNAP) in training staff members and volunteers.

Archdiocese spokesman Dennis McGrath said a settlement was reached after "the plaintiff lowered her demands to where our insurance and the archdiocese said it made more sense to settle than to litigate." The archdiocese already op-

erates what is called a "Safe Environment" program, in which all clergy, employees and volunteers undergo risk management training for dealing with children, he said.

Bonse says she was abused a number of times between the ages of 5 and 10 by Gilbert Gustafson, then her priest at St. Mary of the Lake Church in White Bear Lake.

Gustafson pleaded guilty to assaulting a boy in the 1970s

and spent six months in jail. He has since left priestly practice, in accordance with a policy approved by U.S. bishops.

He was not removed because of Bonse's allegations, McGrath said.

She reported her allegations to McDonough in 2000.

"He took a pedophile's word over my own," she said. "I told him all these horrific memories that were humiliating."

Bonse's mother, Jan Fredericks, said she was trying to "appeal to all good Catholics, as my husband and I are, to believe Anne's story. ... I feel terribly betrayed, and this has been a betrayal of the really good men who are priests."

Bonse's attorney, Anderson, who has pursued clergy abuse suits nationwide since the priest pedophilia scandal broke several years ago, said he hoped the settlement of Bonse's suit will "teach this archdiocese this is no way to treat victims when they come for help and protection."

He said his client "felt turned away, ignored and disbelieved."

McGrath said the archdiocese has settled about 50 sexual abuse cases over the years and currently has two pending.

Bob von Sternberg is at
vonst@startribune.com.

ST. PAUL PIONEER PRESS

ST. PAUL, MN
THURSDAY 190,939
OCT 6 2006



312 3288
V.A.

14 XX...X
XE

110005

Archdiocese settles abuse claim

+ Woman also wins rare apology from church

BY STEVE SCOTT
Pioneer Press

The Archdiocese of St. Paul and Minneapolis has reached an out-of-court settlement with a Wisconsin woman who alleged she was sexually abused by a White Bear Lake priest more than two decades ago.

Anne Bonse, 33, of Glenwood City, Wis., said she was molested between the ages of 5 and 11 by Gilbert Gustafson, then a priest at St. Mary of the Lake Catholic Church.

In a lawsuit filed in November 2002, she also alleged she was "re-victimized" by a "calous, dismissive and inadequate" response in February 2000, when she told the Rev. Kevin McDonough, the archdiocese's chief of staff, of the alleged abuse. Additionally, she claimed that Archbishop Harry Flynn refused to meet with her to discuss the case.

As part of a settlement — announced Wednesday by

Bonse and her attorney, family and friends in front of church headquarters — the archdiocese agreed to apologize in writing to Bonse, who also will receive an undisclosed amount of cash. The suit had sought at least \$50,000.

The archdiocese also agreed to incorporate material from an abuse-survivors support group into its training materials. Such "non-economic" concessions are rare in such settlements, said David Clohessy, national director of the Survivors Network of Those Abused by Priests.

"The only thing I ever wanted was to be taken seriously, to be believed and to have Gilbert Gustafson removed from the priesthood and any active ministry in the church," Bonse said.

Gustafson, who in 1982 pleaded guilty to criminal charges of abusing an altar boy at St. Mary's, was permanently removed from ministry in 2002, as required by the U.S. Catholic bishops' passage of a clergy

abuse policy that June.

After his conviction, Gustafson had worked for Catholic Charities and in diocesan administrative jobs and ministered to a community of cloistered nuns in Bloomington, according to the archdiocese.

The archdiocese three years ago said Gustafson admitted to past offenses against young boys but denied abusing Bonse.

On Wednesday, archdiocesan attorney Tom Wieser said Flynn would have met with Bonse one-on-one or with a counselor or family member present, but that the archbishop "would not get drawn into an attorney-orchestrated media event."

Bonse's invitation to meet with Flynn occurred at a news conference arranged by her attorney, Jeffrey Anderson, in October 2002.

Wieser said McDonough came to understand how Bonse hadn't felt welcome when they met in 2000 because he was unclear what she was asking.

Andy Eisenzimmer, another

archdiocesan attorney, said McDonough was trying to explain remedies the archdiocese could provide for her, and "she apparently took that as a brush-off. ... He can see now why she feels that way."

The archdiocese three years ago said in a statement that Bonse's allegations "were both vague and inconsistent with the known offense pattern of the priest involved."

Anderson, however, produced a 1988 letter from Bishop Robert Carlson to Archbishop John Roach stating Gustafson also was inclined to "some inappropriate sexual acting out" with late adolescent women, as well.

"Anne would never have gone through the five years of humiliation she has simply to make up a lie," said her mother, Jan Fredericks. "We're trying to hang on to our faith, and at the same time feel betrayed."

Steve Scott may be reached at 651-228-5526 or sscott@pioneerpress.com.

Posted on Thu, Oct. 06, 2005

Archdiocese settles abuse claim

Woman also wins rare apology from church

BY STEVE SCOTT
Pioneer Press

The Archdiocese of St. Paul and Minneapolis has reached an out-of-court settlement with a Wisconsin woman who alleged she was sexually abused by a White Bear Lake priest more than two decades ago.

██████████ said she was molested between the ages of 5 and 11 by Gilbert Gustafson, then a priest at St. Mary of the Lake Catholic Church.

In a lawsuit filed in November 2002, she also alleged she was "re-victimized" by a "callous, dismissive and inadequate" response in February 2000, when she told the Rev. Kevin McDonough, the archdiocese's chief of staff, of the alleged abuse. Additionally, she claimed that Archbishop Harry Flynn refused to meet with her to discuss the case.

As part of a settlement — announced Wednesday by ██████████ and her attorney, family and friends in front of church headquarters — the archdiocese agreed to apologize in writing to ██████████ who also will receive an undisclosed amount of cash. The suit had sought at least \$50,000.

The archdiocese also agreed to incorporate material from an abuse-survivors support group into its training materials. Such "non-economic" concessions are rare in such settlements, said David Clohessy, national director of the Survivors Network of Those Abused by Priests.

"The only thing I ever wanted was to be taken seriously, to be believed and to have Gilbert Gustafson removed from the priesthood and any active ministry in the church," ██████████ said.

Gustafson, who in 1982 pleaded guilty to criminal charges of abusing an altar boy at St. Mary's, was permanently removed from ministry in 2002, as required by the U.S. Catholic bishops' passage of a clergy abuse policy that June.

After his conviction, Gustafson had worked for Catholic Charities and in diocesan administrative jobs and ministered to a community of cloistered nuns in Bloomington, according to the archdiocese.

The archdiocese three years ago said Gustafson admitted to past offenses against young boys but denied abusing ██████████

On Wednesday, archdiocesan attorney Tom Wieser said Flynn would have met with ██████████ one-on-one or with a counselor or family member present, but that the archbishop "would not get drawn into an attorney-orchestrated media event."

██████████ invitation to meet with Flynn occurred at a news conference arranged by her attorney, Jeffrey Anderson, in October 2002.

Wieser said McDonough came to understand how ██████████ hadn't felt welcome when they met in 2000 because he was unclear what she was asking.

Andy Eisenzimmer, another archdiocesan attorney, said McDonough was trying to explain remedies the archdiocese could provide for her, and "she apparently took that as a brush-off. ... He can see now why she feels that way."

The archdiocese three years ago said in a statement that ██████████ allegations "were both vague and inconsistent with the known offense pattern of the priest involved."

Anderson, however, produced a 1988 letter from Bishop Robert Carlson to Archbishop John Roach stating Gustafson also was inclined to "some inappropriate sexual acting out" with late adolescent women, as well.

"██████████ would never have gone through the five years of humiliation she has simply to make up a lie," said her mother, Jan Fredericks. "We're trying to hang on to our faith, and at the same time feel betrayed."

Steve Scott may be reached at sscott@pioneerpress.com or 651-228-5526.

© 2005 St. Paul Pioneer Press and wire service sources. All Rights Reserved.
<http://www.twincities.com>

October 11, 2005

Dear [REDACTED]

It is good to know that we are all arriving at an agreement that will permit you to move on with what I pray will be a blessed and happy life for you and your family. As part of that agreement, I am to offer you a letter of apology. With this letter, I hope I can address – in a way that is useful to you – some things that I understand to have been offensive to you.

First, I want to apologize to you for my public statement about the care you were receiving at the time you first came to see me. [REDACTED] when I was undergoing the deposition in Mr. Anderson's office (I believe you were there) I understood for the first time that my statement could be seen as an attempt to dismiss your concerns as if they were "crazy". It was very embarrassing to me to see that I had missed such an obvious point before. My real intent was to make a technical point: that I had been confident that you were already receiving help and that you would come forward when you thought best. But I acknowledge that other people could read my statement differently, and that it was a serious mistake on my part not to have seen that. I apologize to you.

Second, I am sorry as well for how I characterized the information that you gave me. Again, I was trying to say that I had been expecting more information from you. But I can see that the way I said that made it appear that I had dismissed both you and your concern. That was insensitive and wrong, and I am sorry.

Finally, please know that I am sorry that your interaction with representatives of our Church – [REDACTED] and again when you came to see me – was such a negative experience. You deserved better, and I apologize for not providing that.

I pray daily for those who have been harmed by priests. I am sorry that I added to the harm you experienced. May God heal in you what I have harmed.

Sincerely yours in Christ,

Reverend Kevin M. McDonough
Vicar General and Moderator of the Curia

Gilbert J. Gustafson
994 Livingston Ave.
West St. Paul, MN 55118
(651) 295-0421
gustafsong55102@yahoo.com

March 6, 2006

Rev. Kevin McDonough
226 Summit Ave.
St. Paul, MN 55102

Dear Kevin:

I am writing to express my concern over a couple of issues in the proposed monitoring agreement that we discussed on February 27, 2006.

I believe we have satisfactorily addressed my concern over the information the Archdiocese seeks in paragraph 10. It is my understanding that language will be added to the monitoring agreement that will instruct that the results of the evaluation be destroyed within 90 days of the conclusion of the evaluation.

My more significant concern is in paragraph 7. This paragraph indicates that I am not to engage in any type of ecclesiastical ministry. Ecclesiastical ministry seems to me to be an overly broad and ill defined term. What exactly is ecclesiastical ministry? Virtually anything can be construed as ecclesiastical ministry. To ask me to forego all ecclesiastical ministry is to ask me to limit my expression of my calling as a baptized Catholic.

In conversations with you and Tim Rourke, you gave me the distinct impression that the prohibition against ecclesiastical ministry could include a wide array of activity. Reading at liturgies and ushering were identified as examples of behaviors that would be prohibited. There was no indication of what church related activities would not be prohibited. I find the proposed exclusion from ecclesiastical ministry to be an unfair spiritual burden. Full participation in the life of the Church is essential to my spiritual well being.

I have understood that the intent of the monitoring agreement is to provide a system of accountability that will ensure that my behavior does not endanger children. I fully understand that it would be inappropriate for me to engage in any ministry to minors. The prohibition against such behavior is addressed in the second sentence of paragraph 7 and I have no quibble with it.

I have suggested to you that the more precise term to use in the first sentence of paragraph 7 would be presbyteral ministry. I ask you to change this term in the agreement.

I am grateful for the mutually respectful tone we have been able to maintain in our ongoing conversations about my agreement with the Archdiocese and am confident we will find an amicable agreement.

Sincerely,



Gilbert J. Gustafson

MEMO

FILE COPY

TO: Archbishop Flynn
FROM: Fr. Kevin McDonough
DATE: March 10, 2006
RE: Gilbert Gustafson

Archbishop, we are nearing the finalization of all the matters that have to be closed to complete Gilbert Gustafson's transition to a new life after the priesthood. As I think you know, he has had no priestly ministry since the spring of 2002. Nonetheless, he has been in a period of transition, as have others. We are making arrangements about his long term disability and also helping him to become fairly productive on his own in the community. He is going to be part of our monitoring program so that we can do whatever we reasonably can to see that children in the community are protected. Of course, this goes above and beyond any of our obligations, since he is no longer a priest. Nevertheless, it is part of our contributing to the protection of children.

Archbishop, we have hit one sticking point, and I am writing to see if you have any suggestions or direction in its regard. One of the things that appears in our monitoring contracts is a clear statement of any restrictions from involvement with church leadership of any sort. Normally, we clarify that the former priest is to have no formal ministry. Gil Gustafson has no dispute with this. Tim Rourke has suggested (and I am supporting him on this) that we make it clear that Gil Gustafson is to have no "ecclesiastical ministry." This arises particularly from the fact that Gil continues to worship at the Poor Clare Monastery in Bloomington, where for many years he was the weekend priest. He is absolutely not doing priestly work there, but occasionally he will take up the collection or read at Mass.

Tim's prudent concern is that Gil Gustafson has become the public symbol of clergy misconduct in the Twin Cities. We can imagine someone sneaking a television camera into the Poor Clare Monastery once again (as happened a few years ago) and filming him standing at the pulpit (where, of course, he would only be reading the first or second reading). Nonetheless, that sort of image could be distorted into an indication that he has not really stopped serving as a priest. Gil has an important counter to this concern. He notes that participation in work like taking up the collection or reading a scripture reading has nothing to do with his ordination. Rather, it is something that any of the baptized do. It has become a real sticking point for him not to give up things that are his right by baptism, so long as they are clearly separated from the priesthood.

Archbishop, I am at an impasse in this. I support Tim's reasoning, and have tried to convince Gil Gustafson. Gil views this as a matter of integrity, especially since part of the healing process in which he has no been engaged for two decades is that he ought to address his genuine rights and responsibilities head on, rather than to submit to injustice and then take out resentments in some illegitimate way.

I am enclosing a copy of the letter that Gil Gustafson sent me as a result of our most recent meeting. I would appreciate any thoughts you have about resolving this.

cc: Tim Rourke
Gil Gustafson

St. Paul/Minneapolis Archdiocese
Promoter of Ministerial Standards
Monitoring Criteria Options

For: Gilbert Gustafson From: _____ To: _____

Plan Manager: Fr. K. McDonough Monitor: Tim Rourke Reason For Monitoring: Abuse Minors.

Monitor meetings: Minimum quarterly.

1. The Clergy Review will review this plan and could make further recommendations.
2. Gil will provide information on any personal therapist he is seeing and sign releases for POMS to receive information regarding his progress.
3. Gil will provide information on any support group he is involved with and provide a facilitator name from that group. He will sign releases for the facilitator to provide information to POMS on his participation and attendance.
4. Gil will maintain regular contact with a spiritual advisor. He will sign necessary releases for POMS to receive information regarding his attendance.
5. Living arrangements, including overnight stays: Gil will not reside with minors or stay overnight with minors (including relatives) unless another adult is present.
6. Gil will have no public contact with minors unless supervised by an adult. Gil will not have contact with minors in person, by mail, telephone, e-mail, internet, chat rooms or communication through a third party or loiter in areas commonly frequented by minors (i.e. schools, day care.)
7. Work and/or sacramental restrictions are: there is to be no ecclesiastical ministry of any type. Gil is allowed no unsupervised work with minors.
8. Clergy Faculty limitations are:
 - a. Removed from Priestly ministry: implemented June 2002.
 - b. May only celebrate mass alone, no one present: implemented June 2002.
 - c. Will not wear clerical attire, use clerical title or present himself as a priest: implemented June 2002.
9. Computer hard drives used by Gilbert Gustafson may be randomly checked for sites in conflict with recommendations and restrictions.
10. The Archdiocese will select, pay for, and determine the timeframe for a Psycho/Sexual evaluation (with Polygraph or Integrity Scale) to be done as soon as possible to determine current psychological profile, Integrity level, threat level relative to abusing, Gil will follow recommended treatment plans.
11. Information received from the Pathfinder report, except that requiring mandatory reporting, will be reviewed and maintained at the chancery for 90 days. The summary recommendations only will be maintained in the personnel record after that time.
12. Unannounced visit(s) by the Promoter of Ministerial Standards for the Archdiocese at the living location, work sites and/or social areas may be made.

- 13. Risk monitoring evaluation/assessment to be done twelve months from the beginning of the actual monitoring period.
- 14. POMS Monitor to be notified of dates of Gil's absences from home residence (from – to) prior to departure and all of the locations where Gil will be going when traveling away from home
- 15. Prohibited reading materials/activities include any pornographic materials, paper, electronic, or other. Gil will refrain from activities commonly understood to violate a vow of celibacy.
- 16. Failure to comply with the Monitoring Program could result in other monitoring measures and may include loss of any or all Archdiocesan subsistence.
- 17. Any disputes about this monitoring plan maybe submitted to normal canonical review
- 18. Gil is to completely fill out the "Intake Data" form and appropriate information release forms allowing POMS to release pertinent file information and allowing POMS to receive reports from evaluators and therapists.

By my signature I acknowledge criteria to be monitored.

<div style="display: flex; justify-content: space-between;"> Individual Date </div>	<div style="display: flex; justify-content: space-between;"> Vicar General Date </div>
<div style="display: flex; justify-content: space-between;"> POMS Monitor Date </div>	

Acknowledge receipt of copy: _____

Individual
Date

(POMS 022305)

INTEROFFICE MEMO from
ARCHBISHOP HARRY FLYNN

TO:

- | | |
|---|--|
| <input type="checkbox"/> Ep. Pates | <input type="checkbox"/> Fr. Johnson |
| <input checked="" type="checkbox"/> Fr. Kevin McDonough | <input type="checkbox"/> Deacon Fred Johnson
(Commission Black Catholics) |
| <input type="checkbox"/> Fr. Baer | <input type="checkbox"/> Ms. Klima |
| <input type="checkbox"/> Mr. Baker | <input type="checkbox"/> Ms. Peters-Nickle |
| <input type="checkbox"/> Mr. Bierbaum | <input type="checkbox"/> Ms. Laird |
| <input type="checkbox"/> Fr. Bowers | <input type="checkbox"/> Sr. Lucid |
| <input type="checkbox"/> Sr. Brennan | <input type="checkbox"/> Mr. Lundholm Endes |
| <input type="checkbox"/> Mr. Cherek | <input type="checkbox"/> Dr. McCarver |
| <input type="checkbox"/> Ms. Dawson | <input type="checkbox"/> Mr. McGrath |
| <input type="checkbox"/> Fr. Dease | <input type="checkbox"/> Ms. Mondragon |
| <input type="checkbox"/> Mr. Domeier | <input type="checkbox"/> Ms. Nickelson |
| <input type="checkbox"/> Sr. Donnelly | <input type="checkbox"/> Fr. Piche |
| <input type="checkbox"/> Ms. Eldred | <input type="checkbox"/> Deacon Riordan |
| <input type="checkbox"/> Mr. Errigó | <input type="checkbox"/> Ms. Soderlund |
| <input type="checkbox"/> Fr. Estrem | <input type="checkbox"/> Ms. Tomlin |
| <input type="checkbox"/> Mr. Fallon | <input type="checkbox"/> Mr. Vanden Plas |
| <input type="checkbox"/> Deacon Friesen | <input type="checkbox"/> Ms. Vasquez |
| <input type="checkbox"/> Sr. Ganley | <input type="checkbox"/> Ms. Willerscheidt |
| <input type="checkbox"/> Dr. Glynn | <input type="checkbox"/> Mr. Willis |
| <input type="checkbox"/> Sr. Hellen (Bio-medical) | <input type="checkbox"/> Fr. Wilson |
| <input type="checkbox"/> Mr. Hennen | <input type="checkbox"/> Mr. Zyskowski |
| <input type="checkbox"/> Ms. Horgan | |
| <input type="checkbox"/> Mr. Houge | |
| <input type="checkbox"/> Ms. Hupf | <input type="checkbox"/> _____ |

- | | |
|--|---|
| <input type="checkbox"/> action | <input type="checkbox"/> recommendation |
| <input checked="" type="checkbox"/> see me | <input type="checkbox"/> prepare draft |
| <input type="checkbox"/> call me | <input type="checkbox"/> note & return |
| <input type="checkbox"/> prepare reply | <input type="checkbox"/> read & file |
| <input type="checkbox"/> your signature | <input type="checkbox"/> information |
| <input type="checkbox"/> my signature | <input type="checkbox"/> as requested |
| <input type="checkbox"/> comment | <input type="checkbox"/> per conversation |

REMARKS:

DATE: 3-24-06

18.9.9.

File, please

Gilbert J. Gustafson
994 Livingston Ave.
West St. Paul, MN 55118
(651) 295-0421
gustafsong55102@yahoo.com

March 24, 2006

Rev. Kevin McDonough
226 Summit Ave.
St. Paul, MN 55102

Dear Kevin:

Thanks you for sending me a copy of your memo to the Archbishop regarding the monitoring agreement. I very much appreciated being "kept in the loop." I will wait to hear from you what response the Archbishop makes.

On another front, I have attached two financial documents from the University of Minnesota. The two page stapled document is a summary of transactions to date on my student account. You will note that the University received payment from the Archdiocese on March 22 in the amount of \$1,233.75. This is the amount I requested in a letter to you dated February 3. I am very grateful for this payment.

Unfortunately, the University has attached \$95 in late fees to the account (see highlighted items). I had noted in my letter to you that the payment was due on February 15. Would it be fair for me to assume that the payment of the late fees will come from the Archdiocese? If this is not the case let me know so that I can make arrangements to square the account and cease the accrual of additional late fees. The next payment due date is April 12.

I have also enclosed the current billing from the University. This billing does not yet reflect the \$1,322.75 payment made to the account. I have enclosed this document because it contains the form that can be used to submit the current payment due of \$95.00 to the University.

Many thanks for your attention to this matter, Kevin. If you have any questions, please call.

Sincerely,



Gilbert J. Gustafson

March 28, 2006

Reverend J. Timothy Power
14218 Chestnut Drive
Eden Prairie, MN 55347

Dear Tim,

I received your recent letter, and a day or two later, received the enclosed materials about other support resources for "after pastors." As you can see, there is a fairly robust network of people dealing with this. Nancy Biele, with whom several of us at the Archdiocese have been friends and colleagues for about twenty years, is leading this effort. Whatever else you do, may I ask your help in encouraging the priests you contact to avail themselves of these resources?

Here are the parishes with the most recent histories of priest sexual abuse which I can recall. I presume you have a directory and can get the names of the pastors and their addresses. In no particular order, here would be some to consider: Saint Mary of the Lake in White Bear Lake (Gilbert Gustafson in the early 1980s); Our Lady of Grace in Edina (Jerome Kern in the 1970s); Saint John the Evangelist in Hopkins (Bob Thurner in the 1970s and early 80s); Epiphany in Coon Rapids (Michael Stevens in the middle 1980s); Saint Peter in Forest Lake (Louis Heitzer in the late 1960s). Two other parishes that were more recently affected, although the abuse did not take place there, were parishes recently pastored by Bob Zasacki. You may recall that we learned in 2002 that Bob had committed abuse in the Archdiocese of Newark in the 1970's. When we learned that information, we removed Bob from ministry. Although he actually committed no abuse in any of the parishes of this Archdiocese, I know that there was a profound sense of loss on the part of some people who had had a great deal of respect for him and thought highly of his work in alcohol recovery. His two most recent pastorates among us were Saint Joseph in Hopkins and Sacred Heart in Robbinsdale.

Tim, we have done varying amounts of work in those parishes, some of that work involving current pastors and some of it not. I would be interested to hear your assessment of what the perduring effects of the abuse and of any of our interventions have been.

I think you will also find that there are a variety of levels of openness on the part of pastors and parish lay leadership to further intervention. I trust you will be respectful of the leadership of the parishes in pursuing whatever you think is useful there.

I wish you a blessed Holy Week and Easter.

Sincerely yours in Christ,

Reverend Kevin M. McDonough
Vicar General and Moderator of the Curia

Enclosure

April 3, 2006

Gilbert Gustafson
994 Livingston Avenue
W. St. Paul, MN 55118

Dear Gil,

Father Kevin McDonough has passed on to me your concerns about the monitoring agreement that Tim Rourke and you have been discussing. I have had a chance to review the material we have, and I wanted to respond directly to you.

Gil, I accept that you have done everything that you have been asked to do by this Archdiocese in responding to the abuse you committed in the early 1980s. As you and I have discussed face to face, you believe that the new impositions of the last few years, starting with the Charter for the Protection of Children and Young People, have insufficiently accounted for the work that you have done.

Nevertheless, I am writing to ask you to accept the strong restrictions that Mr. Rourke has articulated to you. Gil, I know that you follow the news attentively. You have probably read that the Archdiocese of Chicago, usually considered among the earliest and strongest to respond to the problem of clergy abuse, is undergoing another wave of public humiliation because of perceived weaknesses in its monitoring program. It is exactly that that I am trying to avoid with the work of Tim Rourke. To the extent that we are ever going to recapture the trust of our people, I believe that we have to respond to their perception that people like me have simply been too accommodating to men like yourself.

Gil, I understand that I am asking you to give up (at least temporarily) even some rights that every other lay person in the Church has. While I recognize that that is some burden to you, I have had before me some of the priests whom I knew in Louisiana. They are spending the rest of their lives in prison, and have certainly given up much more than anyone in this Archdiocese has experienced. I know the judge who is still refusing to consider any petitions for early release. He is an active and devoted Catholic, but represents the voice of many people within our own Church who think we have gotten our priorities wrong. When I consider all of the pain involved there, I have far less difficulty in asking you to take what I believe is essentially a theoretical restriction, since you are not regularly engaging in any form even of a lay ministry.

Gilbert Gustafson
April 3, 2006
Page two

Father McDonough told me that you were likely to request a personal meeting with me about this if I was determined to support the restrictions proposed by Tim Rourke. I welcome your calling me to do so. I am grateful to you for the work that you did in service to the Church and I enjoy speaking with you. Nonetheless, I do want you to know that my mind is quite made up in this regard.

