

DO NOT  
TERM.  
PRIEST

Name: Ray, James M.  
Dept: Priests Interim Salaries



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

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

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

We thank you for your assistance!

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**== PROFILE ==**

Dept: Priests Interim Salaries

SSN: [REDACTED]

Name: Ray, James M.

Home Address: [REDACTED]

City, State, Zip Code: [REDACTED]

Marital Status: S Birthdate: [REDACTED] Gender: M

(S=Single; M=Married; D=Divorced)

Veteran: N Disability: N

HOME TELEPHONE NUMBER : ( \_\_\_\_\_ ) \_\_\_\_\_

---

**== EMERGENCY INFORMATION ==**

CONTACT NAME: \_\_\_\_\_

ADDRESS: \_\_\_\_\_

CITY, STATE, ZIP CODE: \_\_\_\_\_

PHONE #: \_\_\_\_\_

RELATIONSHIP: \_\_\_\_\_

**NOTE: IF WE DO NOT RECEIVE YOUR UPDATES, WE WILL CONSIDER YOUR PROFILE IS CORRECT.**

Rev. James M. Ray

*Assistant* Liaison for ~~Catholic Health Ministry~~ *C.H.M.*

721 N. LaSalle Drive

Chicago, Illinois 60610

312-655-7445

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

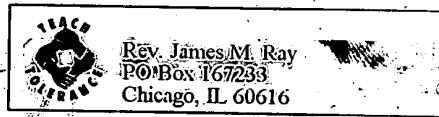
PSALM 40:4

Dear Tom,

I just want to thank you once again for your assistance in getting permission for me to do the funeral of [REDACTED] in the Diocese of Portland, Oregon. My [REDACTED] and his family were very appreciative that I could be there and do the funeral for them.

And although the Diocese of Rockford will not let me do a wedding there next June, I do appreciate your efforts in trying to get me permission.

Take care, and again Thank you.



Jim Ray



COMMITMENT TO CHARACTER

I AM ALWAYS CONTENT WITH WHAT HAPPENS;

FOR I KNOW THAT WHAT GOD CHOOSES

IS BETTER THAN WHAT I WOULD CHOOSE.

EPICETUS

[REDACTED]

To F.N. ITP

Date 8/11/94 Time 2:15 AM  PM

**WHILE YOU WERE OUT**

Name [REDACTED]

of [REDACTED]

Phone Number [REDACTED] Extension [REDACTED]

TELEPHONED	<input checked="" type="checkbox"/>	PLEASE CALL	<input checked="" type="checkbox"/>
CALLED TO SEE YOU	<input type="checkbox"/>	WILL CALL AGAIN	<input type="checkbox"/>
WANTS TO SEE YOU	<input type="checkbox"/>	<b>URGENT</b>	<input type="checkbox"/>
RETURNED YOUR CALL	<input type="checkbox"/>		<input type="checkbox"/>

Message: [REDACTED] to be named  
by Dr. Jim Payne Sr.  
Heater wanted to know  
if he is in good  
standing needs  
etc.

Operator Emile

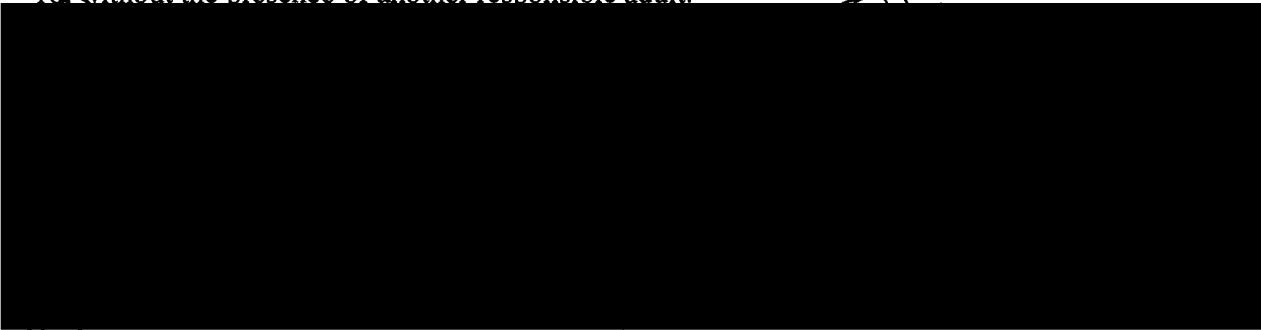
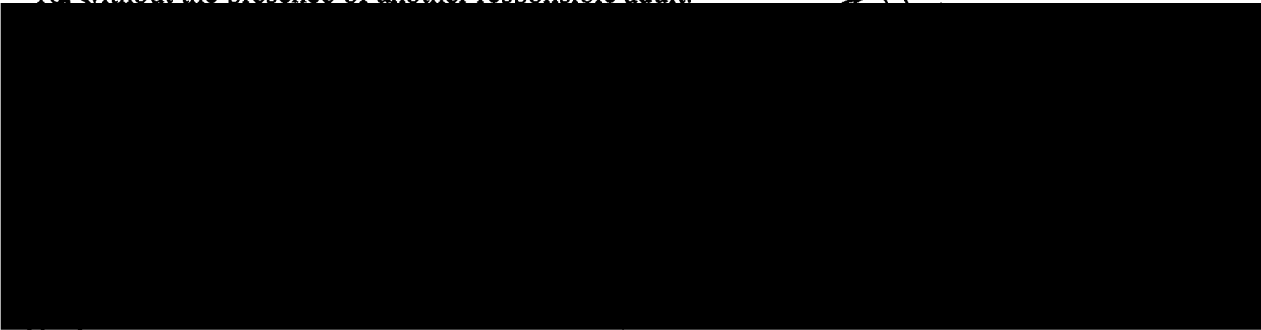
HOP  
161P