With best wishes for a fruitful Holy Week, I remain

Sincerely yours in Christ,

Most Reverend Harry J. Flynn
Archbishop of Saint Paul and Minneapolis

cc: Reverend Kevin McDonough
Tim Rourke

Andy Eisen Zimmer

Here is a signed
copy of this agreement.
Could you please work
with Finance and/or
Benefits to see that
all the implications
are executed?

Thanks K.

ARCH-015129

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

This Status Agreement (hereinafter "Agreement") is made this 17th 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.

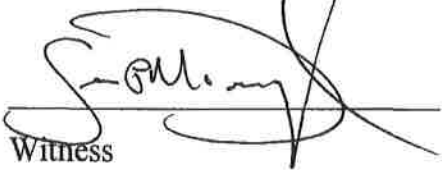
15. This Agreement shall not be modified, amended or terminated except in writing and signed by both parties.

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.

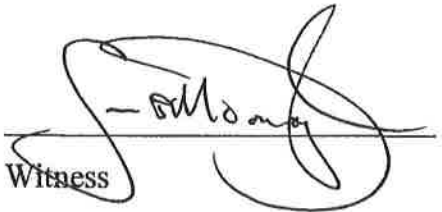
18. This Agreement shall become effective as of the date hereof.

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


Witness

By: 
Its: vicar general



St. Paul/Minneapolis Archdiocese
Promoter of Ministerial Standards
6/27/2007

Archbishop Harry J. Flynn
226 Summit Avenue
St Paul, MN 55102

Dear Archbishop Flynn,

You will find attached a monitoring plan on Gilbert Gustafson. Gil is a former priest covered under the charter. Gil has completed his first year under the monitoring program. He has agreed to the conditions enclosed for the coming year. I have also enclosed an annual report on 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 Harry J. Flynn

Date: _____

Respectfully

Tim Rourke
Promoter of Ministerial Standards

C: Father Kevin McDonough

AUTHORIZATION FOR RELEASE OF INFORMATION

I, Gilbert J. Gustafson DOB April 18, 1957
FIRST, MIDDLE, LAST NAME MONTH, DAY, YEAR

authorize the Archdiocese of Saint Paul and Minneapolis, or its agents or employees to release to:

Project Pathfinder
(name of agency or individual)

The following information: File Information pertinent
to performing a psycho/sexual evaluation

I understand that my records are governed by the Minnesota Government Data Practices Act, Minnesota Statutes, Chapter 13, and, except for data that are public, cannot be disclosed without my written consent unless otherwise provided by law. I also understand that I may revoke this authorization at any time upon written notice to the provider except to the extent that action has been taken in reliance on it and that in any event this consent expires as described below:

(NOTE: I understand that any information which may pertain to me as a patient in chemical dependency is protected by Federal Law; that Federal Regulations [42 CFR Part 2] prohibit you from making any further disclosure of such information without my specific written consent, or as otherwise specified by such regulations; and that a general authorization for the release of medical or other information is not sufficient for this purpose.)

Unless revoked in writing, this authorization shall be deemed to continue.

A photocopy of this authorization shall be considered as valid as the original.

Dated this 26th day of July, 2006.

[Signature]
SIGNATURE OF DATA SUBJECT

[Signature]
SIGNATURE OF WITNESS

SIGNATURE OF PARENT, GUARDIAN OR AUTHORIZED REPRESENTATIVE (IF REQUIRED)

St. Paul/Minneapolis Archdiocese
 Promoter of Ministerial Standards
 Monitoring Criteria Options

For: Gilbert Gustafson

From:

8/1/06

To:

7/31/07

Plan Manager: Fr. K. McDonough

Monitor: Tim Rourke

Reason For Monitoring: Abuse Minors.

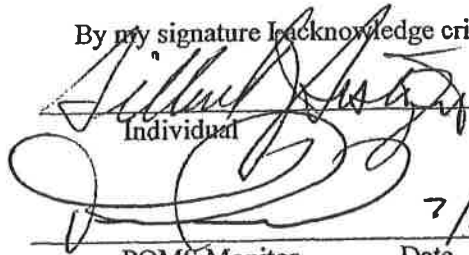

Monitor meetings: Minimum quarterly.

1. The Clergy Review will review this plan and could make further recommendations.
2. Gil will provide information on any personal therapist he is seeing and sign releases for POMS to receive information regarding his progress.
3. Gil will provide information on any support group he is involved with and provide a facilitator name from that group. He will sign releases for the facilitator to provide information to POMS on his participation and attendance.
4. Gil will maintain regular contact with a spiritual advisor. He will sign necessary releases for POMS to receive information regarding his attendance.
5. Living arrangements, including overnight stays: Gil will not reside with minors or stay overnight with minors (including relatives) unless another adult is present.
6. Gil will have no public contact with minors unless supervised by an adult. Gil will not have contact with minors in person, by mail, telephone, e-mail, internet, chat rooms or communication through a third party or loiter in areas commonly frequented by minors (i.e. schools, day care.)
7. Work and/or sacramental restrictions are: there is to be no ecclesiastical ministry of any type. Gil is allowed no unsupervised work with minors.
8. Clergy Faculty limitations are:
 - a. Removed from Priestly ministry: implemented June 2002.
 - b. May only celebrate mass alone, no one present: implemented June 2002.
 - c. Will not wear clerical attire, use clerical title or present himself as a priest: implemented June 2002.
9. Computer hard drives used by Gilbert Gustafson may be randomly checked for sites in conflict with recommendations and restrictions.
10. The Archdiocese will select, pay for, and determine the timeframe for a Psycho/Sexual evaluation (with Polygraph or Integrity Scale) to be done as soon as possible to determine current psychological profile, Integrity level, threat level relative to abusing, Gil will follow recommended treatment plans.
11. Information received from the Pathfinder report, except that requiring mandatory reporting, will be reviewed and maintained at the chancery for 90 days. The summary recommendations only will be maintained in the personnel record after that time.
12. Unannounced visit(s) by the Promoter of Ministerial Standards for the Archdiocese at the living location, work sites and/or social areas may be made.

8/1/06
From: ~~7/31/06~~ To: 7/31/07
SJA KM

- 13. Risk monitoring evaluation/assessment to be done twelve months from the beginning of the actual monitoring period.
- 14. POMS Monitor to be notified of dates of Gil's absences from home residence (from - to) prior to departure and all of the locations where Gil will be going when traveling away from home
- 15. Prohibited reading materials/activities include any pornographic materials, paper, electronic, or other. Gil will refrain from activities commonly understood to violate a vow of celibacy.
- 16. Failure to comply with the Monitoring Program could result in other monitoring measures and may include loss of any or all Archdiocesan subsistence.
- 17. Any disputes about this monitoring plan maybe submitted to normal canonical review
- 18. Gil is to completely fill out the "Intake Data" form and appropriate information release forms allowing POMS to release pertinent file information and allowing POMS to receive reports from evaluators and therapists.

By my signature I acknowledge criteria to be monitored.


7/17/06

7/17/06
 Individual Date Vicar-General Date
 POMS Monitor 7/18/06
 Date

Acknowledge receipt of copy:


7/17/06
 Individual Date
 (POMS 022305)

Gilbert J. Gustafson
994 Livingston Ave.
West St. Paul, MN 55118
(651) 295-0421
gustafsong55102@yahoo.com

August 22, 2006

Clergy Review Board
c/o Mr. Tim Rourke
226 Summit Ave.
St. Paul, MN 55102

Dear Tim:

When you and I met on July 26 to discuss my monitoring contract with the Archdiocese we discussed the requirement that I be in spiritual direction. I mentioned to you that Mr. Bob Faas is serving as both my psychologist and spiritual director. Given that this differs from what the contract envisions, I would like to take this opportunity to share why I think it would be best for Mr. Faas to continue in both roles.

Let me begin with a bit of history. I began my therapy with Mr. Faas in the fall of 1983. We have met roughly every two weeks for the past 23 years. The focus of his early work with me was to intervene on my pattern of pedophilic behavior. Key elements in this early phase of treatment included changing abusive behavior patterns; leading me to take responsibility for my behavior and accepting the consequences of my behavior. The second stage of our work centered on disengaging the psychological and spiritual factors that led to the abusive behavior. Another major focus of the psychological work was installing healthy behavior patterns.

Over time the therapy shifted from being primarily psychological to more of a psycho-spiritual nature. A key approach following the Hesychast way (Eastern Christian meditation) has been to seek ways that the light of Christ can transform my spiritual and psychological darkness. The goal of my continuing therapy is to embrace my center of being, my sense of self, and my way of being in the world.

I find my sessions with Mr. Faas to be as powerful and transformative today as they were 23 years ago. I see him as uniquely qualified to serve as both my therapist and spiritual director. In addition to his credentials as a psychologist with extensive experience with sex offenders Mr. Faas has developed over the past thirty years a specialty in psycho-spiritual therapy that uses western meditative and imagery work based on Eastern and Western Christianity. He has also published a number of books in this area as well as

areas of Christian mysticism and has pioneered methods regarding marriage and spirituality and the field of spiritual Eros. He is a devout Eastern Orthodox Christian. I have found his Eastern perspective on Christianity to be of great help to me. He is highly conversant with the scriptures as well as a wide range of Christian traditions.

I was in a spiritual direction relationship with Fr. Dick Rice for 25 years. In 2004 Fr. Rice left the Loyola Center for medical reasons and subsequently has taken a leave from priesthood. I do not see this as a good time to reengage Dick as my spiritual director.

I am not sure of the reason for the Clergy Review Board's insistence that persons being monitored by the Archdiocese have a spiritual director. My sense is that the Board rightly wants to be assured that the spiritual as well as psychological needs of the clergy who are monitored be addressed. I am confident that Mr. Faas can continue to provide for my spiritual and psychological needs in a holistic fashion. My long history with Mr. Faas places him in a unique position to interpret and attend to my deepest needs. It would take a long time to match this with anyone else.

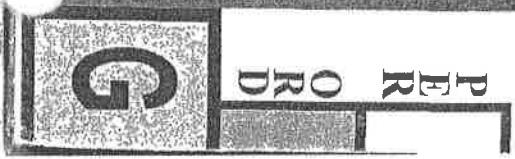
I will, of course, abide by the wishes of the Board. My intent in writing this letter is to enunciate my desire that Mr. Faas be allowed to continue as my spiritual director as well as my therapist. I would be happy to discuss this further with you or with the Board.

Many thanks for your consideration of my wishes in this matter.

Sincerely,

A handwritten signature in black ink, appearing to read "Gilbert J. Gustafson". The signature is fluid and cursive, with a large initial "G" and "J".

Gilbert J. Gustafson



Persons
Ordained
Gustafson, Gilbert (Restricted - 2)

06/04/1977-

ARCH-015183

AUTHORIZATION FOR RELEASE OF INFORMATION

I, Gilbert John Gustafson DOB April 18, 1957
FIRST, MIDDLE, LAST NAME MONTH, DAY, YEAR

authorize Bob Foas
(NAME OF AGENCY OR INDIVIDUAL MAKING THE DISCLOSURE)

to release to the Archdiocese of Saint Paul and Minneapolis, or to its agents or employees, the following information:

- attendance of therapy
- progress in therapy

I understand that my records are governed by the Minnesota Government Data Practices Act, Minnesota Statutes, Chapter 13, and, except for data that are public, cannot be disclosed without my written consent unless otherwise provided by law. I also understand that I may revoke this authorization at any time upon written notice to the provider except to the extent that action has been taken in reliance on it and that in any event this consent expires as described below:

(NOTE: I understand that any information which may pertain to me as a patient in chemical dependency is protected by Federal Law; that Federal Regulations [42 CFR Part 2] prohibit you from making any further disclosure of such information without my specific written consent, or as otherwise specified by such regulations; and that a general authorization for the release of medical or other information is not sufficient for this purpose.)

Unless revoked in writing, this authorization shall be deemed to continue.

A photocopy of this authorization shall be considered as valid as the original.

Dated this 24 day of August, 2006.

Gilbert J. Gustafson
SIGNATURE OF DATA SUBJECT

SIGNATURE OF WITNESS

SIGNATURE OF PARENT, GUARDIAN OR AUTHORIZED REPRESENTATIVE (IF REQUIRED)

INFORMATION FOR ROME – Gilbert J. Gustafson

Diocese: Archdiocese of Saint Paul and Minneapolis
 Name of Cleric Gustafson, Gilbert John
 Date of Birth 4/18/51 Age 57
 Date of Ordination 6/4/77 Years of ministry 25

Diocese of Incardination Archdiocese of Saint Paul and Minneapolis

Ministry in/Transfer to other Diocese Graduate studies at Catholic University of America, Washington, D.C. (1982)

Contact Address of the Cleric 994 Livingston
 West Saint Paul, MN 55118

Assignments

Year	Parish/Institution	Location	Appointment
1977-82	St. Mary of the Lake	White Bear Lake	Parochial Vicar
1978	St. Mary of the Lake	White Bear Lake	Administrator
1982	Archdiocese	Saint Paul	Associate Director: Continuing Education and Spiritual Growth for Priests
1982	Graduate Studies	Washington, D.C.	Student
1983	Catholic Charities	Saint Paul, MN	Special Projects
1990	Archdiocese	Saint Paul, MN	Special Projects

Accusations Against the Cleric

Year	Victim	Age	Imputable Acts	Denunciation
			Sexual touching	1983
			Sexual touching	1997
			Sexual touching	2000

Civil Proceedings Against the Cleric

Year	Type/Case	Conviction	Sentence
1982	Criminal	Convicted [REDACTED]	Served jail-time
1985	Case settled [REDACTED]		
1998	Case dropped [REDACTED]		
2005	Case settled [REDACTED]		

Measures Adopted by the Diocese

Year	
1982	Removed permanently from parish ministry and all public priestly ministry. Served as chaplain to monastery of nuns, with full disclosure of past Assigned to various special projects for Catholic Charities and Archdiocese
2002	Removed from all forms of priestly ministry. Other restrictions as articulated in the Charter for the Protection of Children and Young People.

Sustenance Provided by the Diocese to the Cleric

Transitional support, as he moved toward secular employment.
Permanent disability status; disability pension.

Response/Recourse Made by the Cleric

Year	
1982	Admitted guilt; engaged in extensive ongoing therapy, spiritual direction. Cooperated with all restrictions placed on him
2002	Signed letter in which he accepted permanent removal from any form of priestly ministry, as well as other restrictions as articulated in the Charter for the Protection of Children and Young People.

Box 1

AGENDA

CLERGY REVIEW BOARD

Chancery

Monday, October 16, 2006

5:30 p.m.

1. New members and departing members
2. Fr. Michael Keating; materials attached
 - there will also be a video shown at the meeting as part of the consideration of this matter.
3. POMS Monitoring Plan Review; copies attached for:
 - Dennis Kampa
 - Robert Thurner
 -
 -
 - Fr. Kenneth La Van
 - Gilbert Gustafson

AGENDA

CLERGY REVIEW BOARD

Chancery

Monday, November 13, 2006

5:30 p.m.

1. Fr. Michael Keating – update on status of re-evaluation and related matters.
2. Fr. James McConville; materials attached.
3. POMS Monitoring Plan Review; copies previously provided for:
 - Dennis Kampa
 - Robert Thurner
 -
 -
 - Fr. Kenneth La Van
 - Gilbert Gustafson
4. POMS Monitoring Plan Review; copies attached for:
 -
 -
 - Richard Skluzacek

Recommendations

As a result of this evaluation, we make the following recommendations:

- 1 - Recognizing that much of what Mr. Gustafson is doing would constitute a very thorough relapse prevention plan; his interventions are currently informal and not cataloged. We therefore recommend that Mr. Gustafson prepare a written relapse prevention plan that clearly states risk factors, warning signs and active steps to intervene by self and others.
- 2 - Mr. Gustafson has a very large and supportive network and we recommend that he continue his current supportive relationships.
- 3 - By seeking ordination Mr. Gustafson clearly sought to live a life with purpose and found the prospect of removal from active ministry very distressing. He has found meaningful work and we recommend that he continue active pursuit of meaningful work.
- 4- Project Pathfinder is not making the diagnosis of either alcohol dependence or alcohol abuse but would suggest that Mr. Gustafson consider the possibility of alcohol abuse, as he estimates his consumption to include drinking to intoxication on a periodic basis.
- 5 - Therapy has been a central part of Mr. Gustafson's psychological survival during an enormously difficult period. Any change should be undertaken only after careful consideration. Nevertheless, it is recommended that consideration be given to the value of a new therapy relationship that might provide an objective second opinion.

Therapist's Signature: _____


Steven Sawyer, LICSW

Date: 12/28/06


Warren Maas, MA, LP, JD

Date: 12/28/06

/e



Sins of Thy Neighbor

Last Edited: Thursday, 01 Feb 2007, 10:25 PM CST

Created: Thursday, 01 Feb 2007, 8:40 PM CST

by Trish Van Pilsum

Produced by John Michael
with photojournalists Spencer Driskill and Bradley Swagger

Web Produced by Michael Durkin

If a sex offender had been convicted of a crime, the information usually comes to light. That isn't the case with many priests, even though they've had many victims.

Tom Adamson's past is about to catch up with him. Priest and pedophile, his case was one of the first to break open the Catholic Church sex abuse scandal in Minnesota.

For the past two decades he has been quietly hiding his past in Wisconsin.

One would think that a man whose worst transgressions have already been laid bare would have learned that when you keep secrets, you do so at your own peril.

But Tom Adamson's credentials have hinged for two decades on a deception.

He's living a lie.

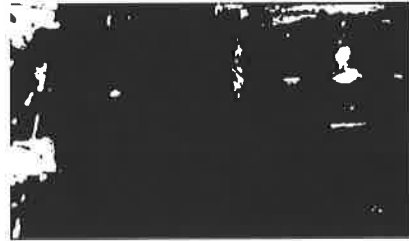
Adamson works as a part-time activities assistant at Oakwood Villa nursing home. They did not know that Adamson's previous work history reads like a well-worn roadmap leading right to the heart of the Catholic sexual abuse scandal.

Before it was over, more than two dozen men would claim that Father Tom Adamson had sexually abused or attempted to abuse them when they were boys.

██████████ is one of them, and he doesn't want it to happen to anybody else.

According to court records, the church repeatedly moved Adamson from parish to parish in places like Adrian, Rochester, St. Bonifacious, St. Paul Park, Columbia Heights and Apple Valley, with occasional stops at treatment. That pattern continued until the whole mess blew up publicly. Now, Adamson says he isn't able to perform mass at all.

According to the Winona diocese, where Adamson was first ordained, he's had a permanent leave of absence since 1984 and is no longer a resident of Minnesota, which is exactly what bothers people like ██████████



Tom Adamson



"They're hiding a pedophile priest with this kind of background," [REDACTED] said.

Altoona, Wisconsin, just outside Eau Claire is where Tom Adamson has been hiding, or at least hiding his background from some of those who know him. He told at least one neighbor he used to be a school principal, leaving out the part about being a priest.

When a FOX 9 undercover producer approached Adamson last summer, he said he wasn't a former priest from Minnesota.

The church denies hiding Adamson, who continues to draw a monthly stipend. Attorney Jeff Anderson says there are nearly two dozen former Minnesota priests who have been accused of sexual abuse who are now out living on their own.

"They are serial offenders," Anderson said. "Compulsive, serial offenders unable to control their sexual impulses."

Because they weren't convicted of criminal charges, they aren't supervised by probation agents, don't fall under the sex offender notification program and can't be committed in civil court as sexual predators.

"They will always pose a great risk to the vulnerable and the unwary," Anderson said.

Lee Krautkremer lives in a quiet neighborhood in north Minneapolis. He says his neighbors are aware of his background – that they have talked about it and there are no children in the neighborhood.

Gil Gustafson had an attraction to adolescent boys.

"I believe I am powerless over my sexual addiction," he said.

He's on leave, and he also has gotten a stipend from the church -- \$2,600 a month, according to Gustafson.

The archdiocese of St. Paul and Minneapolis says a number of metro-area priests, with their permission, are monitored by the church and a retired probation officer. It adds all clergy abusers or suspected abusers have been made "known" to the public.

But that does not include Tom Adamson, who was with the Winona diocese. A spokeswoman won't say whether the church is specifically watching him.

Adamson said he received some "good therapy," but there are documented cases of fallen priests getting in trouble again.

Prosecutors convicted a former Chicago priest, on child pornography charges in 2003.

In October, police charged a retired reverend with sexually abusing an underage boy in Syracuse, New York.

And currently, an 81-year old priest is accused of molesting a mentally handicapped man near Boston.

There have been no new charges or complaints against any Minnesota priest, including Tom Adamson.

"Since this first blew up on Ash Wednesday, 1984, I've never been alone with a minor since then in any setting," Adamson said.

It's true that in all the time the FOX 9 Investigators watched him, Adamson maintained a predictable routine: a stop for coffee, time alone in a church, a walk around the mall, than on to work, never including contact with



young people.

So what would make Survivors Network of those Abused by Priests (SNAP) target Tom Adamson?

Three weeks ago, SNAP dropped leaflets in Adamson's neighborhood and asked to see Adamson's bosses at the nursing home. Remember, neither Adamson nor his bishop had disclosed his history to them.

And with that, Adamson's job at the nursing home ended.

SNAP believes the church should be supervising people like Adamson and warning future employers.

"Typically, pedophilia is not treatable, according to medical experts," SNAP board member Pete Isley said. "I asked him if he's in treatment now. He said no."

Treatment or not, Adamson still seems to want to minimize what he's done.

Adamson: "Someone who resisted I certainly wouldn't have forced him."

Reporter: *So the kids you had sexual contact with you believe consented?*

A: "Oh yeah."

R: *Can a 12-year-old consent to sexual contact?*

A: "I didn't have contact with a 12-year-old."

R: *What was the youngest do you think? 13 or 14? Can a 13 or 14-year-old consent to have sex?*

A: "Well, I realize that now."

If Adamson really hasn't recognized the pain he's caused, he's about to meet it face to face, with a confrontation from [REDACTED] ..

Sins of Thy Neighbor

Last Edited: Thursday, 01 Feb 2007, 8:43 PM CST

Created: Thursday, 01 Feb 2007, 8:43 PM CST

by Trish Van Pilsum

Produced by John Michael

with photojournalists Spencer Driskill and Bradley Swagger

Web Produced by Michael Durkin

If a sex offender had been convicted of a crime, the information usually comes to light. That isn't the case with many priests, even though they've had many victims.

Tom Adamson's past is about to catch up with him. Priest and pedophile, his case was one of the first to break open the Catholic Church sex abuse scandal in Minnesota.

For the past two decades he has been quietly hiding his past in Wisconsin.

One would think that a man whose worst transgressions have already been laid bare would have learned that when you keep secrets, you do so at your own peril.

But Tom Adamson's credentials have hinged for two decades on a deception.

He's living a lie.

Adamson works as a part-time activities assistant at Oakwood Villa nursing home. They did not know that Adamson's previous work history reads like a well-worn roadmap leading right to the heart of the Catholic sexual abuse scandal.

Before it was over, more than two dozen men would claim that Father Tom Adamson had sexually abused or attempted to abuse them when they were boys.

██████████ is one of them, and he doesn't want it to happen to anybody else.

According to court records, the church repeatedly moved Adamson from parish to parish in places like Adrian, Rochester, St. Bonifacious, St. Paul Park, Columbia Heights and Apple Valley, with occasional stops at treatment. That pattern continued until the whole mess blew up publicly. Now, Adamson says he isn't able to perform mass at all.

According to the Winona diocese, where Adamson was first ordained, he's had a permanent leave of absence since 1984 and is no longer a resident of Minnesota, which is exactly what bothers people like ██████████

"They're hiding a pedophile priest with this kind of background," ██████████ said.

Altoona, Wisconsin, just outside Eau Claire is where Tom Adamson has been hiding, or at least hiding his background from some of those who know him. He told at least one neighbor he used to be a school principal, leaving out the part about being a priest.

When a FOX 9 undercover producer approached Adamson last summer, he said he wasn't a former priest from Minnesota.

The church denies hiding Adamson, who continues to draw a monthly stipend. Attorney Jeff Anderson says there are nearly two dozen former Minnesota priests who have been accused of sexual abuse who are now out living on their own.

"They are serial offenders," Anderson said. "Compulsive, serial offenders unable to control their sexual impulses."

Because they weren't convicted of criminal charges, they aren't supervised by probation agents, don't fall under the sex offender notification program and can't be committed in civil court as sexual predators.

"They will always pose a great risk to the vulnerable and the unwary," Anderson said.

Lee Krautkremer lives in a quiet neighborhood in north Minneapolis. He says his neighbors are aware of his background – that they have talked about it and there are no children in the neighborhood.

Gil Gustafson had an attraction to adolescent boys.

"I believe I am powerless over my sexual addiction," he said.

He's on leave, and he also has gotten a stipend from the church -- \$2,600 a month, according to Gustafson.

The archdiocese of St. Paul and Minneapolis says a number of metro-area priests, with their permission, are monitored by the church and a retired probation officer. It adds all clergy abusers or suspected abusers have been made "known" to the public.

But that does not include Tom Adamson, who was with the Winona diocese. A spokeswoman won't say whether the church is specifically watching him.

Adamson said he received some "good therapy," but there are documented cases of fallen priests getting in trouble again.

Prosecutors convicted a former Chicago priest, on child pornography charges in 2003.

In October, police charged a retired reverend with sexually abusing an underage boy in Syracuse, New York.

And currently, an 81-year old priest is accused of molesting a mentally handicapped man near Boston.

There have been no new charges or complaints against any Minnesota priest, including Tom Adamson.

"Since this first blew up on Ash Wednesday, 1984, I've never been alone with a minor since then in any setting," Adamson said.

It's true that in all the time the FOX 9 Investigators watched him, Adamson maintained a predictable routine: a stop for coffee, time alone in a church, a walk around the mall, than on to work, never including contact with young people.

So what would make Survivors Network of those Abused by Priests (SNAP) target Tom Adamson?

Three weeks ago, SNAP dropped leaflets in Adamson's neighborhood and asked to see Adamson's bosses at the nursing home. Remember, neither Adamson nor

his bishop had disclosed his history to them.

And with that, Adamson's job at the nursing home ended.

SNAP believes the church should be supervising people like Adamson and warning future employers.

"Typically, pedophilia is not treatable, according to medical experts," SNAP board member Pete Isley said. "I asked him if he's in treatment now. He said no."

Treatment or not, Adamson still seems to want to minimize what he's done.

Adamson: "Someone who resisted I certainly wouldn't have forced him."

Reporter: *So the kids you had sexual contact with you believe consented?*

A: "Oh yeah."

R: *Can a 12-year-old consent to sexual contact?*

A: "I didn't have contact with a 12-year-old."

R: *What was the youngest do you think? 13 or 14? Can a 13 or 14-year-old consent to have sex?*

A: "Well, I realize that now."

If Adamson really hasn't recognized the pain he's caused, he's about to meet it face to face, with a confrontation from [REDACTED]



St. Paul/Minneapolis Archdiocese
Promoter of Ministerial Standards
6/27/2007

Archbishop Harry J. Flynn
226 Summit Avenue
St Paul, MN 55102

Dear Archbishop Flynn,

You will find attached a monitoring plan on Gilbert Gustafson. Gil is a former priest covered under the charter. Gil has completed his first year under the monitoring program. He has agreed to the conditions enclosed for the coming year. I have also enclosed an annual report on 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 Harry J. Flynn

Harry J. Flynn

Date: 7-24-07.

Respectfully

Tim Rourke
Promoter of Ministerial Standards

C: Father Kevin McDonough



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

NAME: Gilbert Gustafson

LEVEL OF MONITORING: Level 1; Charter

DATES OF MONITORING: 7/17/06 through 7/16/07

CONTACTS: I have had nine personal visits with Gil during the monitoring period. Two were unannounced. I have had several contacts with Project Pathfinder during his evaluation there. I have had one personal contact with Bob Faas, Gil's counselor and several phone conversations with Bob as well.

MONITORING PLAN SPECIFICS: Gil has been compliant with all of the conditions of the monitoring program for the past year. He has been very open and honest in our conversations and willing to share perplexing issues in his life.

- a. I have had several conversations with Gil's counselor, Bob Faas. He has been involved with Gil for many years. He sees Gil one to two times per month. He feels Gil continues to enjoy a healthy outlook toward sexuality. He journals his feelings, desires etc. on a daily basis. He believes with his present therapy plan he poses no threat.
- b. Gil relates to his counselor as his spiritual advisor. He wrote his feelings about utilizing his counselor as his spiritual director in August as to his reasons against finding a spiritual advisor. This arrangement was approved by Fr. McDonough. Bob Faas also felt that he incorporates much spirituality into their sessions which he feels is sufficient to meet Gil's needs.
- c. Gil has not put himself in any situations with minors either through work, family or social contact to the best of my knowledge.
- d. Gil has eliminated all ecclesiastical ministries from his life at present. This is, however, an area he would like revisited at some time.
- e. I have done two checks of Gil's computer during the monitoring. I did find numerous sexual references on his web sites, but they were all found to be related to either treatment or research. I found nothing that would be considered inappropriate on those occasions.
- f. Gil entered and completed a psycho/sexual evaluation at Project Pathfinder at the inception of the monitoring program. He completed the evaluation in November of 2006. Their recommendations were that he prepare a written relapse prevention plan. Although he could verbalize his intervention plan it was felt he needed to make it more formal. They further felt he should be aware of the possibility that his alcohol use could become problematic given his present reported consumption level. Finally they recommended he consider the possibility of a second opinion with counseling as he had been with his present counselor over twenty years.
- g. Gil has reported to me all of his over night vacations. He travels quite a bit and has always, to the best of my knowledge, informed me of all of his comings and goings. He contends that he never travels alone and always travels with someone who is aware of his history.

SUMMARY: Gil has complied with all aspects of the monitoring program during the past year. His original concerns regarding monitoring that became very time consuming prior to his agreement with the program seem to have subsided. We still have discussions regarding his inability to perform ecclesiastical ministry and it will continue to be the main thrust of his displeasure.

Gil has been involved in a counseling, therapy and spiritual guidance relationship with Bob Fass for over twenty years. This is a real source of value in Gil remaining always aware of those potential situations and fantasies that could propel him into relishing his sexual appetite for adolescent males. He seems well aware of the triggers to any reoccurrence and protects himself from allowing that to occur. He seems keenly aware that this will be a continuing inappropriate obsession that will require him to be alert to its presence for a lifetime.

He has utilized his organizational skills to reenter the work world in a consulting format. He, in his words, is a silent partner with a friend and provides consultation guidance to primarily non-profit's as that is his area of expertise. This, he contends, keeps him amply occupied as a vocation and gives a sense of value other than being a priest. He profits from this endeavor and has hopes of expanding it over time.

Gil still dabbles in what could be best described as semi ministerial work. During an unannounced visit he was, for lack of a better term, doing spiritual guidance to an adult female. He states she is aware of his background and still wanted to see him given that knowledge. This has been a long term relationship and not one of an advisor or minister. He has also, on occasion, performed generic services at Gill Brothers funeral home in Minneapolis. He always discloses to the mortician and never presents himself as a priest. This is a common part of those removed from active ministry to become involved in activities that skirt around doing work as a minister.

Gil, as recommended by Project Pathfinder, continues to work on a written relapse prevention plan. He initially procrastinated about this process but has now begun. He indicates he has found it rewarding for his continued therapeutic needs and it will, hopefully, be a valuable tool for his continued recovery. This will be a prime goal over the next monitoring period.

Gil is one of the most traveled of the men I see covered under the charter. He seems to have many friends, family and clergy who travel with him. This is certainly a valuable outlet for Gil. He tells me that he never travels alone and whoever he travels with is aware of his sexual history.

Gil will continue to be a very active individual. He provides himself with constant reminders of how to live a more rewarding life. He places great emphasis on constantly being aware of not placing himself in provocative situations to meet his sexual fantasies. He does not seem to allow complacency to be a part of his life and this program provides another reminder of his awareness to his potential problematic behavior. His use of alcohol and the potential that it is a substance that certainly can reduce your awareness of how a situation can be potentially dangerous is an area of which he will continually need to be aware. He is not fearful of the challenges that are before him. He is meeting the problem head on and discusses it openly. He does need all of this programming surrounding him for continued abstinence from any sexual encounter's. He seems committed to this endeavor and has been for some time. He has agreed to the terms of the monitoring program for the next year.

St. Paul/Minneapolis Archdiocese
Promoter of Ministerial Standards
Monitoring Criteria Options

For: Gilbert Gustafson From: 7/16/07 To: 7/15/08

Plan Manager: Fr. K. McDonough Monitor: Tim Rourke Reason For Monitoring: Abuse Minors.

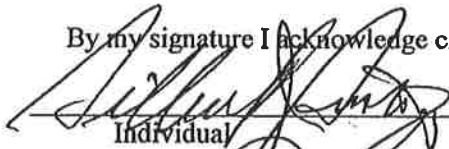
Monitor meetings: Minimum quarterly.


1. The Clergy Review will review this plan and could make further recommendations.
2. Gil will continue to see Bob Faas for counseling and spiritual direction. He will sign releases for POMS to receive information regarding his progress and attendance.
3. Living arrangements, including overnight stays: Gil will not reside with minors or stay overnight with minors (including relatives) unless another adult is present.
4. Gil will have no public contact with minors unless supervised by an adult. Gil will not have contact with minors in person, by mail, telephone, e-mail, internet, chat rooms or communication through a third party or loiter in areas commonly frequented by minors (i.e. schools, day care.)
5. Work and/or sacramental restrictions are: there is to be no ecclesiastical ministry of any type. Gil is allowed no unsupervised work with minors.
6. Clergy Faculty limitations are:
 - a. Removed from Priestly ministry: implemented June 2002.
 - b. May only celebrate mass alone, no one present: implemented June 2002.
 - c. Will not wear clerical attire, use clerical title or present himself as a priest: implemented June 2002.
7. Computer hard drives used by Gilbert Gustafson may be randomly checked for sites in conflict with recommendations and restrictions.
8. Visits by the Promoter of Ministerial Standards for the Archdiocese will be made at the living location, work sites or any other mutually agreeable site.
9. Risk monitoring evaluation/assessment to be done twelve months from the beginning of the actual monitoring period.
10. POMS Monitor to be notified of dates of Gil's absences from home residence (from – to) prior to departure and all of the locations where Gil will be going when traveling away from home
11. Prohibited reading materials/activities include any pornographic materials, paper, electronic, or other. Gil will refrain from activities commonly understood to violate a vow of celibacy.
12. Failure to comply with the Monitoring Program could result in other monitoring measures and may include loss of any or all Archdiocesan subsistence.


13. Any disputes about this monitoring plan maybe submitted to normal canonical review

14. Gil is to let POMS know of any change in address, phone numbers or other significant changes in his life.

By my signature I acknowledge criteria to be monitored.

 6/21/07
Individual Date

 6/14/07
Vicar General Date

 6/21/07
POMS Monitor Date

Acknowledge receipt of copy:

 6/21/07
Individual Date

(POMS 022305)

St. Paul/Minneapolis Archdiocese
Promoter of Ministerial Standards
Monitoring Criteria Options

For: Gilbert Gustafson From: 7/16/07 To: 7/15/08

Plan Manager: Fr. K. McDonough Monitor: Tim Rourke Reason For Monitoring: Abuse Minors.

Monitor meetings: Minimum quarterly.

1. The Clergy Review will review this plan and could make further recommendations.
2. Gil will continue to see Bob Faas for counseling and spiritual direction. He will sign releases for POMS to receive information regarding his progress and attendance.
3. Living arrangements, including overnight stays: Gil will not reside with minors or stay overnight with minors (including relatives) unless another adult is present.
4. Gil will have no public contact with minors unless supervised by an adult. Gil will not have contact with minors in person, by mail, telephone, e-mail, internet, chat rooms or communication through a third party or loiter in areas commonly frequented by minors (i.e. schools, day care.)
5. Work and/or sacramental restrictions are: there is to be no ecclesiastical ministry of any type. Gil is allowed no unsupervised work with minors.
6. Clergy Faculty limitations are:
 - a. Removed from Priestly ministry: implemented June 2002.
 - b. May only celebrate mass alone, no one present: implemented June 2002.
 - c. Will not wear clerical attire, use clerical title or present himself as a priest: implemented June 2002.
7. Computer hard drives used by Gilbert Gustafson may be randomly checked for sites in conflict with recommendations and restrictions.
8. Visits by the Promoter of Ministerial Standards for the Archdiocese will be made at the living location, work sites or any other mutually agreeable site.
9. Risk monitoring evaluation/assessment to be done twelve months from the beginning of the actual monitoring period.
10. POMS Monitor to be notified of dates of Gil's absences from home residence (from – to) prior to departure and all of the locations where Gil will be going when traveling away from home
11. Prohibited reading materials/activities include any pornographic materials, paper, electronic, or other. Gil will refrain from activities commonly understood to violate a vow of celibacy.
12. Failure to comply with the Monitoring Program could result in other monitoring measures and may include loss of any or all Archdiocesan subsistence.

- 13. Any disputes about this monitoring plan maybe submitted to normal canonical review
- 14. Gil is to let POMS know of any change in address, phone numbers or other significant changes in his life.

By my signature I acknowledge criteria to be monitored.

_____	_____	_____	_____
Individual	Date	Vicar General	Date
_____	_____		
POMS Monitor	Date		

Acknowledge receipt of copy: _____

Individual

Date

(POMS 022305)

Relapse Prevention Plan Gil Gustafson August 2007

The context for recovery:

My plan for continuing my recovery from a pattern of sexually abusing minor boys needs to be understood in the context of the struggle between **the path of Darkness and the path of Light**. Prior to 1982 I had given myself over to a dark way of dealing with the pain in my life. The behaviors of that path are detailed below. For 25 years I have been, and will continue to be for the rest of my life, in a movement from having given myself over to the dark way of dealing with pain to being in a struggle between darkness and light. This struggle can be characterized as minimizing my engagement in the dark ways and maximizing my engagement in the ways of light.

A key focus of attention in my therapy and my ongoing recovery is the fusion of anger with sexuality. Successful recovery requires that I deal with my anger which tends to be confused with sexual thoughts and behaviors. What can be experienced as desire for sexual release is actually a desire for release from anger. It is important to distinguish anger from sexuality because anger is the propulsion for acting out sexually.

Descriptors of the behavior of the two paths:

Path of Darkness	Path of Light
1. I am in active denial about what is going on <u>inside me</u> , especially painful and unwanted feeling.	1. I stay in touch with what is going on inside me (all feelings including those that are painful.)
2. I do not deal with what is going on in the <u>external aspects of my life</u> , especially painful or difficult matters.	2. I creatively and directly deal with what is going on in my life (especially painful and difficult matters.)
3. This denial leads to negative and destructive behaviors: <ul style="list-style-type: none"> a. Inappropriate sexual fantasy b. Masturbation to inappropriate fantasy c. Sexual abuse of minors 	3. I reconnect expressions of sexuality with love (higher Eros): <ul style="list-style-type: none"> a. Sexual imaging that portrays sex in service of authentic love b. Masturbation to such appropriate images
4. The behaviors listed above provide an artificial release (especially sexual) from anger and the pain that I do not acknowledge or deal with.	4. I engage in authentic release of pain and anger by identifying what I am feeling and handing it over to God and significant persons in my life.

5. I am gripped by avoidance/projective anger. ¹	5. I am able to express my anger toward persons and events in a healthy way
6. I am caught in shame (anger toward my self)	6. I am able to identify shame; interrupt my fusing with shame; and express my shame externally in appropriate ways.
7. I confuse people's behavior (that generates shame and anger in me) with who they are as a being.	7. I am able to distinguish people's behavior (that generates shame and anger in me) from their being.
8. I feel trapped in my flaws and see myself as shameful and inadequate. There is no room in my life for any mistakes. All mistakes will lead to disastrous consequences.	8. I cultivate strengths to deal with the reality of my life that I am an imperfect person and that this is normal. I learn from my failures and see myself as flawed but capable of learning, growing and transforming.
9. I am isolated	9. I surround myself with persons who will support me in the process of learning from my mistakes while holding me accountable.
10. Reactions to current situations that call forth hurt, fear, anger, shame, etc. are fused/joined with unacknowledged reactions from past instances where hurt, fear, anger, shame, etc. were experienced.	10. I distinguish reactions such as hurt, anger, shame and fear to actual/current events from reactions that arise from a past parallel experience that generated hurt, anger, shame, fear, etc.
11.	11. I develop the virtues of: <ul style="list-style-type: none"> a. Courage b. Integrity c. Steadfastness d. Cultivation of being able to be with others in an intimate and deep fashion

¹Avoidance/projective anger is intense anger that comes about in situations when a person's behavior calls up the memory of a past hurt. The anger reaction in the current situation is fused (unconsciously) with the anger felt (but not expressed) in the past. This allows the anger from the past to be avoided by projecting it on a current person or situation.

Course of Action that Leads to and Deepens Recovery:

General Description of the Course of Action:	
Shrink the dark	Increase the light
Reduce destructive defensive pattern	Actualize my best self – enacting more and more of my true/authentic self. Claim my “signature” – the way I express my self in the world. Seek to grow in my capacity to love.
Specific Acts in the Course of Action Struggle Between Dark and Light:	
1. Journal on a regular basis the negative events in my life and their impact on me.	1. Journal on a regular basis the positive events in my life and their impact on me.
2. Dismantle ² current situations that lead to a negative reaction which in turn can feed the false release that in the past led to abuse. As part of the dismantling process identify any reactions to past situations that may be attaching themselves to the current situation.	2. Transform ³ difficult feelings by sharing them with God, and significant persons in my life – find life giving response.
3. Dismantle inappropriate behavior e.g. masturbation or inappropriate fantasy that contribute to false release.	3. Practice behaviors that are life giving and build greater capacity for authentic sexuality (higher eros)
4. Internally, cease to feed inappropriate fantasy.	4. Express to others what is going on in my life.
5. Use images to capture feelings that are negatively affecting me, especially feelings of shame, anger and hurt that lead to inappropriate behavior.	5. Use images to visualize divine light transforming the negative feelings and impulses.
6. Distinguish the difference between shame (global anger at myself) and authentic guilt (sorrow over the impact of my actions). Dismantle shame.	6. Embrace and express authentic guilt.

7. Stop feeding the shame paradigm that says, "I am _____ (fill-in the blank with the shame descriptor); dis-identify w/shame.	7. Call on Divine Light to infuse me so I can see myself as I truly am.
8. Identify experiences of being hurt and feelings of anger as quickly as possible so they do not sink below consciousness and trigger inappropriate ways of dealing with feelings.	8. Allow persons who care about me to share in difficult situations and love me through them. Leads to transformation.

² Dismantle: a process in which a given situation, behavior or feeling is concretized and analyzed. Dismantling typically involves describing the circumstances that gave rise to behavior; asking what feeling may have been imbedded in the behavior and what other (deeper) feelings may be at work. A concrete action to deal with the behavior being dismantled is identified also.

³ Transform: a deeper process than dismantling in which the Light of Christ or Divine Light and divine energies are sought (usually in images or meditative practices) to transform the messages, feelings and effects of the Dark and bring deep healing.

Indicators of Being on the Dark Path (Leads to flight from actualization of potential)	Resources for Potentializing/Actualizing (Leads to authentic actualization of potential)
1. isolation	1. God
2. denial	2. My therapist
3. distraction	3. Support Group
4. despair/not caring	4. Friends
5. overwork	5. Studying/Reading
6. driven-ness	6. Meditation
7. shame driven anxiety /fear	7. Prayer
8. caught in shame	8. Liturgy
9. trapped in hot anger	9. Eucharistic Community
10. trapped in cold anger	10. Rest/restoration
11.	11. Recreation

Day by day my recovery has moments when I give in to elements of the dark path (denial of feelings, confusing sexual desire for release for desire for release from anger and pain) and times when I am more on the path of light. Part of the recovery process is to assess which path is stronger by conducting ongoing analyses of the influence of the path of darkness and the path of light in my everyday living. This analysis quantifies the relative strength and weakness of each path and indicates the trend of light and darkness.

*Done
2-7-08*

Confidential
Memo

To: Archbishop Flynn
From: Bishop Richard Pates + RZP
Date: Wednesday, February 06, 2008
Subject: Gil Gustafson
Mike Stevens

Mary Bosscher informed me that she has been at Archdiocesan meetings recently conducted by Jim Lundholm-Eades in which Gil Gustafson has been listed as a part of a team available for consultation in parishes. She related that this stirred negative reaction and concern from some of the meeting participants.

Secondly, a concern was also raised regarding Michael Stevens whom she said was working in the computer services of the Archdiocese on a contract basis.

MARCH 3, 2008

MEMO TO: REVEREND KEVIN MCDONOUGH

FROM: ARCHBISHOP FLYNN *H. J. F.*

Mary Bosscher has informed us that she has been at Archdiocesan meetings recently conducted by James Lundholm Eades in which Gil Gustafson has been listed as part of a team available for consultation in parishes. She related that this stirred negative reaction and concern from some of the meeting participants.



Let's talk about this soon.

Thanks.

MARCH 3, 2008

MEMO TO: REVEREND KEVIN MCDONOUGH

FROM: ARCHBISHOP FLYNN H. J. F.

Mary Bosscher has informed us that she has been at Archdiocesan meetings recently conducted by James Lundholm Eades in which Gil Gustafson has been listed as part of a team available for consultation in parishes. She related that this stirred negative reaction and concern from some of the meeting participants.

Secondly, a concern was also raised regarding Michael Stevens whom she said was working in the computer services of the Archdiocese on a contract basis – again stirring some negative concerns.

Let's talk about this soon.

Thanks.

Att: Fr. McDonough

Could you please
comment on
the attached?

Thanks, + you

25 March 2008

Memo To: Archbishop Flynn

From: Father Kevin McDonough

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

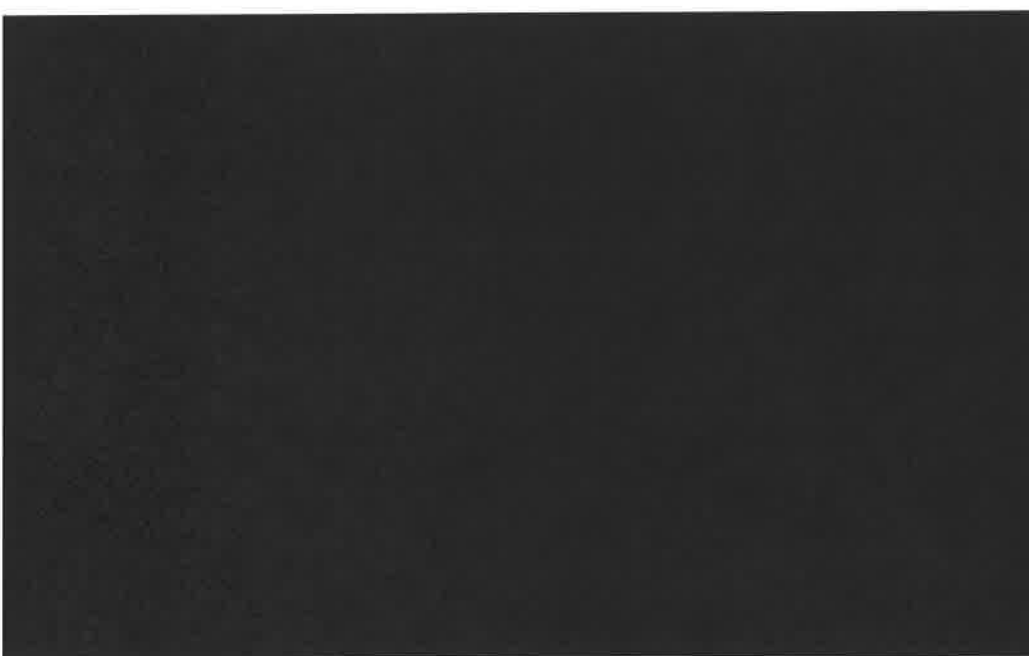
Archbishop, I have your note of March 3 about Mary Bosscher's communication with you about two of our former priests and their relationship with the Archdiocese. Please permit me to address each in turn.

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.

*For
Fr. Gilbert Gustafson*



in both



Att: Fr. McDonough

Could you please
comment on
the attached?

Thank, + you

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.

7.2
Gilbert Gustafson
Michael Stevens
in both

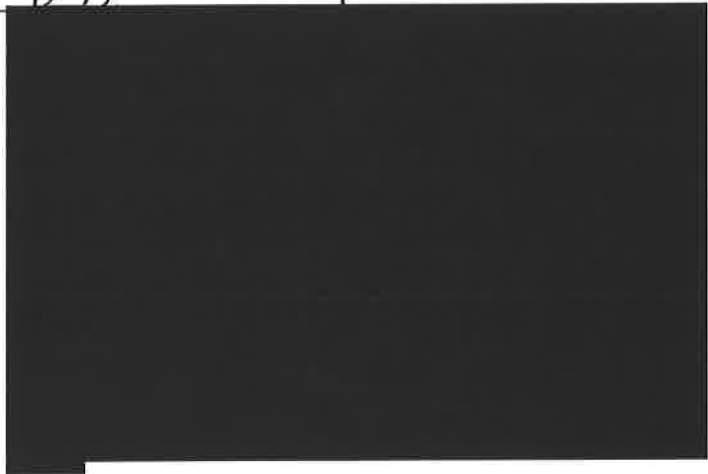
**ADVOCACY
REQUEST FOR ASSISTANCE**

DATE 4-17-08

VICTIM'S NAME

CONTACT NUMBER

ADDRESS



ALLEGED OFFENDER:

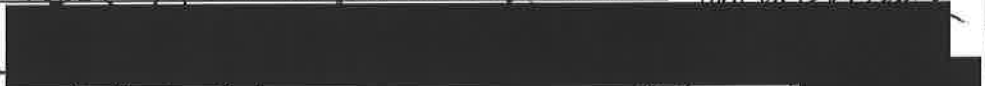
PRIEST/DEACON

RELIGIOUS ORDER

ARCH/DIOCESE

VAC/CONTACT

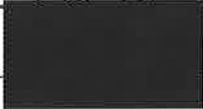
from a report of Andy
Gil Gustafson - St. Marcellus



Archdiocese 1984/9, 20

INCIDENT

Gustafson used to come over to his house, knew family several occasions playing football touching fondling, from 72 to 74 when was around



April 21, 2008

PROT. N. 24298

Cardinal William Joseph Levada
Prefect, Congregation for the Doctrine of the Faith
Piazza del S. Uffizio, 11
00193 Roma, Italy

Your Eminence,

Enclosed with this letter, please find additional material regarding the following persons, men who were incardinated in the Archdiocese of Saint Paul and Minneapolis, and have now voluntarily resigned from active ministry and agreed not to present themselves in any way as clerics:

Michael J. Stevens – 696/2004
Clarence J. Vavra – 692/2004

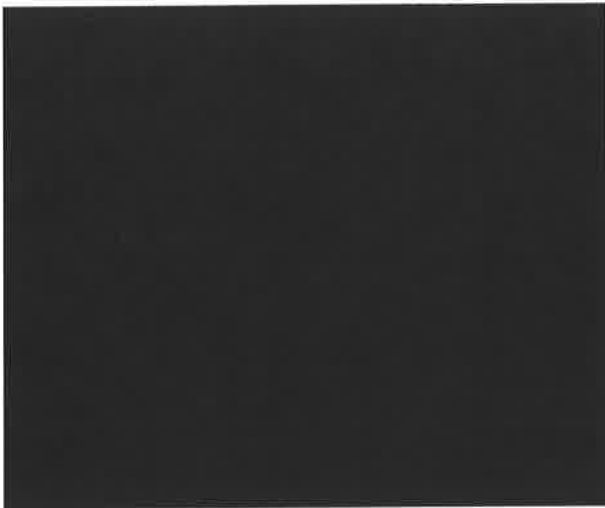
And in a separate box, I am sending the file for:
Gilbert J. Gustafson – 699/2004

Once again, I express my apologies for our slow response to this request. There is one other name for which material was requested. You will receive the material pertinent to this case within the next very short period of time.