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

INDIVIDUAL SPECIFIC PROTOCOLS  
For  
Rev. James Ray

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

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

1. The client is restricted from being alone with a minor or minors, that is anyone under the age of 18 without the presence of another responsible adult.
2. 
3. 
4.  The "Clergy Daily Log" to be completed on a daily basis and co-signed by the on-site supervisor. The log is a tool that is used for the protection of minors, the cleric, the on-site supervisor and the Archdiocese. Although it identifies time periods, it is intended to provide a general record of the day rather than a detailed clock. If you are describing an off-site activity, please include your destination and the general purpose of the visit or activity. For example, it is enough to indicate that you did personal shopping at a given Shopping Center rather than the details of each individual store. However, if your self-description is challenged or a complaint is lodged with the Archdiocese, some documentation and verification may be necessary to sufficiently address the situation.
5.  Abide by the assignment of residence to Cardinal Stritch Retreat House, Mundelein, IL.

6. W Must complete and submit the "Travel/Vacation Agreement," and obtain concurrence with the Agreement, prior to a scheduled departure. In the event of a prolonged stay in a particular location, the Archdiocese is required to notify the Ordinary of that place of your presence there.

7. [Redacted]

8. No inappropriate use of computers, software, Internet capabilities, communications tools or video technology. The standards articulated in the *Policies and Procedures of the Archdiocese of Chicago* and the *Handbook For Archdiocesan Employees* apply as they do to all Archdiocesan personnel.

9. No ministerial participation in the public celebration of the Eucharist or any other Sacrament or Sacramental without the prior, written permission of the Vicar for Priests.

10. Refrain from wearing any garb that would give the appearance of, or seem to infer, a priest/deacon who has canonical faculties and is currently assigned to some ministry (e.g., the 'clerical shirt').

11. On-site visits by the Director and the VP annually to include a meeting with the cleric.

This Individual Specific Protocol is to be reviewed annually with the Director, VP, and the cleric. Also, there can be additional, written notations tailored to the needs of a specific situation which are signed by all parties and appended to this document. Any change or alteration to this agreement will involve consultation with the cleric, his on-site supervisor, the Director, and the VP. The cleric, his on-site supervisor, the Director, or the VP can initiate the discussion for change or alteration, or request that this Individual Specific Protocol be reviewed by the independent Review Board. At the discretion of any of the parties, the legal and/or canonical counsel of the cleric may be involved in the discussions.

I have reviewed, understand, and agree to all of these individual specific Protocols.