With sentiments of esteem, I remain

Sincerely yours in Christ,

Most Reverend Harry J. Flynn, D.D.
Archbishop of Saint Paul and Minneapolis



29 April 2008

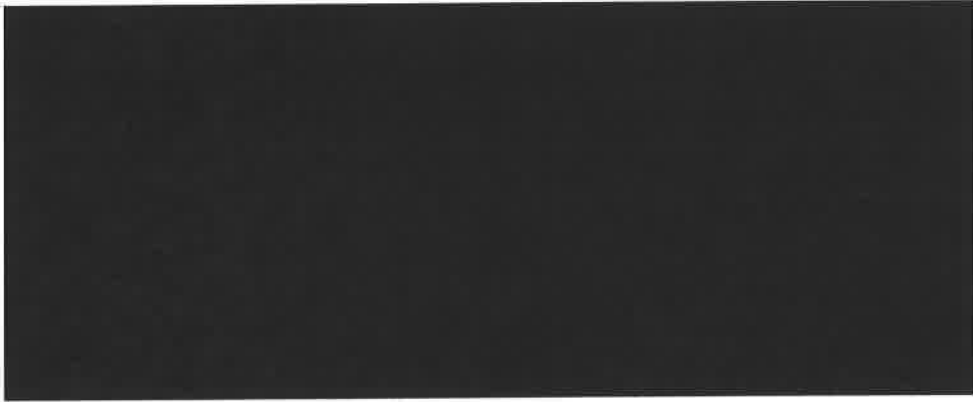
Greta Sawyer
Advocate
Archdioces for St. Paul and Minneapolis
226 Summit Avenue
St. Paul, MN 55102

RE:



Dear Ms. Sawyer,

Per our conversation last week, I am writing to you regarding [redacted]
[redacted] He has signed a document authorizing me to release
information [redacted] to you. The purpose
of this letter is to provide a summary of the [redacted]
[redacted]



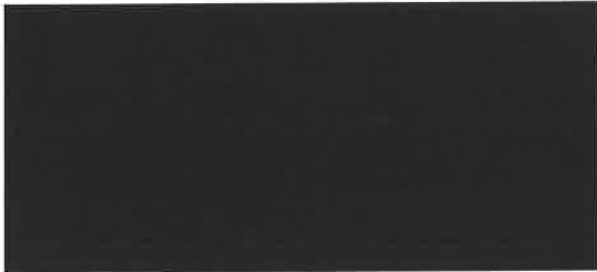


"Jesus Christ is the same yesterday, today and forever." Heb. 13:8

Archdiocese of
Saint Paul and Minneapolis

Advocacy

May 13, 2008



I am returning the second set of [REDACTED] I received today for [REDACTED]
[REDACTED] The Archdiocese will not pay [REDACTED] expenses as I stated in
my voice mail to you on May 7, 2008 when I received the first set of [REDACTED]
[REDACTED] Also, the cost of an [REDACTED] is unclear. The
[REDACTED] is no where
to be found on your [REDACTED] Also, the Archdiocese will not pay for
missed sessions, phone or email consultations. At this time, no [REDACTED] will be paid
for [REDACTED] until we come to a clear agreement of what the [REDACTED]
[REDACTED] will need to be submitted. I agreed to start assistance from the April 16,
2008 date as a good faith measure to you for [REDACTED] Technically the Archdiocese
would not become responsible for payment of [REDACTED] until after it was
communicated to you that the Archdiocese agrees to assist with those costs. It was after
April 23rd that I informed you that the Archdiocese agreed to cover [REDACTED] for a 3
to 6 month period for [REDACTED]

Please contact me as soon as possible so we can come to a clear understanding and the
Archdiocese can begin assistance to [REDACTED] You may call, fax or write.

Sincerely,

Greta Sawyer
Victim Assistance Coordinator

[REDACTED] During these past
months, [REDACTED]
[REDACTED] have had the pleasure of watching him engage in the
process of healing from the abuse that he experienced. Through
the process of [REDACTED] has made progress in his
spiritual, psychological, and relational well-being.

While [REDACTED] has made progress in these areas of concern, the
effects of the abuse are still present in his life and I anticipate
continuing to [REDACTED] before
seeing the significant improvement in each of the many areas that
have been impacted as a consequence of the abuse he
experienced.

It has been my honor to [REDACTED] and I will continue to
do so in order to help facilitate his healing from the effects of his
past abuse.

Please let me know if there is any other information I can provide
regarding [REDACTED]. Feel free also to call me at

[REDACTED]

[REDACTED]

Greta Sawyer
Advocate
Archdiocese for St. Paul and Minneapolis
226 Summit Avenue
St. Paul, MN 55102
Date 5/15/2008

Re: [REDACTED]

Dear Ms. Sawyer,

Thank you for your response regarding facilitating payment for the services I am providing to [REDACTED]. I know that he will benefit from the Archdiocese's willingness to assist in facilitating his healing and recovery from the effects of past clergy sexual abuse.

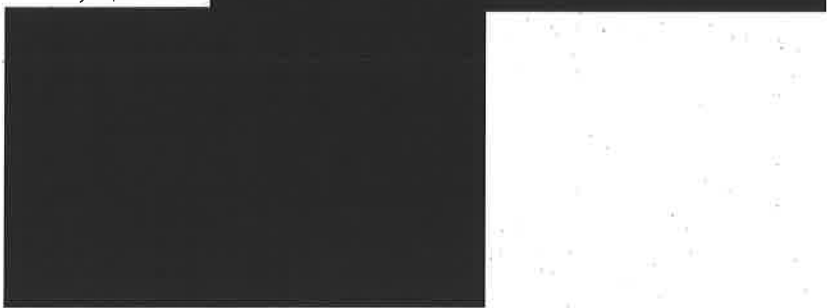
I would like to take a moment to explain the circumstances surrounding my work with [REDACTED] and clarify some of the specifics about the billing summary you received.

[REDACTED] by Jeff Anderson, to whom he had first disclosed his history of sexual abuse. Mr. Anderson referred [REDACTED] for an evaluation. I conducted the evaluation, and, with consultation [REDACTED]. At the time of the assessment, it became clear that [REDACTED] were being impacted by a variety of [REDACTED] effects related to his experiences of sexual abuse by a Roman Catholic priest named Gil Gustafson. [REDACTED] also reported having been sexually abused by [REDACTED] while [REDACTED] was a student at [REDACTED]. These abuse-related effects had influenced his intimate and family relationships, and had led to problems in his work and social life.

Through the course of [REDACTED], I have put [REDACTED] healing and recovery above all else. Rest assured that it is not my intention to [REDACTED] indefinitely, as noted in the brief [REDACTED] I faxed to your office. [REDACTED] estimated-at the outset [REDACTED] to address the concerns related to his experiences of sexual abuse. Based on our experience, subsequent [REDACTED] may occur occasionally as particular stressors that trigger abuse related memories arise. Given his significant progress to date, I believe the initial estimate was an accurate one. As such, I believe that [REDACTED] [REDACTED] will be sufficient to diminish the current impact that past sexual abuse has on his life. I would be happy to provide more information regarding [REDACTED] [REDACTED] treatment that might better illuminate the value of the work we have done together and the degree of healing that has taken place for [REDACTED]



I hope that this letter has helped to clarify some of the questions that arose from my earlier correspondence. Please let me know if there is anything more that might be helpful for you to know



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] [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 26th, 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]

McDonough, Kevin

From: Eldred, Donald
Sent: Friday, May 09, 2008 8:38 AM
To: McDonough, Kevin
Subject: Filemaker support

Kevin,

As you know, Mike Stevens has been helping us with our systems.

He is important to us for two reasons:

- 1 – he has been around a long time and brings a lot of application knowledge to our applications. No one else has this.
- 2 – he knows the FileMaker system very well.

I do not want to lose his services. I could easily hire the FileMaker expertise, but not the combination of FileMaker expertise and the knowledge of what nearly all of our departments have used it for over the years.

I had mentioned to Mike that I am incorporated, and I would be willing to subcontract him through me. That would break any direct financial transactions between him and the Archdiocese. I do not know if this is of help or not.

Any direction you could give me about the future of Mike working here would be helpful. You may call me or respond as you can.

Thanks!

PS – The Boychoir concert at the school was pretty impressive – for both groups I think. Thanks for giving it the 'go'.

Donald Eldred
IT Director
328 West Kellogg Blvd
St. Paul MN 55102
651-291-4522
eldredd@archspm.org
CELL - 612-867-2654

5/12/2008

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.

16 May 2008

Memo To: Archbishop Nienstedt

From: Father McDonough

Re: Attached Correspondence

Archbishop, I apologize for the delay in responding to the attached vitriolic letter you received, dated May 2, 2008, from [REDACTED]. The abuse committed by a former priest, Gilbert Gustafson, was truly terrible and criminal. I know the [REDACTED] and they have suffered a great deal. In all of this, she is quite accurate. But her conclusions about the role of the Archdiocese in regard to Gustafson are quite far off base. Here are some important points to know:

1. Far from presenting himself as a victim, Gustafson has refused to characterize himself in that way. Many years ago, in fact, when "in the old days" Archbishop Roach proposed to him that he consider a limited return to parish ministry, Gustafson refused, saying that he viewed himself as unfit for such work. In the period from 1985 until 2002, when he was employed in various ways by the Archdiocese and/or Catholic Charities, he always worked in administrative settings only, isolated from access to young people. We were only willing to use him in those limited administrative roles because he never asked for pity or made excuses for his offenses. We recommended him from time to time to participate in seminars to professional groups or clergy gatherings concerning sex crimes because he was willing to face up to his criminal history and to tell those groups something of what goes on in the distorted thinking of a priest sex abuser. We received regular feedback from some of the best professionals in the field about how helpful he proved to be in those settings.

2. Immediately after the Dallas meeting of the USCCB, Gustafson voluntarily and permanently withdrew from any priestly ministry or identification. He eventually went to work for a college friend of his who has a consulting business – they work in strategic planning and other administrative consulting with for-profit businesses and not-for-profit entities, including churches. We have not hired Gustafson or the firm that employs him to do any work for the Archdiocese. The firm is occasionally hired by some of our parishes, usually those whose pastors knew Gustafson

and his offense history but like the sort of work that he now does in a secular capacity. I am attaching a note I sent to Archbishop Flynn about this a little less than two months ago. I am sorry to say that Archbishop and I never discussed that note. I am hoping that you may want to do so at your convenience.

3. In regard to [REDACTED] whose situation is addressed in [REDACTED] letter to you: [REDACTED] came to me with a complaint about Gustafson, but told me herself that her memories were unclear and indistinct. She also told me that she was under psychiatric care, which caused me to be cautious about trying to communicate with her uninvited – she was working with a professional who, I thought, would help her come back to us for further conversation when and if needed. In the meantime, the rather vague claim she had made did not fit with what we already knew about Gustafson's sexual preferences and pattern of offending. The next time we heard from her was through attorney Jeff Anderson. [REDACTED] letter fairly accurately reflects his spin on my treatment of [REDACTED] – that we dismissed her as crazy – but it is quite untrue.

Archbishop, please find attached the note I sent to Archbishop Flynn in late March, addressing the situation of Gilbert Gustafson and one other “charter priest” (that is, ex-priest). I hope we can find time to discuss that note at your convenience.

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 cursive script, appearing to read "John".

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

cc: Reverend Kevin McDonough
Mr. Andrew Eisenzimmer

McDonough, Kevin

Gustafson Ark,
please

To: Bierbaum, John; Domeier, Scott
Cc: Temp, Moderator

I ran into Gil Gustafson, a former priest of our Archdiocese, yesterday at a funeral. He told me that he has continued to receive transitional support checks from the Archdiocese. That was appropriate until this summer, but he should no longer be receiving those checks. We have now put him on disability status, and no other support is appropriate. I apologize if I did not notify you of this at the time.

Gil told me that he has deposited two of the checks only to maintain "cash flow" until the disability checks are deposited. He knows he must pay us back for that overpayment. There is also a third check that he has received and has not deposited.

The Finance Office has a lot on your plate. I make this suggestion:

1. Change your monthly check order now so that no further checks are sent, and
2. Make a note for yourselves to collect the overpayment when it is convenient to do so. Gustafson has acknowledged that he owes the money and I believe we will have no problem collecting it when you are ready to do so.

I am copying this to Tim Rourke, who sees Gil through our POMS program from time to time, so that he knows what is going on.

Thanks.

Reverend Kevin M. McDonough
Archdiocese of Saint Paul and Minneapolis
651-291-4434
651-646-1797 ext 103

May 20, 2008

Dear Ms. .

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,

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

cc: Reverend Kevin McDonough
Mr. Andrew Eisenzimmer

May 25, 2008/July 14, 2008

Reverend Kevin McDonough
Vicar General
Archdiocese of St. Paul and Minneapolis
226 Summit Ave
St Paul MN 55102

SECOND NOTICE

RE: Appeal of Rejection of [REDACTED]

Dear Fr. McDonough,

It was good catching up with you last week. This is the letter I promised appealing the rejection of [REDACTED] to address the effects of sexual abuse at the hands of diocesan priest Fr. Gil Gustafson and earlier, while [REDACTED]

As is common in such circumstances, there was considerable confusion, fear and concern as he broke the secrets of the abuse history and the realization of the effects it has had on his life and relationships. [REDACTED] provided critical care during this crisis period that was reasonable and prudent given the gravity of the concerns. Throughout, he consulted with me as necessary. A copy of [REDACTED] is attached for your review.

Partly out of the confusion and fears, it took some time to figure out who and how the billing should be handled and contacting the right parties and going through the requested procedures. We have been in contact with Advocate Greta Sawyer who has now agreed to payment for [REDACTED] going forward (which we very much appreciate), but not for the past [REDACTED]

We are appealing this decision and request payment for past [REDACTED] for the consequences of clergy sexual abuse. Enclosed is a copy of the [REDACTED]. Please consult with the Archdiocese Advocate to reconsider her decision and provide full payment for [REDACTED]. It would be very much appreciated by all involved parties and be another important step in the healing process.

CC: Greta Sawyer ✓

May 25, 2008

Reverend Kevin McDonough
Vicar General
Archdiocese of St. Paul and Minneapolis
226 Summit Ave
St Paul MN 55102

RE: Appeal of Rejection [REDACTED]

Dear Fr. McDonough,

It was good catching up with you last week. This is the letter I promised appealing the rejection of [REDACTED] to address the effects of sexual abuse at the hands of diocesan priest Fr. Gil Gustafson and earlier, while at [REDACTED]

As is common in such circumstances, there was considerable confusion, fear and concern as he broke the secrets of the abuse history and the realization of the effects it has had on his life and relationships. [REDACTED] provided critical care during this crisis period that was reasonable and prudent given the gravity of the concerns. Throughout, he consulted with me as necessary. A copy of [REDACTED] is attached for your review.

Partly out of the confusion and fears, it took some time to figure out who and how the billing should be handled and contacting the right parties and going through the requested procedures. We have been in contact with Advocate Greta Sawyer who has now agreed to payment for [REDACTED] going forward (which we very much appreciate), but not for the [REDACTED]

We are appealing this decision and request payment for [REDACTED] for the consequences of clergy sexual abuse. Enclosed is a copy of the [REDACTED]. Please consult with the Archdiocese Advocate to reconsider her decision and provide full payment for [REDACTED]. It would be very much appreciated by all involved parties and be another important step in the healing process.

[REDACTED]

CC: Greta Sawyer ✓



CONGREGATIO
PRO DOCTRINA FIDEI

00120 Città del Vaticano,
Palazzo del S. Uffizio

May 27, 2008

PROT. N. 699/2004-27375

(In response fiat mentio huius numeri)

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

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

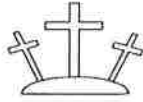
Respectfully


Tim Kourke
Promoter of Ministerial Standards

C: Father Kevin McDonough

Gustafson

Vol 1



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

Tim - Thanks for
this report.

Please see my
question on p. 2.

Thanks

KIM

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 our 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.

*

What
"ecclesias-
ministry"
was he
doing?
I have
forgotten

K

Gilbeafson, Gilbert

2117

Persons
Ordained
Gustafson, Gilbert

02/01/1974-

ARCH-014949

PER ORD

G



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: _____

Respectfully

Tim Rourke
Promoter of Ministerial Standards

C: Father Kevin McDonough

July 9, 2008

Mr. Gilbert J. Gustafson
994 Livingston
West Saint Paul, MN 55118

Dear Gilbert,

The Congregation for the Doctrine of the Faith has recently reviewed several files of priests from this Archdiocese who were removed from priestly ministry as a result of offenses covered by the *Charter and Norms for the Protection of Children and Young People*. In addition to confirming the actions which have already been taken and to which you have agreed, the Congregation has asked that I impose upon you the obligation to offer Mass (privately) every Friday for the rest of your life in reparation for the sins of abuse committed by clerics against minors.

With this letter, then, I am imposing this obligation upon you. It is, of course, an obligation, but in addition, the celebration of the Most Holy Eucharist is always a great privilege, one which I am confident you will fulfill with gratitude and reverence.

May your life be filled with the blessings of our loving God.

Cordially yours in Christ,

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

St. Paul/Minneapolis Archdiocese
Promoter of Ministerial Standards
Monitoring Criteria

For: Gilbert Gustafson From: 7/15/08 To: 7/14/09

Plan Manager: Fr. K. McDonough Monitor: Tim Rourke Reason For Monitoring: Abuse Minors.

Monitor meetings: Minimum quarterly.

1. The Clergy Review will review this plan and could make further recommendations.
2. Gil will continue to see Bob Faas for counseling and spiritual direction. He will sign releases for POMS to receive information regarding his progress and attendance.
3. Living arrangements, including overnight stays: Gil will not reside with minors or stay overnight with minors (including relatives) unless another adult is present.
4. Gil will have no public contact with minors unless supervised by an adult. Gil will not have contact with minors in person, by mail, telephone, e-mail, internet, chat rooms or communication through a third party or loiter in areas commonly frequented by minors (i.e. schools, day care.)
5. Work and/or sacramental restrictions are: there is to be no ecclesiastical ministry of any type. Gil is allowed no unsupervised work with minors.
6. Clergy Faculty limitations are:
 - a. Removed from Priestly ministry: implemented June 2002.
 - b. May only celebrate mass alone, no one present: implemented June 2002.
 - c. Will not wear clerical attire, use clerical title or present himself as a priest: implemented June 2002.
7. Computer hard drives used by Gilbert Gustafson may be randomly checked for sites in conflict with recommendations and restrictions.
8. Visits by the Promoter of Ministerial Standards for the Archdiocese will be made at the living location, work sites or any other mutually agreeable site.
9. Risk monitoring evaluation/assessment to be done twelve months from the beginning of the actual monitoring period.
10. POMS Monitor to be notified of dates of Gil's absences from home residence (from – to) prior to departure and all of the locations where Gil will be going when traveling away from home
11. Prohibited reading materials/activities include any pornographic materials, paper, electronic, or other. Gil will refrain from activities commonly understood to violate a vow of celibacy.
12. Failure to comply with the Monitoring Program could result in other monitoring measures and may include loss of any or all Archdiocesan subsistence.

- 13. Any disputes about this monitoring plan maybe submitted to normal canonical review
- 14. Gil is to let POMS know of any change in address, phone numbers or other significant changes in his life.

By my signature I acknowledge criteria to be monitored.

Gilbert Gustafson 6/27/08 KMD 6/9/08
Individual Date Vicar General Date

[Signature] 6-26-08
POMS Monitor Date

Acknowledge receipt of copy:

Gilbert Gustafson 6/27/08
Individual Date

(POMS 022305)

St. Paul/Minneapolis Archdiocese
Promoter of Ministerial Standards
Monitoring Criteria

For: Gilbert Gustafson From: 7/15/08 To: 7/14/09

Plan Manager: Fr. K. McDonough Monitor: Tim Rourke Reason For Monitoring: Abuse Minors.

Monitor meetings: Minimum quarterly.

1. The Clergy Review will review this plan and could make further recommendations.
2. Gil will continue to see Bob Faas for counseling and spiritual direction. He will sign releases for POMS to receive information regarding his progress and attendance.
3. Living arrangements, including overnight stays: Gil will not reside with minors or stay overnight with minors (including relatives) unless another adult is present.
4. Gil will have no public contact with minors unless supervised by an adult. Gil will not have contact with minors in person, by mail, telephone, e-mail, internet, chat rooms or communication through a third party or loiter in areas commonly frequented by minors (i.e. schools, day care.)
5. Work and/or sacramental restrictions are: there is to be no ecclesiastical ministry of any type. Gil is allowed no unsupervised work with minors.
6. Clergy Faculty limitations are:
 - a. Removed from Priestly ministry: implemented June 2002.
 - b. May only celebrate mass alone, no one present: implemented June 2002.
 - c. Will not wear clerical attire, use clerical title or present himself as a priest: implemented June 2002.
7. Computer hard drives used by Gilbert Gustafson may be randomly checked for sites in conflict with recommendations and restrictions.
8. Visits by the Promoter of Ministerial Standards for the Archdiocese will be made at the living location, work sites or any other mutually agreeable site.
9. Risk monitoring evaluation/assessment to be done twelve months from the beginning of the actual monitoring period.
10. POMS Monitor to be notified of dates of Gil's absences from home residence (from – to) prior to departure and all of the locations where Gil will be going when traveling away from home
11. Prohibited reading materials/activities include any pornographic materials, paper, electronic, or other. Gil will refrain from activities commonly understood to violate a vow of celibacy.
12. Failure to comply with the Monitoring Program could result in other monitoring measures and may include loss of any or all Archdiocesan subsistence.



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 our 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 [REDACTED] 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.

All of his past misconduct occurred

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 [redacted] 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 himself with friends. His keen awareness of his sexual issues and their 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.

*

What
"ecclesias-
ministry"
was he
doing?
I have
forgotten

K



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

NAME: Gilbert Gustafson

LEVEL OF MONITORING: Level I; 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 our 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.

From: Haselberger, Jennifer
Sent: Friday, November 28, 2008 5:03 PM
To: Eisenzimmer, Andrew <eisenzimmer@archspm.org>; Rourke, Tim <tempmoderator@archspm.org>
Subject: The good, the bad, and the ugly

Reviewing the information in the Clergy files, the following are the cases, not including Wajda, that we sent to the CDF:

John Brown- aged 12-14, two physical exams and one contact (probably okay to include as Charter)

Robert Zasacki- 17 yr old male in 1977 (definitely not Charter)

Clarence Vavra- admitted touching 10 year old (okay for Charter)

Robert Thurner- only one to be identified was 16 (not okay for Charter unless additional information)

Krautkremer- I didn't check this because he was voluntarily laicized

J Kern- fondling, 13-14, admitted in 1960s (okay for Charter)

Michael Stevens- 13 year old mentally handicapped boy (okay for Charter)

Robert Kapoun- couldn't locate file

Dennis Kampa- 13 year old girl and 2 elementary school girls in 1980s. No clear cut abuse but history of inappropriate behavior (maybe ok for Charter, but dodgy)

Gil Gustafson- 1983 plead guilty to 3rd degree sexual misconduct with a minor, 13-14 years old. (okay for Charter)

Gil DeSutter- lawsuit involving 12-13 year old boy, kissing and fondling (okay for Charter)

PERSONAL AND CONFIDENTIAL COMMUNICATION

The information contained in this electronic communication and any document attached hereto or transmitted herewith is confidential and intended for the exclusive use of the individual or entity named above. If the reader of this message is not the intended recipient or the employee or agent responsible for delivering it to the intended recipient, you are hereby notified that any examination, use, dissemination, distribution, or copying of this communication or any part thereof is strictly prohibited and may be subject to penalties under the Electronic Communications Privacy Act, 18 U.S.C. §§ 2510-2521 and other applicable laws. If you have received this communication in error, please immediately notify the sender by telephone or reply e-mail and destroy this communication. Thank you.

From: Rourke, Tim <tempmoderator@archspm.org>
Sent: Monday, December 1, 2008 11:29 AM
To: Haselberger, Jennifer <haselbergerj@archspm.org>; Eisenzimmer, Andrew <eisenzimmer@archspm.org>
Subject: RE: The good, the bad, and the ugly

Just and FYI. Zasacki is deceased. There is one who has been assigned to me as a charter priest but has not had anything submitted to Rome. His name is [REDACTED]. I have also been looking for the Kapoun file for a few weeks. It would be difficult to miss as it fills four of the brown files. Anything more, at present, that you need from me?

From: Haselberger, Jennifer
Sent: Friday, November 28, 2008 5:03 PM
To: Eisenzimmer, Andrew; Rourke, Tim
Subject: The good, the bad, and the ugly

Reviewing the information in the Clergy files, the following are the cases, not including Wajda, that we sent to the CDF:

John Brown- aged 12-14, two physical exams and one contact (probably okay to include as Charter)

Robert Zasacki- 17 yr old male in 1977 (definitely not Charter)

Clarence Vavra- admitted touching 10 year old (okay for Charter)

Robert Thurner- only one to be identified was 16 (not okay for Charter unless additional information)

Krautkremer- I didn't check this because he was voluntarily laicized

J Kern- fondling, 13-14, admitted in 1960s (okay for Charter)

Michael Stevens- 13 year old mentally handicapped boy (okay for Charter)

Robert Kapoun- couldn't locate file

Dennis Kampa- 13 year old girl and 2 elementary school girls in 1980s. No clear cut abuse but history of inappropriate behavior (maybe ok for Charter, but dodgy)

Gil Gustafson- 1983 plead guilty to 3rd degree sexual misconduct with a minor, 13-14 years old. (okay for Charter)

Gil DeSutter- lawsuit involving 12-13 year old boy, kissing and fondling (okay for Charter)

PERSONAL AND CONFIDENTIAL COMMUNICATION

The information contained in this electronic communication and any document attached hereto or transmitted herewith is confidential and intended for the exclusive use of the individual or entity named above. If the reader of this message is not the intended recipient or the employee or agent responsible for

delivering it to the intended recipient, you are hereby notified that any examination, use, dissemination, distribution, or copying of this communication or any part thereof is strictly prohibited and may be subject to penalties under the Electronic Communications Privacy Act, 18 U.S.C. §§ 2510-2521 and other applicable laws. If you have received this communication in error, please immediately notify the sender by telephone or reply e-mail and destroy this communication. Thank you.

Sawyer, Greta

From: Sawyer, Greta
Sent: Thursday, February 19, 2009 3:23 PM
To: [REDACTED]
Subject: RE: [REDACTED] payments

Hi [REDACTED]

The [REDACTED] invoice should have been preapproved before you went for [REDACTED]. I know what you said in your letter but it still should have been preapproved with me before you went. That slowed down the process because it is hard for me to get authorization after the fact. I will resubmit it and express urgency. With that said, I don't know what's going on in accounting but they seem to be extremely busy and everything is backed up. It's not just your payments it's with others also because I have heard similar from them.

Greta
Advocacy
651-291-4497

From: [REDACTED]
Sent: Sunday, February 15, 2009 5:21 PM
To: Sawyer, Greta; willerscheidtp@archspm.org
Cc: Nienstedt, Archbishop
Subject: [REDACTED] payments
Importance: High

Greta - I am re-sending this email as I have not heard back from you and I need an answer so I can let [REDACTED] know what is happening. I am also sending this to the address that is linked to the on-line brochure at the archdiocese's website.

I mailed you a copy of the invoice via USPS some time ago and also emailed. But thus far, I have not heard back about this matter. Also, it appears that payments to [REDACTED] [REDACTED] are either not being paid or are behind. Please let me know if there is a problem.

Please call or email me as soon as possible.

[REDACTED]

Sent Wednesday, January 14, 2009 4:04 PM:

Greta - Just checking on the status of my request for the archdiocese to pay for the [REDACTED] [REDACTED] I went to at [REDACTED]

Thank you.



[REDACTED]



December 26, 2008

Greta Sawyer
328 West Kellogg Blvd.
St. Paul, MN 55102

Dear Greta,

Recently, my I went to a  with my wife as the issues around my abuse have been causing a lot of stress between us (to the point that it looks like we may ultimately divorce). I would like the archdiocese to pay for  I would have contacted you prior to attending, but our marriage was in crisis and so that's where my energies went.

Please let me know if you have any questions. Thank you.





"Jesus Christ is the same yesterday, today and forever." Heb. 13:8

**Archdiocese of
Saint Paul and Minneapolis**

Advocacy

March 24, 2009

[REDACTED]

Re: [REDACTED]

Dear [REDACTED]

When we began this process I informed you that the Archdiocese of Saint Paul and Minneapolis would offer financial assistance to [REDACTED] for [REDACTED] [REDACTED] for a three to six month period relating to clergy abuse he said he suffered. In your letter to me dated 5-15-08, you agreed that this was probably sufficient as [REDACTED] was progressing [REDACTED]. I also spoke with [REDACTED] informing him that the Archdiocese would offer financial assistance for [REDACTED] [REDACTED] for a three to six month period. Since that time there have been no communications to me from you, [REDACTED] or [REDACTED] suggesting that [REDACTED] [REDACTED] needed additional financial assistance for [REDACTED] past what the Archdiocese agreed to offer.

The six month period for financial assistance for [REDACTED] ended September 30, 2008. I spoke with [REDACTED] before the middle of September to inform him that the financial assistance for [REDACTED] would no longer be covered past September. I also informed your billing office that financial assistance from the Archdiocese for [REDACTED] ended in September. It is not my responsibility to inform you of when this period ended considering you were well aware of our offer of assistance not lasting more than six months, and you are bound by the ethical standards and practices of your profession.


Please be advised that the Archdiocese of Saint Paul and Minneapolis will not cover therapy expenses for [REDACTED] past the original three to six month period that ended September 30, 2008 that was agreed upon.

[REDACTED] was given financial assistance as a good faith gesture for the clergy abuse he said he suffered without requiring any details of the abuse. At this time there are no current arrangements for assistance to [REDACTED]. The Archdiocese of Saint Paul and Minneapolis offers support and financial assistance, counseling, individual or group therapy and spiritual advising or direction to victims of clergy abuse. If [REDACTED] would

like to be considered for additional help or financial assistance from the Archdiocese of Saint Paul and Minneapolis because of clergy abuse alleged by an Archdiocesan priest, [REDACTED] must make a formal request and give an account of what happened to him under our guideline process for victim assistance.

If you have any questions or concerns feel free to call or write.

Sincerely,


Greta Sawyer
Victim Assistance Coordinator

cc: Reverend Kevin McDonough
[REDACTED]

St. Paul/Minneapolis Archdiocese
Promoter of Ministerial Standards
Monitoring Criteria

For: Gilbert Gustafson From: 7/14/09 To: 7/15/10

Plan Manager: Fr. K. McDonough Monitor: Tim Rourke Reason For Monitoring: Abuse Minors.

Monitor meetings: Minimum quarterly.

1. The Clergy Review will review this plan and could make further recommendations.
2. Gil will continue to see Bob Faas for counseling and spiritual direction. He will sign releases for POMS to receive information regarding his progress and attendance.
3. Living arrangements, including overnight stays: Gil will not reside with minors or stay overnight with minors (including relatives) unless another adult is present.
4. Gil will have no public contact with minors unless supervised by an adult. Gil will not have contact with minors in person, by mail, telephone, e-mail, internet, chat rooms or communication through a third party or loiter in areas commonly frequented by minors (i.e. schools, day care.)
5. Work and/or sacramental restrictions are: there is to be no ecclesiastical ministry of any type. Gil is allowed no unsupervised work with minors.
6. Clergy Faculty limitations are:
 - a. Removed from Priestly ministry: implemented June 2002.
 - b. May only celebrate mass alone, no one present: implemented June 2002.
 - c. Will not wear clerical attire, use clerical title or present himself as a priest: implemented June 2002.
7. Computer hard drives used by Gilbert Gustafson may be randomly checked for sites in conflict with recommendations and restrictions.
8. Visits by the Promoter of Ministerial Standards for the Archdiocese will be made at the living location, work sites or any other mutually agreeable site.
9. Risk monitoring evaluation/assessment to be done twelve months from the beginning of the actual monitoring period.
10. POMS Monitor to be notified of dates of Gil's absences from home residence (from – to) prior to departure and all of the locations where Gil will be going when traveling away from home
11. Prohibited reading materials/activities include any pornographic materials, paper, electronic, or other. Gil will refrain from activities commonly understood to violate a vow of celibacy.
12. Failure to comply with the Monitoring Program could result in other monitoring measures and may include loss of any or all Archdiocesan subsistence.

13. Any disputes about this monitoring plan maybe submitted to normal canonical review

14. Gil is to let POMS know of any change in address, phone numbers or other significant changes in his life.

By my signature I acknowledge criteria to be monitored.

Gilbert Gustafson 8/7/09 [Signature] 7/9/09
Individual Date Archdiocesan Official Date
[Signature] 8/7/09
POMS Monitor Date

Acknowledge receipt of copy:

Gilbert Gustafson 8/7/09
Individual Date

(POMS 022305)

St. Paul/Minneapolis Archdiocese
Promoter of Ministerial Standards
Monitoring Criteria

For: Gilbert Gustafson From: 7/14/09 To: 7/15/10

Plan Manager: Fr. K. McDonough Monitor: Tim Rourke Reason For Monitoring: Abuse Minors.

Monitor meetings: Minimum quarterly.

1. The Clergy Review will review this plan and could make further recommendations.
2. Gil will continue to see Bob Faas for counseling and spiritual direction. He will sign releases for POMS to receive information regarding his progress and attendance.
3. Living arrangements, including overnight stays: Gil will not reside with minors or stay overnight with minors (including relatives) unless another adult is present.
4. Gil will have no public contact with minors unless supervised by an adult. Gil will not have contact with minors in person, by mail, telephone, e-mail, internet, chat rooms or communication through a third party or loiter in areas commonly frequented by minors (i.e. schools, day care.)
5. Work and/or sacramental restrictions are: there is to be no ecclesiastical ministry of any type. Gil is allowed no unsupervised work with minors.
6. Clergy Faculty limitations are:
 - a. Removed from Priestly ministry: implemented June 2002.
 - b. May only celebrate mass alone, no one present: implemented June 2002.
 - c. Will not wear clerical attire, use clerical title or present himself as a priest: implemented June 2002.
7. Computer hard drives used by Gilbert Gustafson may be randomly checked for sites in conflict with recommendations and restrictions.
8. Visits by the Promoter of Ministerial Standards for the Archdiocese will be made at the living location, work sites or any other mutually agreeable site.
9. Risk monitoring evaluation/assessment to be done twelve months from the beginning of the actual monitoring period.
10. POMS Monitor to be notified of dates of Gil's absences from home residence (from – to) prior to departure and all of the locations where Gil will be going when traveling away from home
11. Prohibited reading materials/activities include any pornographic materials, paper, electronic, or other. Gil will refrain from activities commonly understood to violate a vow of celibacy.
12. Failure to comply with the Monitoring Program could result in other monitoring measures and may include loss of any or all Archdiocesan subsistence.



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)


15
reasoning
MM

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
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 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.

13

CONSENT FOR RELEASE OF CONFIDENTIAL INFORMATION

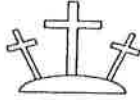
NAME Gil Gustafson
BIRTHDATE 4/18/1951
ADDRESS 994 Livingston Ave. W. St Paul, MN 55118

I hereby authorize Jan Bucher, M.Div., to : check one or both

Give information to: Tim Rouike
(specifically a attendee at group meetings)
Receive information from: _____

The purpose of the exchange of information is in regard to psychological and/or spiritual history. I understand that the information will be used for the purpose specified and will not be disclosed to other sources unless specifically authorized by law. I understand that I may refuse to release this information and that I may revoke the consent to disclose at any time.

Gil Gustafson _____ 3/17/09
Signature of Client Date



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

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

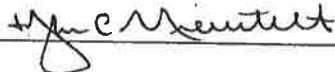
Dear Archbishop Nienstedt

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 is 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
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: _____

Respectfully

Tim Rourke
Promoter of Ministerial Standards

C: Father Kevin McDonough

From: severson@skypoint.com

CC:

Subject: Twin Cities VOTF News-Investigation of St Paul/Mpls priest assignments

Date: Thu, 24 Dec 2009 09:47:05 -0600

Bishop Accountability - speaks in St. Paul, MN Dec. 19th, 2009

MINNESOTA

YouTube Bishop Accountability has Official Catholic Directory's going back 100 years. They will review the Directory's for an in-depth report of priest assignments of the Archdiocese of St. Paul & Minneapolis.

DETAIL

Until as recently as 2001, proven, admitted, and credibly accused predator priests were quietly given highly deceptive, unusual and vague job listings in the St. Paul/Minneapolis Catholic archdiocesan headquarters, a research group has discovered. The practice continued for more than two decades, and involved at least five predators and dozens of other priest who were given the same odd designation in church records (one that's apparently never been used outside the Twin Cities). It raises questions about how many of the dozens of others may also be accused of clergy sex crimes.

The discovery was made as BishopAccountability.org <<http://bishopaccountability.org/>> is beginning to give local church officials added scrutiny. [They need the money!!!]

That' because in April, the Twin Cities Catholic hierarchy succeeded in persuading Ramsey County Judge Gregg Johnson to block the public release of dozens of accused archdiocesan priests. http://www.startribune.com/lifestyle/faith/43310687.html?elr=KArks:DCiUHc3E7_V_nDaycUiacyKU7DYaGEP7vDEh7P:DiUs

The five clerics who were quietly moved to the chancery office are Robert Kapoun, Gilbert J. Gustafson, Michael G. Kolar, Richard H. Jeub and Joseph Wajda.

As long as the names of accused priests are kept secret in the Archdiocese of St. Paul and Minneapolis and in the Diocese of Winona, the two groups contend, kids are in danger, parishioners are in doubt, the reputations of innocent priests suffer while the identifies of corrupt higher ups remain hidden.

Because the archbishop refuses to be more open, BishopAccountability.org has launched a project to examine the assignments of known accused priests in the archdiocese. In doing so, it has already identified particular positions where accused priests appear to have been 'stored' when accused.

Some of those posts would give priests access to children and vulnerable adults, and conceal the real nature of the priests' difficulties.

The careers of other priests, besides the known accused clerics, appear to show the same patterns of assignment and concealment.

CONTACT

Terry McKiernan 508 479 9304 and

From: Beatty, Rita
Sent: Tuesday, January 05, 2010 6:20 AM CST
To:
Subject: SNAP allegations

) Most underreported deceptive move by church supervisors

Research by BishopAccountability.org this year shows that the Archdiocese of St. Paul/Minneapolis has, over the course of a decade, moved at least five predator priests to the archdiocesan headquarters and listed them in the Catholic directory as “chancery pro forma” employees, a designation that apparently no other Catholic jurisdiction in America uses or has used. The unusual move

- helped deceive the flock about the real reason the clerics were moved, but
- also casts unfair suspicions on dozens of priests who were also designated “chancery pro forma” staffers

http://www.snapnetwork.org/snap_press_releases/2009_press_releases/121909_research_group_to_probe_twin_cities_catholic_archdiocese.htm

SNAP Press Release

Research group to probe Twin Cities Catholic archdiocese

It finds a "bizarre & troubling irregularity" in priest assignments

At least five alleged child molesting clerics get deceptive work listings

Dozens of such designations raise questions about still-hidden predators

Boston-based organization begs church employees to be “whistleblowers”

Along with SNAP, it worries about ongoing secrecy with records of pedophiles

WHAT

Holding signs and photos at a sidewalk news conference, two Massachusetts researchers and a clergy sex abuse victim will announce

- they’ve discovered that at least five predator priests were given vague, deceptive assignments in the archdiocesan headquarters, and
- dozens of other priests were given the same unusual designation for no clear reason, raising questions of whether they too may have been accused.

Along with SNAP, the Boston group is

- launching a more thorough investigation into the ways in which predator priests here have been and are being moved and hidden in local church assignments and documents, and

- urging Twin Cities archbishop to drop his on-going legal fight to keep hidden the records of local priests who are accused of molesting children, and

Finally, the two organizations will also prod current and former Catholic church members and employees to search their consciences and memories, and step forward with any information about allegations against St. Paul and Minneapolis archdiocesan priests, so that kids will be safer.

WHEN

Saturday, Dec. 19, 1:00 p.m. (Central time)

WHERE

Outside the St. Paul/Minneapolis Catholic archdiocese headquarters, 226 Summit Avenue (corner of Selby Ave.) in St. Paul MN

WHO

Two researchers and advocates who head the Boston-based BishopAccountability.org, an authoritative library and internet archive of the Catholic crisis, and a Minnesota child sex abuse victim who heads the state chapter of a support group called SNAP, the Survivors Network of those Abused by Priests (SNAPnetwork.org).

DETAILS

Until as recently as 2001, proven, admitted, and credibly accused predator priests were quietly given highly deceptive, unusual and vague job listings in the St. Paul/Minneapolis Catholic archdiocesan headquarters, a research group has discovered. The practice continued for more than two decades, and involved at least five predators and dozens of other priest who were given the same odd designation in church records (one that's apparently never been used outside the Twin Cities). It raises questions about how many of the dozens of others may also be accused of clergy sex crimes.

The discovery was made as BishopAccountability.org is beginning to give local church officials added scrutiny. That's because in April, the Twin Cities Catholic hierarchy succeeded in persuading Ramsey County Judge Gregg Johnson to block the public release of dozens of accused archdiocesan priests.

http://www.startribune.com/lifestyle/faith/43310687.html?elr=KArks:DCiUHc3E7_V_nDaycUiacyKU7DYaGEP7vDEh7P:DiUs

The five clerics who were quietly moved to the chancery office are Robert Kapoun, Gilbert J. Gustafson, Michael G. Kolar, Richard H. Jeub and Joseph Wajda.

As long as the names of accused priests are kept secret in the Archdiocese of St. Paul and Minneapolis and in the Diocese of Winona, the two groups contend, kids are in danger, parishioners are in doubt, the reputations of innocent priests suffer while the identifies of corrupt higher ups remain hidden.

Because the archbishop refuses to be more open, BishopAccountability.org has launched a project to examine the assignments of known accused priests in the archdiocese. In doing so, it has already identified particular positions where accused priests appear to have been 'stored' when accused. Some of those posts would give priests access to children and vulnerable adults, and conceal the real nature of the priests' difficulties. The careers of other priests, besides the known accused clerics, appear to show the same patterns of assignment and concealment.

CONTACT

Terry McKiernan 508 479 9304 and Anne Barrett Doyle 781 439 5208 of BishopAccountability.org, Bob Schwiderski of SNAP 612 840 9270, David Clohessy of SNAP 314 566 9790



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 in 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: _____

Respectfully

Tim Rourke
Promoter of Ministerial Standards

C: Father Kevin McDonough

St. Paul/Minneapolis Archdiocese
Promoter of Ministerial Standards
Monitoring Criteria

For: Gilbert Gustafson From: 7/13/10 To: 7/12/11

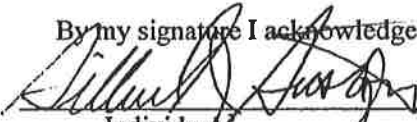
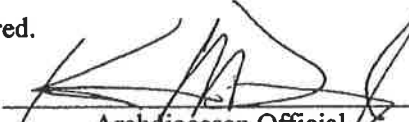

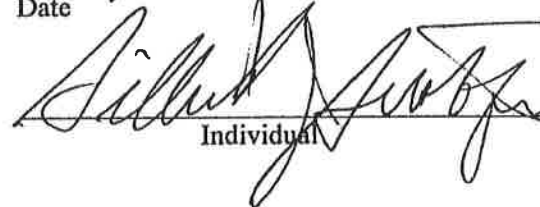
Plan Manager: Fr. K. McDonough Monitor: Tim Rourke Reason For Monitoring: Abuse Minors.

Monitor meetings: Minimum quarterly.

1. The Clergy Review will review this plan and could make further recommendations.
2. Gil will continue to see Bob Faas for counseling and spiritual direction. He will sign releases for POMS to receive information regarding his progress and attendance.
3. Living arrangements, including overnight stays: Gil will not reside with minors or stay overnight with minors (including relatives) unless another adult is present.
4. Gil will have no public contact with minors unless supervised by an adult. Gil will not have contact with minors in person, by mail, telephone, e-mail, internet, chat rooms or communication through a third party or loiter in areas commonly frequented by minors (i.e. schools, day care.)
5. Work and/or sacramental restrictions are: there is to be no ecclesiastical ministry of any type. Gil is allowed no unsupervised work with minors.
6. Clergy Faculty limitations are:
 - a. Removed from Priestly ministry: implemented June 2002.
 - b. May only celebrate mass alone, no one present: implemented June 2002.
 - c. Will not wear clerical attire, use clerical title or present himself as a priest: implemented June 2002.
7. Computer hard drives used by Gilbert Gustafson may be randomly checked for sites in conflict with recommendations and restrictions.
8. Visits by the Promoter of Ministerial Standards for the Archdiocese will be made at the living location, work sites or any other mutually agreeable site.
9. Risk monitoring evaluation/assessment to be done twelve months from the beginning of the actual monitoring period.
10. POMS Monitor to be notified of dates of Gil's absences from home residence (from – to) prior to departure and all of the locations where Gil will be going when traveling away from home
11. Prohibited reading materials/activities include any pornographic materials, paper, electronic, or other. Gil will refrain from activities commonly understood to violate a vow of celibacy.
12. Failure to comply with the Monitoring Program could result in other monitoring measures and may include loss of any or all Archdiocesan subsistence.

- 13. Any disputes about this monitoring plan may be submitted to normal canonical review
- 14. Gil is to let POMS know of any change in address, phone numbers or other significant changes in his life.

By my signature I acknowledge criteria to be monitored.

 Individual	<u>7/8/10</u> Date	 Archdiocesan Official	<u>6/16/10</u> Date
 POMS Monitor	<u>7/16/10</u> Date		
Acknowledge receipt of copy:	 Individual		<u>7/15/10</u> Date

(POMS 022305)

Gustafson
file

- talk w/ Margo
or ~~Rory~~:

re Gus relat.

c Dave Horan.

out sick:

call Monday

St. Paul/Minneapolis Archdiocese
Promoter of Ministerial Standards
Monitoring Criteria

For: Gilbert Gustafson From: 7/13/10 To: 7/12/11

Plan Manager: Fr. K. McDonough Monitor: Tim Rourke Reason For Monitoring: Abuse Minors.

Monitor meetings: Minimum quarterly.

1. The Clergy Review will review this plan and could make further recommendations.
2. Gil will continue to see Bob Faas for counseling and spiritual direction. He will sign releases for POMS to receive information regarding his progress and attendance.
3. Living arrangements, including overnight stays: Gil will not reside with minors or stay overnight with minors (including relatives) unless another adult is present.
4. Gil will have no public contact with minors unless supervised by an adult. Gil will not have contact with minors in person, by mail, telephone, e-mail, internet, chat rooms or communication through a third party or loiter in areas commonly frequented by minors (i.e. schools, day care.)
5. Work and/or sacramental restrictions are: there is to be no ecclesiastical ministry of any type. Gil is allowed no unsupervised work with minors.
6. Clergy Faculty limitations are:
 - a. Removed from Priestly ministry: implemented June 2002.
 - b. May only celebrate mass alone, no one present: implemented June 2002.
 - c. Will not wear clerical attire, use clerical title or present himself as a priest: implemented June 2002.
7. Computer hard drives used by Gilbert Gustafson may be randomly checked for sites in conflict with recommendations and restrictions.
8. Visits by the Promoter of Ministerial Standards for the Archdiocese will be made at the living location, work sites or any other mutually agreeable site.
9. Risk monitoring evaluation/assessment to be done twelve months from the beginning of the actual monitoring period.
10. POMS Monitor to be notified of dates of Gil's absences from home residence (from – to) prior to departure and all of the locations where Gil will be going when traveling away from home
11. Prohibited reading materials/activities include any pornographic materials, paper, electronic, or other. Gil will refrain from activities commonly understood to violate a vow of celibacy.
12. Failure to comply with the Monitoring Program could result in other monitoring measures and may include loss of any or all Archdiocesan subsistence.

- 13. Any disputes about this monitoring plan may be submitted to normal canonical review
- 14. Gil is to let POMS know of any change in address, phone numbers or other significant changes in his life.

By my signature I acknowledge criteria to be monitored.

_____	_____	_____	_____
Individual	Date	Archdiocesan Official	Date
_____	_____		
POMS Monitor	Date		

Acknowledge receipt of copy: _____

Individual	Date
------------	------

(POMS 022305)

Tim - Thanks for your continued work with Gil G.
I am pleased that he is living by the
restrictions on him.



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

KMD

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 [REDACTED] while he [REDACTED] [REDACTED] 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
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

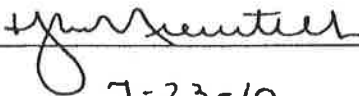
Dear Archbishop Nienstedt

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
Monitoring Criteria

For: Gilbert Gustafson From: 7/12/11 To: 7/11/12

Plan Manager: Fr. K. McDonough Monitor: Tim Rourke Reason For Monitoring: Abuse Minors.

Monitor meetings: Minimum quarterly.

1. Gil will continue to see Bob Faas for counseling and spiritual direction. He will sign releases for POMS to receive information regarding his progress and attendance.
2. Living arrangements, including overnight stays: Gil will not reside with minors or stay overnight with minors (including relatives) unless another adult is present.
3. Gil will have no public contact with minors unless supervised by an adult. Gil will not have contact with minors in person, by mail, telephone, e-mail, internet, chat rooms or communication through a third party or loiter in areas commonly frequented by minors (i.e. schools, day care.)
4. Work and/or sacramental restrictions are: there is to be no ecclesiastical ministry of any type. Gil is allowed no unsupervised work with minors.
5. Clergy Faculty limitations are:
 - a. Removed from Priestly ministry: implemented June 2002.
 - b. May only celebrate mass alone, no one present: implemented June 2002.
 - c. Will not wear clerical attire, use clerical title or present himself as a priest: implemented June 2002.
6. Computer hard drives used by Gilbert Gustafson may be randomly checked for sites in conflict with recommendations and restrictions.
7. Visits by the Promoter of Ministerial Standards for the Archdiocese will be made at the living location, work sites or any other mutually agreeable site.
8. Risk monitoring evaluation/assessment to be done twelve months from the beginning of the actual monitoring period.
9. Prohibited reading materials/activities include any pornographic materials, paper, electronic, or other. Gil will refrain from activities commonly understood to violate a vow of celibacy.
10. Failure to comply with the Monitoring Program could result in other monitoring measures and may include loss of any or all Archdiocesan subsistence.
11. Any disputes about this monitoring plan may be submitted to normal canonical review
12. Gil is to let POMS know of any change in address, phone numbers or other significant changes in his life.

By my signature I acknowledge criteria to be monitored.

Gilbert Gustafson 8/3/11 [Signature] 6/10/11
Individual Date Archdiocesan Official Date

[Signature] 8-2-11
POMS Monitor Date

Acknowledge receipt of copy: Gilbert Gustafson 8/3/11
Individual Date

(POMS 022305)



St. Paul/Minneapolis Archdiocese
Promoter of Ministerial Standards
7/25/2011

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 in 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: _____

Respectfully

Tim Rourke
Promoter of Ministerial Standards

C: Father Kevin McDonough

St. Paul/Minneapolis Archdiocese
Promoter of Ministerial Standards
Monitoring Criteria

For: Gilbert Gustafson From: 7/12/11 To: 7/11/12

Plan Manager: Fr. K. McDonough Monitor: Tim Rourke Reason For Monitoring: Abuse Minors.

Monitor meetings: Minimum quarterly.

1. Gil will continue to see Bob Faas for counseling and spiritual direction. He will sign releases for POMS to receive information regarding his progress and attendance.
2. Living arrangements, including overnight stays: Gil will not reside with minors or stay overnight with minors (including relatives) unless another adult is present.
3. Gil will have no public contact with minors unless supervised by an adult. Gil will not have contact with minors in person, by mail, telephone, e-mail, internet, chat rooms or communication through a third party or loiter in areas commonly frequented by minors (i.e. schools, day care.)
4. Work and/or sacramental restrictions are: there is to be no ecclesiastical ministry of any type. Gil is allowed no unsupervised work with minors.
5. Clergy Faculty limitations are:
 - a. Removed from Priestly ministry: implemented June 2002.
 - b. May only celebrate mass alone, no one present: implemented June 2002.
 - c. Will not wear clerical attire, use clerical title or present himself as a priest: implemented June 2002.
6. Computer hard drives used by Gilbert Gustafson may be randomly checked for sites in conflict with recommendations and restrictions.
7. Visits by the Promoter of Ministerial Standards for the Archdiocese will be made at the living location, work sites or any other mutually agreeable site.
8. Risk monitoring evaluation/assessment to be done twelve months from the beginning of the actual monitoring period.
9. Prohibited reading materials/activities include any pornographic materials, paper, electronic, or other. Gil will refrain from activities commonly understood to violate a vow of celibacy.
10. Failure to comply with the Monitoring Program could result in other monitoring measures and may include loss of any or all Archdiocesan subsistence.
11. Any disputes about this monitoring plan may be submitted to normal canonical review
12. Gil is to let POMS know of any change in address, phone numbers or other significant changes in his life.



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

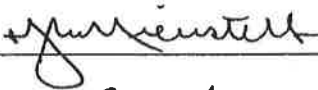
Archbishop John C. Nienstedt
226 Summit Avenue
St Paul, MN 55102

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
KJD

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.

From: McDonough, Fr. Kevin <mcdonoughk@archspm.org>
Sent: Friday, October 21, 2011 10:37 AM
To: Rourke, Tim <tempmoderator@archspm.org>
Cc: Haselberger, Jennifer <haselbergerj@archspm.org>; Eisenzimmer, Andrew <eisenzimmer@archspm.org>
Subject: special arrangement funerals

Tim: Thanks for our recent conversation about the funerals for former priests whom we consider to be covered by the Charter for the Protection of Children. Here is a list of the steps that you and I agreed to take. I have added the notes that you gave me yesterday, and included the results of a conversation with Robert Thurner's sister-in-law.

Let's keep each other updated from time to time by exchanging re-edited versions of this e-mail. It will help us keep others in the Chancery informed as well.

As you and I discussed it, we want to make sure that the families of these men are aware, well before their brother/uncle's death, that there are sensitivities about arranging their funerals. For younger and/or more competent former priests, our first step is to talk with the man himself. Eventually, working with these men, we will involve the family. For older and/or less competent former priests, the first outreach is to the family. Here is a listing of the men, categorized according to strategy:

A. Those whose deaths are more imminent and whose capacities are more limited:

1. John Brown: We have two matters to discuss with John: the new complaint from Waverly and his funeral plans. We should probably have Mary Beth Sullivan present when we meet with him about these two items, and then follow up afterwards with his niece about the plans. Tim, would you set up a meeting for John, Mary Beth, you, and me in mid-November?

2. Robert Thurner: I spoke with his sister-in-law, L..., today (). She was immediately receptive to the conversation, since she remembered reading somewhere about the angst caused when a priest-abuser was buried in vestments. With Bob still adjusting to his new residence, the next month or so did not seem to be the best time to involve him in the discussion. L... and I will have a "family meeting" with Bob and with other family members in January. Meanwhile, should he die, she will call me immediately before any funeral plans are made.

3. Richard Skluzacek: Dick is largely incompetent (and even unconscious). You noted in our conversation that Archbishop Neinstedt had visited him recently, a very fine act of pastoral care. I am to call his brother ... to discuss Dick's funeral. Tim, please send me his phone number and I will do so.

B. Those whose deaths are unlikely to be immediate, but are in the nearer term:

4. Dennis Kampa: I have recently had some very positive interaction with Dennis and his family, and you are seeing him regularly. You and I will meet with Dennis and his sister-in-law. May I ask you to set this up?

5. Clarence Vavra: You and I will meet with Clarence and his younger brother C... This can happen anytime in the next six months. How do you suggest we set up that meeting?

6. Robert Kapoun: You already spoke with Robert about this matter. His plans are to move to Florida permanently after he sells his mother's property in Minnesota, probably in the summer of 2013. We have been in annual contact with the Diocese there, and will notify them when he changes residence permanently. He would like to be cremated in Florida and then buried in a family plot in Calvary Cemetery. These plans certainly offer no complications in regard to our Archdiocesan concerns about his eventual funeral. you and I will meet with him and a family representative next summer (waiting until then because he is about to leave for Florida in the next few days).

7. Gilbert DeSutter: DeSutter returns to Minnesota briefly each summer from his permanent residence in Arizona (where the Diocese is on notice of his status). He is likely to be whiny but cooperative about the restrictions on the recognition to be given him in his funeral. I will call him in the Spring and set up a meeting with him in the summer during his out-of-the-Twin-Cities Minnesota visit.

C. Those whose deaths are likely remote and who are fully competent and cooperative:

8. Jerome Kern: You will raise this matter in the course of normal monitoring meetings. Involve me as needed.

9. Gilbert Gustafson: You already raised this with Gil in a recent meeting. His plans, already discussed with the family, are that his funeral will be significantly less "priestly" than would be permitted under the Archbishop's directive.

10. Michael Stevens: You will raise this matter in the course of normal monitoring meetings. Involve me as needed.

Tim: I think that is the whole group. Please add any relevant information.

Jennifer and Andy: please let us know if you have any questions or concerns.

Father Kevin McDonough
Pastor/Capellan, Saint Peter Claver, Sagrado Corazon de Jesus, and Incarnation
Delegate for Safe Environment, Archdiocese of Saint Paul and Minneapolis
651-621-2261

From: McDonough, Fr. Kevin </O=ARCHDIOCESE OF ST PAUL & MPLS/OU=SUMMIT/CN=RECIPIENTS/CN=MCDONOUGHK>
Sent: Saturday, October 29, 2011 4:36 AM
To: Rourke, Tim <tempmoderator@archspm.org>
Subject: RE: special arrangement funerals

Tim: Mike Stevens is not somewhat young. He is incredibly young, practically a teenager, in the pink of health (and five months older than I).

I will follow up on the rest of these notes when I return from Africa. I go Tanzania tomorrow night and return on Sunday, November 6. I am not bringing my clubs. Be well. Thanks for all your work!

Father Kevin McDonough
Pastor/Capellan, Saint Peter Claver, Sagrado Corazon de Jesus, and Incarnation
Delegate for Safe Environment, Archdiocese of Saint Paul and Minneapolis
651-621-2261

From: Rourke, Tim
Sent: Thursday, October 27, 2011 12:02 PM
To: McDonough, Fr. Kevin
Subject: RE: special arrangement funerals

1. regarding John Brown you can refer to my previous e-mail about setting this meeting up soon. I had not received your response before I saw him on Tuesday so did not bring up the Delano complaint or having [redacted], his niece, at this meeting. She comes up every weekend and takes him food shopping for the week. She also sets up all of his meds for the week. Were it not for her he would possibly need assisted living just for those two reasons. He is still with it in many respects and certainly based in reality but you will really need to focus with him about Delano. I believe his long term memory is intact but his short term memory is bad. He possibly might go to Boston to visit a sister in law there (he has gone every year except last) which could change the times he is available.
2. Bob Thurner sounds like you do not need anything at present from me.
3. Dick Skluzacek has his nephew, [redacted] Skluzacek, as his executor. I am not certain what he knows about Dick's history as I have never discussed it with him [redacted] can be reached best at his cell phone, [redacted]. His home number is [redacted].
4. Denny Kampa lives with his sister, [redacted] in a townhome in Victoria. I have met her on one occasion there and again not certain what she knows about his history. I will be meeting with him toward the end of November and will discuss this fully with him.
5. Vavra. I will be meeting with him in early December and will discuss it with him then. His brother, [redacted] recently had knee surgery but I expect he will be totally recovered by then. I will ask Clare about setting a time with the four of us probably in January.
6. Kapoun. This will be resolved when he returns.
7. Desutter. He usually comes back late spring early summer. I will tell him you want to meet then and see if he wants a family member present. You can otherwise call him at 480-986-5382. I plan on getting in touch with him in late November if you don't.
8. Kern I am meeting with him next week and will see if he wants a further meeting with you and presumably his sister.

9. Gustafson. Done for now.

10. Stevens. I met with him this week and went over the policy. He is more in line with having a priest's funeral with a viewing in church etc. he really hasn't given it much thought since he is in good health and still somewhat (around your age) young. This could change over time. Do you need to meet with him?

I have not actually shown anyone the policy nor have I indicated that it is a done deal. Let me know when I can do that as it would make the discussion much more fruitful

From: McDonough, Fr. Kevin
Sent: Friday, October 21, 2011 10:37 AM
To: Rourke, Tim
Cc: Haselberger, Jennifer; Eisenzimmer, Andrew
Subject: special arrangement funerals

Tim: Thanks for our recent conversation about the funerals for former priests whom we consider to be covered by the Charter for the Protection of Children. Here is a list of the steps that you and I agreed to take. I have added the notes that you gave me yesterday, and included the results of a conversation with Robert Thurner's sister-in-law.

Let's keep each other updated from time to time by exchanging re-edited versions of this e-mail. It will help us keep others in the Chancery informed as well.

As you and I discussed it, we want to make sure that the families of these men are aware, well before their brother/uncle's death, that there are sensitivities about arranging their funerals. For younger and/or more competent former priests, our first step is to talk with the man himself. Eventually, working with these men, we will involve the family. For older and/or less competent former priests, the first outreach is to the family. Here is a listing of the men, categorized according to strategy:

A. Those whose deaths are more imminent and whose capacities are more limited:

1. John Brown: We have two matters to discuss with John: the new complaint from Waverly and his funeral plans. We should probably have Mary Beth Sullivan present when we meet with him about these two items, and then follow up afterwards with his niece about the plans. Tim, would you set up a meeting for John, Mary Beth, you, and me in mid-November?

2. Robert Thurner: I spoke with his sister-in-law, [redacted], today ([redacted]). She was immediately receptive to the conversation, since she remembered reading somewhere about the angst caused when a priest-abuser was buried in vestments. With Bob still adjusting to his new residence. the next month or so did not seem to be the best time to involve him in the discussion. [redacted] and I will have a "family meeting" with Bob and with other family members in January. Meanwhile, should he die, she will call me immediately before any funeral plans are made.

3. Richard Skluzacek: Dick is largely incompetent (and even unconscious). You noted in our conversation that Archbishop Neinstedt had visited him recently, a very fine act of pastoral care. I am to call his brother [redacted] to discuss Dick's funeral. Tim, please send me his phone number and I will do so.

B. Those whose deaths are unlikely to be immediate, but are in the nearer term:

4. Dennis Kampa: I have recently had some very positive interaction with Dennis and his family, and you are seeing him regularly. You and I will meet with Dennis and his sister-in-law. May I ask you to set this up?

5. Clarence Vavra: You and I will meet with Clarence and his younger brother / . This can happen anytime in the next six months. How do you suggest we set up that meeting?

6. Robert Kapoun: You already spoke with Robert about this matter. His plans are to move to Florida permanently after he sells his mother's property in Minnesota, probably in the summer of 2013. We have been in annual contact with the Diocese there, and will notify them when he changes residence permanently. He would like to be cremated in Florida and then buried in a family plot in Calvary Cemetery. These plans certainly offer no complications in regard to our Archdiocesan concerns about his eventual funeral. you and I will meet with him and a family representative next summer (waiting until then because he is about to leave for Florida in the next few days).

7. Gilbert DeSutter: DeSutter returns to Minnesota briefly each summer from his permanent residence in Arizona (where the Diocese is on notice of his status). He is likely to be whiny but cooperative about the restrictions on the recognition to be given him in his funeral. I will call him in the Spring and set up a meeting with him in the summer during his out-of-the-Twin-Cities Minnesota visit.

C. Those whose deaths are likely remote and who are fully competent and cooperative:

8. Jerome Kern: You will raise this matter in the course of normal monitoring meetings. Involve me as needed.

9. Gilbert Gustafson: You already raised this with Gil in a recent meeting. His plans, already discussed with the family, are that his funeral will be significantly less "priestly" than would be permitted under the Archbishop's directive.

10. Michael Stevens: You will raise this matter in the course of normal monitoring meetings. Involve me as needed.

Tim: I think that is the whole group. Please add any relevant information.

Jennifer and Andy: please let us know if you have any questions or concerns.

Father Kevin McDonough
Pastor/Capellan, Saint Peter Claver, Sagrado Corazon de Jesus, and Incarnation
Delegate for Safe Environment, Archdiocese of Saint Paul and Minneapolis
651-621-2261

Status of Priests in Relation to the "Dallas Charter"

PRIESTS WHO WERE WORKING IN OUR OFFICES AT THE TIME OF THE DALLAS MEETINGS

Name	Resignation?	Charter compliance agreement?	Retraining?	Housing arrangement?	Severance agreement?
G. Gustafson	Yes; he completed his work with us and left the office on 6/30/02	Verbal now, but he is open to a written agreement. Received help from R. Bowers JCD	Currently working with Cy Laurent; likely to work in organizational development	Still staying with Father Kevin Clinton; I have asked him to leave this fall	We will produce a written agreement when the job retraining is resolved
M. Stevens	Yes; he stayed on to help with pre-set team vacations, but left on 8/16/02	Verbal agreement, but is open to a written agreement. Used R. Bowers for consultation	Currently working with Cy Laurent; likely to be placed in computer work	Still staying with Minh Vu, but will be out by late fall	We will have a written agreement when job training is resolved

PRIESTS WHO WERE ALREADY RETIRED

Name	Charter compliance agreement?	Retirement status	Special needs
J. Kern	Yes, in writing	Medical retirement	Social security bridging agreement
L. Krautkremer	Yes, in writing	Special	Housing assistance
R. Zasacki	Yes, in writing	Currently on special, but he has received a doctor's letter for medical (9/23/02)	Social security bridging agreement (rework in light of medical retirement?)
D. Kampa	Yes, in writing (but he is having some difficulty staying within his own agreement)	Retired at full age	None
R. Kapoun		Medical retirement	None
R. Thurner	Yes, verbally. He is still considering the final form of the written agreement	Retired at full age	None
J. Brown	Yes, in writing	Retired at full age	None. (He was going to live in a rectory, but is now living in his sister-in-law's house)
R. Jeub	Although he says he never abused a minor, he is currently living by the Charter; he has asked Abp/Review Board to give direction for any work in future	Special	None

G. DeSutter	Although he says he never abused any minor, he has agreed verbally to comply by the Charter	Retired at full age	None
-------------	---	---------------------	------

PRIESTS FACING COMPLAINTS THAT ARE UNDER CONSIDERATION

Name	Independent investigator?	Review Board?	Next steps?
[REDACTED]	[REDACTED]	No discussion with the Board yet; will that be appropriate in the future?	Communicate all findings to the Holy See
[REDACTED]	[REDACTED]	Should all this be brought to the Board?	
J. Wajda	[REDACTED]	Board has begun its discussion; is likely to report this fall	If Board wishes to exonerate him, what steps will we take to inform the past complainants?
[REDACTED]	[REDACTED]	Board has recommended clearing Father's name	Archbishop should receive the conclusions and endorse/change them

STATUS

no further information

Priest deceased. No further contact from victim.

[REDACTED] at time of reporting. Has made no contact for assistance since release.

From: Bob Schwiderski <skibrs@q.com>
Sent: Thursday, January 12, 2012 8:41 AM
To:
Subject: MN SNAP Meeting Notice --plus-- 68 named credibly accused child molesting abusive clerics

Minnesota SNAP Monthly Support Meeting

10:30 am to 12:30 pm - Saturday, January 14, 2012

Edina Public Library
5280 Grandview Square, Edina, MN [[Map](#) [Weather](#)]

contact: Bob 952-471-3422/

Vicky 763-682-

skibrs@q.com

1646/ vicky.kath@yahoo.com

Credibly accused child molesting clerics

Archdiocese St. Paul & Minneapolis

Adamson, Thomas [St. Paul Park]

[Buffalo]

[Anoka, Shoreview]

Blumeyer, Robert P [Hastings]

[Osseo]

Brown, John [Waverly]

[Robbinsdale]

Dalheimer, Cosmos [St. Paul]

DeSutter, Gilbert J [Fridley, Prior Lake]

[St Paul]

[Mound, Mpls]

[Hastings]

Francis Hoefgen

[Minneapolis]

Funcheon, Gerald [Shoreview]

Gillespie, Thomas W

Gustafson, Gilbert [White Bear Lake]

Heitzer, Louis J [Forest Lake]

Henrich, Rudolph [Golden Valley]
[redacted] [Minneapolis]
Jeub, Richard H [Edina]
Kampa, Dennis [Osseo]
Kapoun, Robert E [Crystal]
[redacted] [St. Paul]
Kern, Jerome C [St. Paul]
Kolar, Michael G [St. Paul]
[redacted] [Belle Prairie]
Krautkremer, Lee D [Forest Lake]
[redacted] [North Oaks]
LaVann, Kenneth G [West St. Paul, Oakdale]
Liles, Ronan [Minneapolis]
[redacted] [Shoreview]
Maiers, Brennan
[redacted] [Northfield, St. Paul]
McGrath, John E [Minneapolis]
[redacted] [Minneapolis, St. Paul]
[redacted] [Coon Rapids, St. Paul, Anoka]
[redacted] [St. Paul]
Montero, Francisco [St. Paul, Minneapolis]
[redacted]
[redacted] [Shoreview]
[redacted] [Minneapolis]
Reynolds, Francis [Buffalo]
[redacted]
[redacted] [Minneapolis, St. Paul, Dunrovin]
[redacted] [Minneapolis]
[redacted] [St. Michael]
[redacted] [Silver Lake]
Stevens, Michael J.
Stitts, Thomas [St. Paul, Hastings]
[redacted] [Hopkins, West Saint Paul]
Thurner, Robert M, [Hopkins, West Saint Paul]
Wajda, Joseph, [Crystal]
Zasack, Robert E [Hopkins]

-- 56 --

Diocese of Winona

[redacted]
[redacted] [Mapleton]
[redacted] [Winona]
[redacted] [Winona]
[redacted] [Rochester]
[redacted] [Winona]
[redacted] [Winona]
[redacted] [Currie]
[redacted] [Rochester]

[Redacted]
[Redacted] [Winona]
[Redacted] [Austin]

Bob Schwiderski
952-471-3422
skibrs@q.com
http://www.youtube.com/mnsnap/
http://mnsnap.wordpress.com

From: Accurso, James <accursoj@archspm.org>
Sent: Tuesday, January 24, 2012 9:35 AM
To: Laird, Fr Peter <lairdp@archspm.org>; McGrath, Dennis <mcgrathd@archspm.org>
Cc: McDonough, Fr. Kevin <mcdonoughk@archspm.org>; Eisenzimmer, Andrew <eisenzimmer@archspm.org>
Subject: RE: MN SNAP Meeting Notice --plus-- 68 named credibly accused child molesting abusive clerics
Attach: DRAFT STATEMENT FOR MPR.docx

Fr. Laird:

Conrad Wilson of Minnesota Public Radio has contacted me twice in the last week regarding a story he's working on regarding "lists of clergy sexual offenders that are kept and often made public via Archdiocesan websites in Chicago (and apparently others such as Los Angeles).

His aim is to interview someone about this; however, I feel that is not prudent given the increases attention to this issue per the recent SNAP meeting 10 days ago in Edina. He claims the story is "coming together" and he'll air it with or without a comment from us.

I have met with Fr. McDonough, Andy and Dennis, and have been briefed on all we've done as an Archdiocese regarding this matter. As a result, I have drafted the attached statement which could be read or E-mailed to him.

Perhaps we can discuss this later today when we meet.

Thank you,

Jim Accurso | Media and External Relations Manager
Office of Communications
ARCHDIOCESE OF SAINT PAUL AND MINNEAPOLIS
226 Summit Avenue
Saint Paul, MN 55102-2197
accursoj@archspm.org
T: 651.291.4480 | M: 651.261.6070

From: Laird, Fr Peter
Sent: Friday, January 13, 2012 1:54 PM
To: McGrath, Dennis
Cc: McDonough, Fr. Kevin; Eisenzimmer, Andrew; Accurso, James

Subject: Re: MN SNAP Meeting Notice --plus-- 68 named credibly accused child molesting abusive clerics

Do we have work to do on this?

Fr. P. Laird

On Jan 12, 2012, at 5:36 PM, "McGrath, Dennis" <mcgrathd@archspm.org> wrote:

From: Bob Schwiderski [mailto:skibrs@q.com]
Sent: Thursday, January 12, 2012 8:41 AM
Subject: MN SNAP Meeting Notice --plus-- 68 named credibly accused child molesting abusive clerics

Minnesota SNAP Monthly Support Meeting

10:30 am to 12:30 pm - Saturday, January 14, 2012

Edina Public Library
5280 Grandview Square, Edina, MN [[Map](#) [Weather](#)]

contact: Bob 952-471-3422/

skibrs@q.com

Vicky

763-682-1646/ vicky.kath@yahoo.com **Credibly accused child molesting clerics** Archdiocese St. Paul & Minneapolis
Adamson, Thomas [St. Paul Park]

[Buffalo]
[Anoka, Shoreview]
Blumeyer, Robert P [Hastings]
[Osseo]
Brown, John [Waverly]
[Robbinsdale]
Clark, Robert P
[St. Paul]
[Fridley, Prior Lake]
[St Paul]
[Mound, Mpls]
[Hastings]

[Redacted] [Minneapolis]
Funcheon, Gerald [Shoreview]
Gillespie, Thomas W

[Redacted]
Gustafson, Gilbert [White Bear Lake]
Heitzer, Louis J [Forest Lake]
Henrich, Rudolph [Golden Valley]
[Redacted] [Minneapolis]

Jeub, Richard H [Edina]
Kampa, Dennis [Osseo]
Kapoun, Robert E [Crystal]
[Redacted] [St. Paul]
Kern, Jerome C [St. Paul]
Kolar, Michael G [St. Paul]

[Redacted] [Belle Prairie]
[Redacted] [Forest Lake]
[Redacted] [North Oaks]
LaVann, Kenneth G [West St. Paul, Oakdale]
Liles, Ronan [Minneapolis]
[Redacted] [Shoreview]

[Redacted] [Northfield, St. Paul]
McGrath, John E [Minneapolis]
[Redacted] [Minneapolis, St. Paul]
[Redacted] [Coon Rapids, St. Paul, Anoka]
[Redacted] [St. Paul]
Montero, Francisco [St. Paul, Minneapolis]

[Redacted] [Shoreview]
[Redacted] [Minneapolis]
Reynolds, Francis [Buffalo]

[Redacted] [Minneapolis, St. Paul, Dunrovin]
[Redacted] [Minneapolis]
[Redacted] [St. Michael]
[Redacted] [Silver Lake]

Stevens, Michael J.
Stitts, Thomas [St. Paul, Hastings]
[Redacted] [Hopkins, West Saint Paul]
Thurner, Robert M, [Hopkins, West Saint Paul]
Wajda, Joseph, [Crystal]
Zasack, Robert E [Hopkins]

-- 56 --

Diocese of Winona

[Redacted] [Mapleton]

[Redacted] [Winona]
[Redacted] [Winona]
[Redacted] [Rochester]
[Redacted] [Winona]
[Redacted] [Winona]
[Redacted] [Currie]
[Redacted] [Rochester]
[Redacted] [Winona]
[Redacted] [Austin]

Bob Schwiderski
952-471-3422
skibrs@q.com
<http://www.youtube.com/mnsnap/>
<http://mnsnap.wordpress.com>



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

Name:
Gil Gustafson

MP Period:
NA

3/14/05: Met with Gil and Fr McDonough to discuss monitoring plan. Gil has some reservations based on potential future problems related to word meaning. He also has some questions regarding contact with minors and ecclesiastical ministry which need further clarification.

3/24/05: met with Gil at his home in West St Paul. He has purchased this with a priest friend. His friend is active in ministry so doesn't actually live there at present. The MP issues seem to be resolved. Gil wants to sign it at the same time he does his financial agreement with the Archdiocese so all presently on hold until that happens.

4/11/06 Received a return call from Gil regarding the Archbishop's decision that he follows the plan as stated. He said he is requesting a meeting with the Archbishop and then will meet with me and Fr. McDonough to sign both the monitoring plan and his financial plan.

7/17/06 Gil signed the MP with Fr. McDonough. I will set a time to meet with him and sign the releases and set up an evaluation at Pathfinder's.

7/26/06 Met with Gil at his residence. We went over the MP point by point and he understood all that is expected of him. He is still doing consulting, mostly with parishes, but hopes to expand leadership training to the corporate world. I gave him Warren's number at Pathfinder and he will make contact the week of August 14th. He will let me know when his first appointment is scheduled

8/9/06 Sent letter of introduction to Bob Faas. I met with Steve Sawyer and Warren Maas at Pathfinder to discuss referral. Received a call from Gil indicating he was north of Duluth and had been since Sunday. He apologized for not calling as he forgot saying he wasn't yet used to the program. He will call upon his return.

8/22/06 Gil called to say he is house sitting for a friend in Plymouth for the week. He has made contact with Warren and has his first meeting set for Thursday. I reminded him to draft the letter why he doesn't need to receive spiritual direction.

9/12/06 Left message for Bob Fass to call. I also called Warren at Pathfinder who told me that Gil has been following through. He is presently testing and will be meeting with him and Steve on Oct. 6th.

9/21/06 I met with Gil at his residence. I did a check of his computer and found numerous sexual references on his internet sites. A close look was easily explained by the sites visited were either treatment or research related. No visual sign of anything pornographic. He explained his periodically doing generic services at funeral homes when there has been no a need primarily at Gill's in Minneapolis. He has done this three times and indicated he always discloses to the mortician and never presents himself as a priest. He stated he had talked several years ago with Fr. McDonough about this and feels he has his approval. I suggested that if this is to become a potential for future revenue he would want written Archdiocesan approval. He will be out of the country vacationing in England from 10/17/06 through 10/29/06.

10/2/06 I met with Bob Faas at his office in Minneapolis. Gil sees him about two times per month. He believes he incorporates much spirituality into their sessions and feels that is sufficient for Gil's spiritual needs. He says Gil continues to journal about feelings, desires etc and has a healthy outlook towards his sexuality. He presently believes he could exist without presenting danger to others whether he was involved in counseling or not. He has the tools available to him to deal with fantasy and other sexual roadblocks in his future. 612 724 9179

10/31/06 Gil called to say he got back from his trip to England

11/7/06 I attempted a non announced home visit, Gil wasn't home.

11/16/06 I met with Gil at his home. The CRB determined that he didn't need to find a spiritual director as his therapist acted with him in that capacity. We discussed the bill from Pathfinder for a missed appointment. He had a different date in his calendar than they had. I put a call into Warren about how to proceed with this bill. Gil will be going to his cousin's in Ames Iowa with his sister for Thanksgiving leaving Wednesday evening and returning on Saturday. He is still very content in his work and present lifestyle.

11/28/06 Gil called to inform me he had returned from his Thanksgiving trip to Iowa a couple of days late.

12/4/06 I spoke with Warren Maas regarding the evaluation. He indicated they were going over the report to date with Gil this week and would then do a polygraph.

12/22/06 Made an unannounced visit to Gil's residence. No one was home.

12/27/06 I talked to Warren. They have completed the evaluation with little concerns. The only issues they raised to Gil to consider were that he may want to assess the possibility of seeing a new counselor as he has been seeing Faas for over twenty years. The other was to look at his alcohol consumption.

1/2/07 Talked to Gil to set up time to go over the final report from Project Pathfinder. He told me he would be attending a symposium at the national pastoral life center in New York from 1/4/07 to 1/7/07.

1/10/07 Gil called to say he got back from New York on Sunday.

1/10/06 I met with Gil at his home. We reviewed the report from Pathfinder. He generally agreed with the recommendations. He was upset at going over everything once again but also saw the value in looking at his old behavior. He agreed to write a relapse prevention plan. He discussed the issue of changing therapists with Bob Faas and they agreed not to change course at the present time. He will be going to the north shore in early February for several days with friends.

2/9/06 Talked with Bob Faas. Gil is still seeing him every two weeks. He shared the recommendations from Pathfinder with him but not the actual document. I will ask Gil about allowing him to see a copy

2/21/06 I met with Gil at his residence. Concerned about SNAP coming and putting posters on his neighbor's doors. He gave a copy of his Pathfinder report to Bob Faas. He seems to be getting more work in his enterprise. Contemplating a preemptive move and having a community meeting about his presence. He reports he will be going to Hilton Head from March 15th to the 23rd.

3/26/07 Gil called to inform me he had returned from Hilton Head.

4/5/07 I made an announced visit this AM. Gil was with someone at his dining room table. I tried but couldn't make out who it was and Gil seemed a bit embarrassed. I will check next week on what he was doing.

4/20/07 I met with Gil at his home. I asked what he was doing at my last visit. He says he still sees a female who wanted to continue to see him for some spiritual guidance. We discussed the potential drawbacks to this. He says she is in a long term marital relationship and not seeing him due to any turmoil in her life, she is aware of his background and he is not seeing her as an advisor or minister. We talked about his branching out past consulting with Churches, and non profits which he would like to do. How he approaches disclosure on the job when asked. He will work on his relapse prevention program for our next meeting.

5/7/07 Gil called as he had forgot to call when he returned from the wedding in Iowa on April 22nd.

6/1/07 Bob Faas 612-724-9179 Gil coming every two weeks and continued progress.

6/4/07 I called Gil to set up an appointment. He informed me he would be at a friend's cabin near Brainerd 6/11/07 through 6/13/07.

6/19/07 Gil called to report that he was back from up north on the 14th.

6/21/07 I met with Gil at his home. I checked his computer and found nothing however he may have recently erased his temp files. He still has concerns about his inability to perform ecc. Ministry but signed the plan for the next year. His plan is to go to Ireland in October. He

feels his life is presently fulfilling. He has done some work on his relapse prevention plan but nothing in writing as of yet. He wants to make certain it is correct and that he runs it by his counselor before writing. He indicates he has found the process helpful.

8/12/07 Gil called to inform me he had been out of town last Tuesday to Thursday to the north shore to do work on one of his projects. He was also leaving this Sunday the 12th to Sunday the 19th to Detroit Lakes to spend a week at a cabin with friends fishing and golfing. He said he and Bob Faas have been working on his relapse prevention plan and should complete it by September.

8/30/07 Gil called to inform me he had returned from the north shore. He also said he would be taking a trip to Ireland on Oct. 4th until Oct. 21st.

9/6/07 I met with Gil at his home. He has a few items to work out on his relapse prevention plan and hopes to have it completed within the month. We will go over it at our next meeting. I told him since this was part of his program recommendations from Pathfinder that I would be sharing it with Kevin and the Archbishop's.

9/30/07 Gil called to inform me that he will be leaving for Ireland on 10/4/07 and returning 10/21/07.

11/8/07 I met with Gil at his home. He had completed his relapse prevention plan and we went over it briefly. I should review it in detail prior to our next meeting. He had recently returned from his trip to Ireland with several friends. Work is about the same. We talked about computer issues and the potential for problems. Also alcohol use and/or abuse and the potential for problems there.

1/24/07 I met with Gil at his home. Talked much about politics, the possible changes in the Archdiocese and other philosophical issues. We talked about his relapse prevention plan and some of the questions I had. He agrees that each time he sees me it stirs up the guilt, shame and anger with the Archdiocese over his termination. He has resolved most of this with his support people but lives with the shame and guilt daily. He suspects that will never go away. He believes through all of this that he is healthy sexually at present. He is still doing well with work and has an interview with his first profit based company next week. Someone from his past when he was at Catholic Charities felt he could use him. He will be going to Two Harbors in a couple of weeks with friends and will let me know when he returns.

3/3/08 He called to say he was back from Ft. Myers.

3/31/08 I met with Gil at his home. He is going to a catholic leadership conference in Orlando in April for a week. He is also going to Ireland for twelve days in June. We discussed the potential for employment in the business world compared to the church. This is of some importance due to the Archdiocese being concerned if he were to be a visible part of any programming. We discussed partnership with a mate and he says that door is always open but he doesn't expect to become involved. He is content with his life as it is and has many celibate friends he expects to last a lifetime. I also checked his computer with "search".

4/2/08 Received a call back from Bob Faas. He says Gil has been continuing to attend regularly. His focus now seems to be adjusting to the lay work world. He continues to deal with inappropriate fantasies properly.

5/23/08 Gil called to remind me that he will be in Ireland from 6/2/08 until 6/12/08

6/27/08 I met with Gil at his residence. All is well. We discussed his trip to Orlando especially his preparation for being in an area where there are often many children. He prepares every time he is around kids but feels that the fascination is waning. He will be in Detroit Lakes next weekend. Work going well but slower in the summer. He has a project with Catholic Charities and on corporate client he is working with.

8/26/08 Gil called returning my message. He was at the north shore with friends and forgot to tell me he was going. He will call upon his return on Thursday.

9/2/08 Gil called on Friday to inform me he had returned from the north shore.

9/11/08-I met with Gil at his home. He is starting to look more at the open market for work in his consulting. He still has a need to be doing stuff that is related to ministry as it fulfills some of his basic needs. Everything else seems pretty much the same.

10/7/08 Gil called to say he would be driving to Omaha for a funeral.

10/8/08 Gil called to say he had returned

11/13/08 I met with Gil at his home. He is becoming more accustomed to saying mass on Fridays although he thought it would initially be a problem. He is having trouble completing his paper to complete his certificate from the U of M. he discussed his need for perfection and the problems related to that. Work has slowed down with the economy. He is still seeing the same women he has seen for year for doing spiritual direction. He continues to see his counselor regularly. He plans to go to the north shore in January with friends.

1/7/09 I met with Gil at his home. He finished his certificate at the University. We discussed his going back and reviewing his plan for sobriety that he did after Pathfinder. He is going to the North Shore next week with friends. He also plans on going to Florida in February. He says business is slow but still able to make some connections and getting enough work to make ends meet. We talked again about attractions etc.

2/25/09 Gil called apologizing that he was in Florida from 2/8 through 2/16. He had told me he was going but not the dates.

3/10/09 I met with Gil at his home. Talked about the economy and how it could impact him in the future as well as how he is prepared for any inevitability. We discussed how he discloses when he might take on a new client. He has a concern for his partners as well as not putting any parishes in jeopardy. I attempted to check his computer with no success. My program

wouldn't work so try next time. He didn't seem at all concerned about my checking which a good sign is.

5/28/09 I met with Gil at his home. We discussed the concept of "failed heterosexual" we also talked about his business. He is beginning to do individual assessments for clients to make good hires. He is buying an assessment tool which he hopes to become part owner of and uses it during his assessments. He hopes this pan out. All else the same. He is a bit concerned about business for the summer.

7/23/09 Gil is going to Two Harbors next week.

8/7/09 I met Gil at his home. He talked about the work he does for a counselor working with sex offenders. He does some group management for offenders. His work is about the same as before but he states he is still solvent. He is going to the Breezy area next week with some priest friends. He signed the agreement for the coming year.

8/12/09 Bob Faas (612-724-9179) called to say that Gil is still coming regularly and working on his issues. Jan Butcher also left an e-mail that Gil comes regularly and she will get him to sign a release next time.

10/15/09 I met with Gil at his home. Discussed his continuing to look at and work on the treatment he developed after leaving Pathfinder. He said he hadn't for a while but would do that again. He also discussed a concern that his next door neighbor who recently divorced asked if in an emergency he would look after her children. He was taken aback at the time but he understands he cannot do that and needs to tell her that.

12/17/09 I met with Gil at his home. He had talked to his neighbor about his being uncomfortable watching her kids in an emergency. He sensed it went OK and she did not seem to be totally aware of his background. I told him if in an extraordinary he found him self in that situation where he couldn't say no to call someone even me to be there with him. He did revisit his pathfinder plan and liked reviewing the insight he had then. I sent an e-mail to McDonough regarding Gil helping train a new youth minister at St Victoria

2/19/10 Met with Gil at his home. The job market is drying up and he needs to look for other possibilities. He is hoping to talk to a "head hunter" to give his resume and help determine his chances for a job. I also discussed the need for me to have Kevin call Bob about his work there which he totally understands. He had interest from St Odelia to do work there but deferred as it was to close to his former parish in White Bear. He will be going to Hilton head March 1-11.

3/12/10 Gil called to let me know he was back from Hilton head.

5/4/10 I met with Gil at his home. He is meeting tomorrow with a person who may have work for him but he needs to disclose his history when they meet. Work still slow but he is still OK. Discussed his early formation and how he decided his vocation. The recent developments regarding the church in the press and how that affected him.

6/30/10 Gil called to tell me he was in Detroit Lakes from 6/18 to 6/20.

7/8/10 I met with Gil at his home. Work is getting worse and he indicates his income has been cut in half during the past year. He still is OK financially but has some concerns for the future. He claims he is still very busy and has many social contacts to keep him occupied. Signed the contract for the coming year.

7/13/10 Call from Jan Bucher. Gil comes two times per month without fail unless out of town for eleven years.

7/16/10 Message from Bob Faas that Gil has continued to come regularly the past year and continued in his pattern of continued progress.

8/20/10 Gil called to let me know he was on vacation at the North Shore from 8/16 to 8/20.

9/10/10 Met with Gil at his home. Everything OK he had one new job with a nonprofit to do a retreat/seminar. He also had a call from an old friend of Kevin McDonough who now works at MCF Stillwater and he has hopes of maybe finding work there. Nothing further has come from his neighbor needing his assistance. He is going to Ireland leaving on 10/1.

11/19/10 I met with Gil at his home. He has a contract working with the staff at Ascension in Minneapolis. Not much in the works based on the reorganization. He has no present travel plans except to go to Iowa with his sister for Thanksgiving. Doing some work on his home. No more info on the possible work at Stillwater.

1/27/11 I met with Gil at his home. He told me that while seeing the nuns at Good Sheppard he went to a service with them. He was caught off guard when they asked him to read and he did. He realizes this is something he is not to do but got caught unprepared. He is getting more work and seems happy with that. He is going with a couple of friends in March for ten days to Hilton Head.

3/23/11 Met at Gil's house. Trip with two priests next week to Hilton Head. He is still doing work at Ascension as well as a few things at Victoria. He is now also working at St Francis Cabrini.

5/17/11 Gil called to say he was going to Iowa for a few days for a meeting of women in the Catholic Church.

5/27/11 Met with Gil at his home.

7/1/11/ Called to say he will be in Detroit Lakes until 7/3.

8/3/11 I met with Gil at his home. He signed the agreement for the coming year. He still sees Bob about every two weeks.

8/4/11 Message from Bob Faas that Gil is still continuing as he has for over a decade with him. I also received an e-mail from Jan Bucher that Gil comes 2x per month for 9 months.

10/19/11 met with Gil. We discussed the funeral policy. He indicated he had no intention of being buried as a priest as such didn't believe the policy would apply to him. he said that Bob Faas's son was one of those seals killed in Afghanistan and it was his only child. Bob has since told him he would no longer be able to perform services to Gil. Gil has been seeing him over 25 years and this will leave a void for him. He will also be searching for a spiritual director.

2/13/11 talked to Gil. Still looking for spiritual advisor possibly a man he knows in Omaha. Might be selling the house as his housemate is getting married. Doing some work possibly with the Zen Buddhists as well as a housing group with Pride and Living.

5/16/12 I met with Gil at his home. He has not set up a spiritual director as of yet but plans on it soon. His roommate is moving out in July. He decided to buy him out of the house instead of moving. Work is going ok.

St. Paul/Minneapolis Archdiocese
Promoter of Ministerial Standards
Monitoring Criteria

For: Gilbert Gustafson From: 7/11/12 To: 7/10/13

Plan Manager: Fr. K. McDonough Monitor: Tim Rourke Reason For Monitoring: Abuse Minors.

Monitor meetings: Minimum quarterly.

1. Gil will become involved with a spiritual director and sign any necessary releases for POMS to receive information attesting to his regular participation in that direction
2. Living arrangements, including overnight stays: Gil will not reside with minors or stay overnight with minors (including relatives) unless another adult is present.
3. Gil will have no public contact with minors unless supervised by an adult. Gil will not have contact with minors in person, by mail, telephone, e-mail, internet, chat rooms or communication through a third party or loiter in areas commonly frequented by minors (i.e. schools, day care.)
4. Work and/or sacramental restrictions are: there is to be no ecclesiastical ministry of any type. Gil is allowed no unsupervised work with minors.
5. Clergy Faculty limitations are:
 - a. Removed from Priestly ministry: implemented June 2002.
 - b. May only celebrate mass alone, no one present: implemented June 2002.
 - c. Will not wear clerical attire, use clerical title or present himself as a priest: implemented June 2002.
6. Computer hard drives used by Gilbert Gustafson may be randomly checked for sites in conflict with recommendations and restrictions.
7. Visits by the Promoter of Ministerial Standards for the Archdiocese will be made at the living location, work sites or any other mutually agreeable site.
8. Risk monitoring evaluation/assessment to be done twelve months from the beginning of the actual monitoring period.
9. Prohibited reading materials/activities include any pornographic materials, paper, electronic, or other. Gil will refrain from activities commonly understood to violate a vow of celibacy.
10. Failure to comply with the Monitoring Program could result in other monitoring measures and may include loss of any or all Archdiocesan subsistence.
11. Any disputes about this monitoring plan may be submitted to normal canonical review
12. Gil is to let POMS know of any change in address, phone numbers or other significant changes in his life.

By my signature I acknowledge criteria to be monitored.

<u>Gilbert Gustafson</u>	<u>8/15/12</u>	<u>[Signature]</u>	<u>14 June 12</u>
Individual	Date	Archdiocesan Official	Date

<u>[Signature]</u>	<u>8/12/12</u>
POMS Monitor	Date

Acknowledge receipt of copy:

<u>Gilbert Gustafson</u>	<u>8/15/12</u>
Individual	Date

(POMS 022305)

St. Paul/Minneapolis Archdiocese
Promoter of Ministerial Standards
Monitoring Criteria

For: Gilbert Gustafson From: 7/11/12 To: 7/10/13

Plan Manager: Fr. K. McDonough Monitor: Tim Rourke Reason For Monitoring: Abuse Minors.

Monitor meetings: Minimum quarterly.

1. Gil will become involved with a spiritual director and sign any necessary releases for POMS to receive information attesting to his regular participation in that direction
2. Living arrangements, including overnight stays: Gil will not reside with minors or stay overnight with minors (including relatives) unless another adult is present.
3. Gil will have no public contact with minors unless supervised by an adult. Gil will not have contact with minors in person, by mail, telephone, e-mail, internet, chat rooms or communication through a third party or loiter in areas commonly frequented by minors (i.e. schools, day care.)
4. Work and/or sacramental restrictions are: there is to be no ecclesiastical ministry of any type. Gil is allowed no unsupervised work with minors.
5. Clergy Faculty limitations are:
 - a. Removed from Priestly ministry: implemented June 2002.
 - b. May only celebrate mass alone, no one present: implemented June 2002.
 - c. Will not wear clerical attire, use clerical title or present himself as a priest: implemented June 2002.
6. Computer hard drives used by Gilbert Gustafson may be randomly checked for sites in conflict with recommendations and restrictions.
7. Visits by the Promoter of Ministerial Standards for the Archdiocese will be made at the living location, work sites or any other mutually agreeable site.
8. Risk monitoring evaluation/assessment to be done twelve months from the beginning of the actual monitoring period.
9. Prohibited reading materials/activities include any pornographic materials, paper, electronic, or other. Gil will refrain from activities commonly understood to violate a vow of celibacy.
10. Failure to comply with the Monitoring Program could result in other monitoring measures and may include loss of any or all Archdiocesan subsistence.
11. Any disputes about this monitoring plan may be submitted to normal canonical review
12. Gil is to let POMS know of any change in address, phone numbers or other significant changes in his life.



St. Paul/Minneapolis Archdiocese
Promoter of Ministerial Standards

Annual Report

9/25/2012

John - Gil is very smart and is, I am sure, capable of fooling others and himself. My impression, however, is that he is currently living with integrity.

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 ^{and} 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 c-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

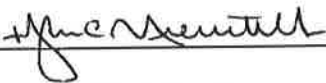
Dear Archbishop Nienstedt

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



Date: 9-25-12

Respectfully


John Selvig
Promoter of Ministerial Standards

C: Father Kevin McDonough



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

Date: _____

Respectfully

John Selvig
Promoter of Ministerial Standards

C: Father Kevin McDonough

Gilbert J. Gustafson
994 Livingston Ave.
West St. Paul, MN 55118
(651) 295-0421
gustafsonq55102@yahoo.com

Most Reverend Lee Piché
226 Summit Ave.
St. Paul, MN 55102

Dear Lee

I am writing on behalf of myself and my colleagues Susan Pavlak and Tom Esch to invite you to attend an event titled "Uncommon Conversation-Toward Reconciliation" taking place at the University of St. Thomas in Woulfe Alumni Hall on November 17, 2012 from 1:00PM-4:30PM.

The event will involve a panel of five members of the Catholic community reflecting on their personal experiences of the Catholic sexual abuse crisis before a larger group of Catholics and others interested in respectful engagement. Our panel will include the perspectives of those who carry a variety of experiences which represent many facets of the issue, including those of priest, victim/survivor, review board member, therapist, perpetrator and community member.

The goal of our conversation is to engage in and model civil and respectful listening and sharing of our sorrows and our hopes. We will provide a safe and facilitated environment for this conversation to take place. We hope you can join us.

I would be happy to answer any questions you might have. Feel free to contact me by phone or e-mail. Attendees are encouraged to dress informally regardless of station or role in the church.

Sincerely,

Gilbert J. Gustafson

AUTHORIZATION FOR RELEASE OF INFORMATION

I, Gilbert J. Gustafson DOB 4/18/1951
FIRST, MIDDLE, LAST NAME MONTH, DAY, YEAR

authorize Fr. Larry Gillick
(NAME OF AGENCY OR INDIVIDUAL MAKING THE DISCLOSURE)

to release to the Archdiocese of Saint Paul and Minneapolis, or to its agents or employees, the following information:

my attendance at spiritual direction sessions

I understand that my records are governed by the Minnesota Government Data Practices Act, Minnesota Statutes, Chapter 13, and, except for data that are public, cannot be disclosed without my written consent unless otherwise provided by law. I also understand that I may revoke this authorization at any time upon written notice to the provider except to the extent that action has been taken in reliance on it and that in any event this consent expires as described below:

(NOTE: I understand that any information which may pertain to me as a patient in chemical dependency is protected by Federal Law; that Federal Regulations [42 CFR Part 2] prohibit you from making any further disclosure of such information without my specific written consent, or as otherwise specified by such regulations; and that a general authorization for the release of medical or other information is not sufficient for this purpose.)

Unless revoked in writing, this authorization shall be deemed to continue.

A photocopy of this authorization shall be considered as valid as the original.

Dated this 14th day of January, 2013.

Gilbert J. Gustafson
SIGNATURE OF DATA SUBJECT

Frances M. Donnelly
SIGNATURE OF WITNESS

Larry Gillick

SIGNATURE OF PARENT, GUARDIAN OR AUTHORIZED REPRESENTATIVE (IF REQUIRED)

Promoter of Ministerial Standards Office
St. Paul/Minneapolis Archdiocese

(Please use this form or your form providing this information.)

This is to confirm that Gilbert J. Gustafson has
attended Spiritual Direction on the below listed dates for the period of
January - April, 2013

Dates:

1. 1/14/2013 7. _____
2. 2/7/2013 8. _____
3. 3/16/2013 9. _____
4. 4/11/2013 10. _____
5. _____ 11. _____
6. _____ 12. _____

[Signature]

Signature of Spiritual Advisor

4/11/13

Date

Phone: _____

Send to:
Promoter of Ministerial Standards
Archdiocese of St. Paul/Minneapolis
226 Summit Avenue
St. Paul, MN 55102



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. 5th 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
Supervision Plan

For: Gilbert Gustafson From: 7/11/13 To: 7/10/14

Plan Manager: Fr. K. McDonough Monitor: John Selvig Reason For Monitoring: Level I, Abuse of Minors.

Monitor meetings: Minimum quarterly.

1. Gil will become involved with a spiritual director and sign any necessary releases for POMS to receive information attesting to his regular participation.
2. Living arrangements, including overnight stays: Gil will not reside with minors or stay overnight with minors (including relatives) unless another adult is present.
3. Gil will have no public contact with minors unless supervised by an adult. Gil will not have contact with minors in person, by mail, telephone, e-mail, internet, chat rooms or communication through a third party or loiter in areas commonly frequented by minors (i.e. schools, day care.)
4. Work and/or sacramental restrictions are: there is to be no ecclesiastical ministry of any type. Gil is allowed no unsupervised work with minors.
5. Clergy Faculty limitations are:
 - a. Removed from Priestly ministry: implemented June 2002.
 - b. May only celebrate mass alone, no one present: implemented June 2002.
 - c. Will not wear clerical attire, use clerical title or present himself as a priest: implemented June 2002.
6. Visits by the Promoter of Ministerial Standards for the Archdiocese will be made at the living location, work sites or any other mutually agreeable site. Notify POMS of any changes in address, phone numbers or other significant changes.
7. Prohibited reading materials/activities include any pornographic materials, paper, electronic, or other. Computer hard drives used by Gilbert Gustafson may be randomly checked for sites in conflict with these restrictions. Gil will refrain from activities commonly understood to violate a vow of celibacy.
9. Failure to comply with the Monitoring Program could result in other monitoring measures and may include loss of any or all Archdiocesan subsistence.
10. Any disputes about this monitoring plan may be submitted to normal canonical review. Risk monitoring evaluation/assessment is to be done yearly.

By my signature we acknowledge and agree to this supervision.

Gilbert Gustafson 5/10/13 K. McDonough 5/2/13
Individual Date Archdiocesan Official Date

John Selvig 5/10/13
POMS Monitor Date



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.

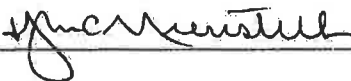
Respectfully


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
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 minor males in the 1980's while working in ministry at a parish in White Bear Lake. 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

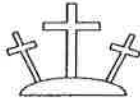
John Selvig
Promoter of Ministerial Standards

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: _____



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.

From: Schlabach, Gerald W. <gwschlabach@stthomas.edu>
Sent: Friday, October 25, 2013 12:19 PM
To: McDonough, Fr. Kevin <mcdonoughk@archspm.org>
Subject: 2-3 follow ups

Fr. Kevin:

Thanks again for taking the time for such a frank and heart-to-heart conversation. Though the circumstances are ugly, I treasure having a relationship with my pastor that allows for such, free of the false deference that too easily alienates clergy and laity.

Some quick follow ups:

1. I left a message on your voice mail about confidentiality. I certainly intend to use good judgment in sharing anything from what was above all a personal conversation, but I may sometimes be in a situation to provide helpful perspective to others. So if there is anything I should consider strictly confidential, call me (again: 651-707-4579) for a quick clarification of what that might be.

2. What one of the MPR stories says about ██████ destroying a hard drive is this:
When the archdiocese learned of the pornography on the computer in 2004, it asked ██████ to turn over all of his remaining computers for forensic analysis. ██████ responded by destroying one of the computers with a hammer, Haselberger said. "I recall he made some kind of argument about how he was worried about all of the confidential data about his parishioners that were on his computer," she said, citing records she had seen.

Another story says:

The archdiocese first learned of the priest's pornography in 2004 when a parishioner at St. Jude of the Lake received the priest's old computer, found sexually explicit images and reported the discovery to Catholic leaders. Church officials asked ██████ to hand over his other computers for examination. ██████ responded by smashing one computer with a hammer and refusing to turn over another, said Haselberger, who reviewed a report of the examination.

I get that if no criminal investigation is underway, such an action would not be legally actionable. But in a corporate setting, within a company's own protocols, such an action would be internally actionable – reason for firing "with cause." If the archdiocese was already doing its own investigation because he had lied, that would up the ante even further. So this is the kind of thing that makes the ██████ case most troubling to me in terms of what it says about archdiocesan procedures that could arguably constitute a "cover-up," even if the Wehmeyer case is more serious in its consequences.

3. Susan Pavlak and Gil Gustafson are planning another Uncommon Conversation, possibly as early as Nov. 16 or 23. Would it be helpful to have an off-the-record or "on background"

conversation between the four of us just so that they (actually we, since I may participate) can go into that event with the best possible set of facts? If so, some of the times I gave you in my earlier email would be the place to start with scheduling: Wednesday afternoon October 30 or Thursday morning October 31; November 5, midmorning.

Grace and peace,

Gerald

From: McDonough, Fr. Kevin </O=ARCHDIOCESE OF ST PAUL & MPLS/OU=SUMMIT/CN=RECIPIENTS/CN=MCDONOUGHK>
Sent: Tuesday, October 29, 2013 8:23 AM
To: Schlabach, Gerald W. <gwschlabach@stthomas.edu>
Subject: RE: 2-3 follow ups

Gerald: I am not ignoring you! Back to you ASAP.

Father Kevin McDonough
Pastor/Capellan, Saint Peter Claver, Sagrado Corazon de Jesus, and Incarnation
651-621-2261

From: Schlabach, Gerald W. [gwschlabach@stthomas.edu]
Sent: Friday, October 25, 2013 12:18 PM
To: McDonough, Fr. Kevin
Subject: 2-3 follow ups

Fr. Kevin:

Thanks again for taking the time for such a frank and heart-to-heart conversation. Though the circumstances are ugly, I treasure having a relationship with my pastor that allows for such, free of the false deference that too easily alienates clergy and laity.

Some quick follow ups:

1. I left a message on your voice mail about confidentiality. I certainly intend to use good judgment in sharing anything from what was above all a personal conversation, but I may sometimes be in a situation to provide helpful perspective to others. So if there is anything I should consider strictly confidential, call me (again: 651-707-4579) for a quick clarification of what that might be.

2. What one of the MPR stories says about ██████ destroying a hard drive is this:
When the archdiocese learned of the pornography on the computer in 2004, it asked ██████ to turn over all of his remaining computers for forensic analysis. ██████ responded by destroying one of the computers with a hammer, Haselberger said. "I recall he made some kind of argument about how he was worried about all of the confidential data about his parishioners that were on his computer," she said, citing records she had seen.

Another story says:

The archdiocese first learned of the priest's pornography in 2004 when a parishioner at St. Jude of the Lake received the priest's old computer, found sexually explicit images and reported the discovery to Catholic leaders. Church officials asked ██████ to hand over his other computers for examination. ██████ responded by smashing one computer with a hammer and refusing to turn over another, said Haselberger, who reviewed a report of the examination.

I get that if no criminal investigation is underway, such an action would not be legally actionable. But in a corporate setting, within a company's own protocols, such an action would be internally actionable – reason for firing “with cause.” If the archdiocese was already doing its own investigation because he had lied, that would up the ante even further. So this is the kind of thing that makes the _____ case most troubling to me in terms of what it says about archdiocesan procedures that could arguably constitute a “cover-up,” even if the Wehmeyer case is more serious in its consequences.

3. Susan Pavlak and Gil Gustafson are planning another Uncommon Conversation, possibly as early as Nov. 16 or 23. Would it be helpful to have an off-the-record or “on background” conversation between the four of us just so that they (actually we, since I may participate) can go into that event with the best possible set of facts? If so, some of the times I gave you in my earlier email would be the place to start with scheduling: Wednesday afternoon October 30 or Thursday morning October 31; November 5, midmorning.

Grace and peace,

Gerald

From: McDonough, Fr. Kevin </O=ARCHDIOCESE OF ST PAUL & MPLS/OU=SUMMIT/CN=RECIPIENTS/CN=MCDONOUGHK>
Sent: Monday, November 4, 2013 3:33 PM
To: Schlabach, Gerald W. <gwschlabach@stthomas.edu>
Subject: RE: 2-3 follow ups

Gerald: Sorry -- I have been digging out of lots of stuff. Here are some thoughts for you.

1. In regard to confidentiality: I am not concerned about betraying confidences, or I would not have shared the information with you in the first place! What concerns me more is that I do not want to help propagate further the every-other-day cycle of she-said he-said stuff that the media are feeding on. In fact, I would prefer to talk (phone or in person) with you rather than e-mail, since it is too easy for e-mails to be repeatedly re-forwarded until they eventually get into the wrong hands. If you would like to talk more in depth, let's set another time.
2. In regard to the destroyed computer, I think that you may have been hearing a conflation of a couple of things. I was not directly involved in what I am about to recount, so it is possible that I have the facts wrong too. But I believe that what Jennifer was referring to was this: someone in Archdiocesan leadership asked [REDACTED] for any and all computers he had sometime in about 2012 (not back in 2004-ish), when she began to raise canonical and prudential questions about how my colleagues and I dealt with [REDACTED] back in 2004 or 2005. He then told whomever (Bishop Piche?) that he had destroyed at least one old computer sometime between 2004 and 2012. I hope this is making sense! As I understand it, [REDACTED] told the Archdiocesan person that -- some significant time before he was asked to turn over his computers -- he had already destroyed his old laptop. So, I believe the way you framed the question is based on an out-of-sequence reading of the events.
3. In regard to Uncommon Conversations: my suggestion is that an attempt to have all the facts straight is a dead-end for the three of you. Or put more positively, a part of the Uncommon Conversation may be some grappling with what one can do with the "mystery" of all this mess!

Let's talk if you would like to. Stay well -- and don't get lost in tomorrow's big snowstorm!

Father Kevin McDonough
Pastor/Capellan, Saint Peter Claver, Sagrado Corazon de Jesus, and Incarnation
651-621-2261

From: Schlabach, Gerald W. [gwschlabach@stthomas.edu]
Sent: Friday, October 25, 2013 12:18 PM
To: McDonough, Fr. Kevin
Subject: 2-3 follow ups

Fr. Kevin:

Thanks again for taking the time for such a frank and heart-to-heart conversation. Though the circumstances are ugly, I treasure having a relationship with my pastor that allows for such, free of the false deference that too easily alienates clergy and laity.

Some quick follow ups:

1. I left a message on your voice mail about confidentiality. I certainly intend to use good judgment in sharing anything from what was above all a personal conversation, but I may sometimes be in a situation to provide helpful perspective to others. So if there is anything I should consider strictly confidential, call me (again: 651-707-4579) for a quick clarification of what that might be.
2. What one of the MPR stories says about destroying a hard drive is this:

When the archdiocese learned of the pornography on the computer in 2004, it asked ██████ to turn over all of his remaining computers for forensic analysis. ██████ responded by destroying one of the computers with a hammer, Haselberger said. "I recall he made some kind of argument about how he was worried about all of the confidential data about his parishioners that were on his computer," she said, citing records she had seen.

Another story says:

The archdiocese first learned of the priest's pornography in 2004 when a parishioner at St. Jude of the Lake received the priest's old computer, found sexually explicit images and reported the discovery to Catholic leaders. Church officials asked ██████ to hand over his other computers for examination. ██████ responded by smashing one computer with a hammer and refusing to turn over another, said Haselberger, who reviewed a report of the examination.

I get that if no criminal investigation is underway, such an action would not be legally actionable. But in a corporate setting, within a company's own protocols, such an action would be internally actionable – reason for firing "with cause." If the archdiocese was already doing its own investigation because he had lied, that would up the ante even further. So this is the kind of thing that makes the ██████ case most troubling to me in terms of what it says about archdiocesan procedures that could arguably constitute a "cover-up," even if the Wehmeyer case is more serious in its consequences.

3. Susan Pavlak and Gil Gustafson are planning another Uncommon Conversation, possibly as early as Nov. 16 or 23. Would it be helpful to have an off-the-record or "on background" conversation between the four of us just so that they (actually we, since I may participate) can go into that event with the best possible set of facts? If so, some of the times I gave you in my earlier email would be the place to start with scheduling: Wednesday afternoon October 30 or Thursday morning October 31; November 5, midmorning.

Grace and peace,

Gerald

From: Schlabach, Gerald W. <gwschlabach@stthomas.edu>
Sent: Tuesday, November 5, 2013 9:23 PM
To: McDonough, Fr. Kevin <mcdonoughk@archspm.org>
Subject: RE: 2-3 follow ups

Quick responses:

1. You have me solemn word – mortal sin if I break it – that I have not and will not forward these or any future emails on this subject to anyone. But I agree that phone is much preferable to email.
2. Probably can't pursue this further.
3. Yeah, I get that sorting through the "facts" is probably a rabbit hole. May I reboot and restate the invitation and the purpose in an entirely different way? I can't quite put into words what I'm envisioning. But I wonder if it would be a useful exercise for us all to have a private/dry run/pilot "uncommon conversation" not to sort out the facts but to talk about our experiences and emotions over the last two months. The value for Susan, Gil and I going into any more public events, in one way, and perhaps for you in another way as you've no doubt felt under siege, would be to understand better the roles we're having to play as live in the complex flesh of life in the Catholic community not just as cardboard cut-outs as portrayed in the press. (And I don't mean just you, but us among the faithful whose complex reactions the press reduced to for/against, disaffected/defensive.)

With continuing prayer and love,

Gerald

From: McDonough, Fr. Kevin [mailto:mcdonoughk@archspm.org]
Sent: Monday, November 4, 2013 3:33 PM
To: Schlabach, Gerald W.
Subject: RE: 2-3 follow ups

Gerald: Sorry -- I have been digging out of lots of stuff. Here are some thoughts for you.

1. In regard to confidentiality: I am not concerned about betraying confidences, or I would not have shared the information with you in the first place! What concerns me more is that I do not want to help propagate further the every-other-day cycle of she-said he-said stuff that the media are feeding on. In fact, I would prefer to talk (phone or in person) with you rather than e-mail, since it is too easy for e-mails to be repeatedly re-forwarded until they eventually get into the wrong hands. If you would like to talk more in depth, let's set another time.
2. In regard to the destroyed computer, I think that you may have been hearing a conflation of a couple of things. I was not directly involved in what I am about to recount, so it is possible that I have the facts wrong too. But I believe that what Jennifer was referring to was this: someone in Archdiocesan leadership asked [REDACTED] for any and all computers he had sometime in about 2012 (not back in 2004-ish), when she began to raise canonical and prudential questions about how my colleagues and I dealt with [REDACTED] back in 2004 or 2005. He then told whomever (Bishop Piche?) that he had destroyed at least one old computer sometime between 2004 and 2012. I hope this is making sense! As I

understand it, ██████ told the Archdiocesan person that -- some significant time before he was asked to turn over his computers -- he had already destroyed his old laptop. So, I believe the way you framed the question is based on an out-of-sequence reading of the events.

3. In regard to Uncommon Conversations: my suggestion is that an attempt to have all the facts straight is a dead-end for the three of you. Or put more positively, a part of the Uncommon Conversation may be some grappling with what one can do with the "mystery" of all this mess!

Let's talk if you would like to. Stay well -- and don't get lost in tomorrow's big snowstorm!

Father Kevin McDonough
Pastor/Capellan, Saint Peter Claver, Sagrado Corazon de Jesus, and Incarnation
651-621-2261

From: Schlabach, Gerald W. [gwschlabach@stthomas.edu]
Sent: Friday, October 25, 2013 12:18 PM
To: McDonough, Fr. Kevin
Subject: 2-3 follow ups

Fr. Kevin:

Thanks again for taking the time for such a frank and heart-to-heart conversation. Though the circumstances are ugly, I treasure having a relationship with my pastor that allows for such, free of the false deference that too easily alienates clergy and laity.

Some quick follow ups:

1. I left a message on your voice mail about confidentiality. I certainly intend to use good judgment in sharing anything from what was above all a personal conversation, but I may sometimes be in a situation to provide helpful perspective to others. So if there is anything I should consider strictly confidential, call me (again: 651-707-4579) for a quick clarification of what that might be.

2. What one of the MPR stories says about ██████ destroying a hard drive is this:
When the archdiocese learned of the pornography on the computer in 2004, it asked ██████ to turn over all of his remaining computers for forensic analysis. ██████ responded by destroying one of the computers with a hammer, Haselberger said. "I recall he made some kind of argument about how he was worried about all of the confidential data about his parishioners that were on his computer," she said, citing records she had seen.

Another story says:

The archdiocese first learned of the priest's pornography in 2004 when a parishioner at St. Jude of the Lake received the priest's old computer, found sexually explicit images and reported the discovery to Catholic leaders. Church officials asked ██████ to hand over his other computers for examination. ██████ responded by smashing one computer with a hammer and refusing to turn over another, said Haselberger, who reviewed a report of the examination.

I get that if no criminal investigation is underway, such an action would not be legally actionable. But in a corporate setting, within a company's own protocols, such an action would

be internally actionable – reason for firing “with cause.” If the archdiocese was already doing its own investigation because he had lied, that would up the ante even further. So this is the kind of thing that makes the [REDACTED] case most troubling to me in terms of what it says about archdiocesan procedures that could arguably constitute a “cover-up,” even if the Wehmeyer case is more serious in its consequences.

3. Susan Pavlak and Gil Gustafson are planning another Uncommon Conversation, possibly as early as Nov. 16 or 23. Would it be helpful to have an off-the-record or “on background” conversation between the four of us just so that they (actually we, since I may participate) can go into that event with the best possible set of facts? If so, some of the times I gave you in my earlier email would be the place to start with scheduling: Wednesday afternoon October 30 or Thursday morning October 31; November 5, midmorning.

Grace and peace,

Gerald

From: McDonough, Fr. Kevin </O=ARCHDIOCESE OF ST PAUL & MPLS/OU=SUMMIT/CN=RECIPIENTS/CN=MCDONOUGHK>
Sent: Thursday, November 7, 2013 1:25 PM
To: Schlabach, Gerald W. <gwschlabach@stthomas.edu>
Subject: RE: 2-3 follow ups

Thanks, brother. If Susan, Gil, or you -- as a group or even only two or one of you -- would like that conversation, I would be honored!

Father Kevin McDonough
Pastor/Capellan, Saint Peter Claver, Sagrado Corazon de Jesus, and Incarnation
651-621-2261

From: Schlabach, Gerald W. [gwschlabach@stthomas.edu]
Sent: Tuesday, November 05, 2013 9:22 PM
To: McDonough, Fr. Kevin
Subject: RE: 2-3 follow ups

Quick responses:

1. You have me solemn word – mortal sin if I break it – that I have not and will not forward these or any future emails on this subject to anyone. But I agree that phone is much preferable to email.
2. Probably can't pursue this further.
3. Yeah, I get that sorting through the "facts" is probably a rabbit hole. May I reboot and restate the invitation and the purpose in an entirely different way? I can't quite put into words what I'm envisioning. But I wonder if it would be a useful exercise for us all to have a private/dry run/pilot "uncommon conversation" not to sort out the facts but to talk about our experiences and emotions over the last two months. The value for Susan, Gil and I going into any more public events, in one way, and perhaps for you in another way as you've no doubt felt under siege, would be to understand better the roles we're having to play as live in the complex flesh of life in the Catholic community not just as cardboard cut-outs as portrayed in the press. (And I don't mean just you, but us among the faithful whose complex reactions the press reduced to for/against, disaffected/defensive.)

With continuing prayer and love,

Gerald

From: McDonough, Fr. Kevin [mailto:mcdonoughk@archspm.org]
Sent: Monday, November 4, 2013 3:33 PM
To: Schlabach, Gerald W.
Subject: RE: 2-3 follow ups

Gerald: Sorry -- I have been digging out of lots of stuff. Here are some thoughts for you.

1. In regard to confidentiality: I am not concerned about betraying confidences, or I would not have shared the information with you in the first place! What concerns me more is that I do not want to help propagate further the every-other-day cycle of she-said he-said stuff that the media are feeding on. In fact, I would prefer to talk (phone or in person) with you rather than e-mail, since it is too easy for e-mails to be repeatedly re-forwarded until they eventually get into the wrong hands. If you would like to talk more in depth, let's set another time.

2. In regard to the destroyed computer, I think that you may have been hearing a conflation of a couple of things. I was not directly involved in what I am about to recount, so it is possible that I have the facts wrong too. But I believe that what Jennifer was referring to was this: someone in Archdiocesan leadership asked [REDACTED] for any and all computers he had sometime in about 2012 (not back in 2004-ish), when she began to raise canonical and prudential questions about how my colleagues and I dealt with [REDACTED] back in 2004 or 2005. He then told whomever (Bishop Piche?) that he had destroyed at least one old computer sometime between 2004 and 2012. I hope this is making sense! As I understand it, [REDACTED] told the Archdiocesan person that -- some significant time before he was asked to turn over his computers -- he had already destroyed his old laptop. So, I believe the way you framed the question is based on an out-of-sequence reading of the events.

3. In regard to Uncommon Conversations: my suggestion is that an attempt to have all the facts straight is a dead-end for the three of you. Or put more positively, a part of the Uncommon Conversation may be some grappling with what one can do with the "mystery" of all this mess!

Let's talk if you would like to. Stay well -- and don't get lost in tomorrow's big snowstorm!

Father Kevin McDonough
Pastor/Capellan, Saint Peter Claver, Sagrado Corazon de Jesus, and Incarnation
651-621-2261

From: Schlabach, Gerald W. [gwschlabach@stthomas.edu]
Sent: Friday, October 25, 2013 12:18 PM
To: McDonough, Fr. Kevin
Subject: 2-3 follow ups

Fr. Kevin:

Thanks again for taking the time for such a frank and heart-to-heart conversation. Though the circumstances are ugly, I treasure having a relationship with my pastor that allows for such, free of the false deference that too easily alienates clergy and laity.

Some quick follow ups:

1. I left a message on your voice mail about confidentiality. I certainly intend to use good judgment in sharing anything from what was above all a personal conversation, but I may sometimes be in a situation to provide helpful perspective to others. So if there is anything I should consider strictly confidential, call me (again: 651-707-4579) for a quick clarification of what that might be.
2. What one of the MPR stories says about [REDACTED] destroying a hard drive is this:

When the archdiocese learned of the pornography on the computer in 2004, it asked ██████ to turn over all of his remaining computers for forensic analysis.

██████ responded by destroying one of the computers with a hammer, Haselberger said. "I recall he made some kind of argument about how he was worried about all of the confidential data about his parishioners that were on his computer," she said, citing records she had seen.

Another story says:

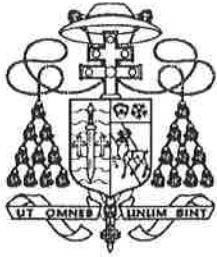
The archdiocese first learned of the priest's pornography in 2004 when a parishioner at St. Jude of the Lake received the priest's old computer, found sexually explicit images and reported the discovery to Catholic leaders. Church officials asked ██████ to hand over his other computers for examination. ██████ responded by smashing one computer with a hammer and refusing to turn over another, said Haselberger, who reviewed a report of the examination.

I get that if no criminal investigation is underway, such an action would not be legally actionable. But in a corporate setting, within a company's own protocols, such an action would be internally actionable – reason for firing "with cause." If the archdiocese was already doing its own investigation because he had lied, that would up the ante even further. So this is the kind of thing that makes the ██████ case most troubling to me in terms of what it says about archdiocesan procedures that could arguably constitute a "cover-up," even if the Wehmeyer case is more serious in its consequences.

3. Susan Pavlak and Gil Gustafson are planning another Uncommon Conversation, possibly as early as Nov. 16 or 23. Would it be helpful to have an off-the-record or "on background" conversation between the four of us just so that they (actually we, since I may participate) can go into that event with the best possible set of facts? If so, some of the times I gave you in my earlier email would be the place to start with scheduling: Wednesday afternoon October 30 or Thursday morning October 31; November 5, midmorning.

Grace and peace,

Gerald



*Archdiocese of Saint Paul
and Minneapolis*

OFFICE OF THE ARCHBISHOP
MOST REVEREND JOHN C. NIENSTEDT

December 3, 2013

Gilbert Gustafson
994 Livingston Avenue
St. Paul, MN 55118

Dear Gilbert Gustafson,

I am writing on behalf of the Archdiocese of Saint Paul and Minneapolis where you previously held assignments. The Archdiocese takes seriously all allegations it receives regarding any abuse of minors by its priests and is committed to transparency. Greater transparency will aid in the healing of victims and their loved ones who have been so harmed by acts of abuse, as well as contribute to creating a safe environment for minors today.

As part of our commitment to transparency, the Archdiocese intends to disclose the names of priests who have had assignments in the Archdiocese and against whom a substantiated claim of sexual abuse of a minor has been asserted in the past. A substantiated claim is a claim or allegation for which sufficient evidence exists to establish a reasonable basis to believe the reported abuse occurred.

We have reviewed your personnel file and have determined that a substantiated claim against you exists. Our commitment to transparency requires that we disclose this determination. We are also sensitive to the challenges and pain that public disclosure may cause you and your family. Recognizing this fact, we want to provide you with advanced notice that the Archdiocese will be providing information to the public concerning the substantiated claim of abuse that has been asserted against you.

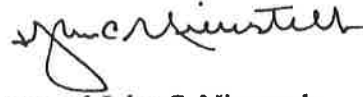
The Archdiocese will be providing this information on a website constructed specifically to be a source of information to the public. For each clergy member against whom a substantiated claim has been made, we will disclose the following information: (i) the cleric's year of birth and year of ordination; (ii) whether the cleric is alive or deceased; (iii) if deceased, the year of the cleric's death; (iv) the cleric's prior assignments; (v) the date of the cleric's permanent removal from ministry; and (vi) for clerics who are alive, their present status with the Church (*i.e.* retired, prohibited from ministry or dismissed from the clerical state) and the city and state in which they reside. A Ramsey County District Court judge has directed us to make these disclosures on or before December 17. In deference to the Court, we anticipate making this disclosure on December 5.

I understand how difficult this may be for you and your family. Please be assured of my personal prayers for you as we work through this challenging time in pursuit of truth and justice, especially for victims of abuse.

If you have any questions, please contact our Chancellor for Civil Affairs, Joseph Kueppers, at kueppersj@archspm.org or 651-291-4405.

With a heartfelt remembrance in my daily prayer, I remain,

Sincerely Yours in Christ,

A handwritten signature in cursive script, appearing to read "John C. Nienstedt".

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

5852402v1