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

Printed Name: \_\_\_\_\_

Signature of Director: \_\_\_\_\_ Date: \_\_\_\_\_

Signature of VP: \_\_\_\_\_ Date: \_\_\_\_\_

Additional, written notations appended to this document? yes  no

(Revised 4/5/07)

Office of Professional Responsibility  
676 N. St. Clair, Suite 1910  
Chicago, IL 60611  
(312) 751-5205

INDIVIDUAL SPECIFIC PROTOCOLS

For

Rev. James Ray

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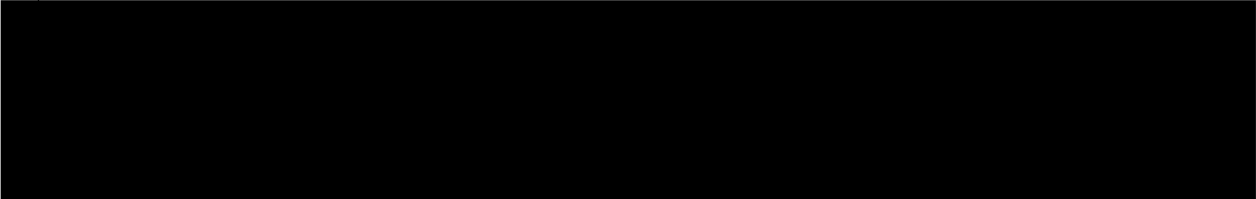
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5.  Abide by the assignment of residence to Cardinal Stritch Retreat House

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7.



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9. No ministerial participation in the public celebration of the Eucharist or any other Sacrament or Sacramental without the prior, written permission of the Vicar for Priests.

10. Refrain from wearing any garb that would give the appearance of, or seem to infer, a priest/deacon who has canonical faculties and is currently assigned to some ministry (e.g., the 'clerical shirt').

11. On-site visits by the PRA and the VP annually to include a meeting with the cleric.

This Individual Specific Protocol is to be reviewed annually with PRA, VP, and the cleric. Also, there can be additional, written notations tailored to the needs of a specific situation which are signed by all parties and appended to this document. Any change or alteration to this agreement will involve consultation with the cleric, his monitor, the PRA, and the VP. The cleric, his monitor, the PRA, or the VP can initiate the discussion for change or alteration, or request that this Individual Specific Protocol be reviewed by the Professional Responsibility Review Board. At the discretion of any of the parties, the legal and/or canonical counsel of the cleric may be involved in the discussions.

I have reviewed, understand, and agree to all of these individual specific Protocols.

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

Printed Name: \_\_\_\_\_

Signature of PRA: \_\_\_\_\_ Date: \_\_\_\_\_

Signature of VP: \_\_\_\_\_ Date: \_\_\_\_\_

Additional, written notations appended to this document? yes  no

(Revised 1/XII/04)

## Minutes of the Professional Fitness Review Board

Members present: [REDACTED]  
[REDACTED]

Others present: Rev. James Kaczorowski – Vicar for Priests

Members absent: [REDACTED]

Others absent: Ms. Kathleen Leggdas and Rev. Thomas Paprocki.

1. [REDACTED] began the meeting with a prayer.
2. The minutes were reviewed
3. [REDACTED]

4. [REDACTED]

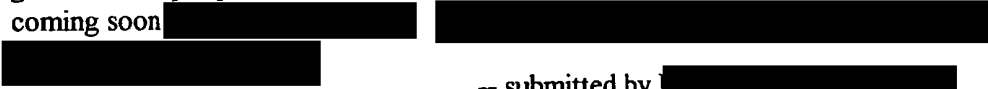
5. [REDACTED]



6.



7. **Other Business: Father Jim Ray** --A Board member reminded us that we never did get a follow up report on J.R. The chair informed us that she believed one should be coming soon



-- submitted by





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

OK

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

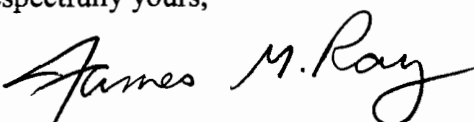
Your Eminence,

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

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

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

Respectfully yours,

  
James M. Ray

Office of Professional Responsibility  
676 N. St. Clair, Suite 1910  
Chicago, IL 60611  
(312) 751-5205

INDIVIDUAL SPECIFIC PROTOCOLS  
For  
Rev. James Ray

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1. The client is restricted from being alone with a minor or minors, that is anyone under the age of 18, without the presence of another responsible adult.
2. [REDACTED]
3.  Continued regular Spiritual Direction with the suggested frequency of      times per week/month (please circle one) as recommended by \_\_\_\_\_ (name of spiritual director). Attendance to Spiritual Direction is to be reflected on "Clergy Daily Log" forms.
4.  The "Clergy Daily Log" to be completed on a daily basis and co-signed by the monitor. The log is a tool that is used for the protection of minors, the cleric, the monitor and the Archdiocese. Although it identifies time periods, it is intended to provide a general record of the day rather than a detailed clock. If you are describing an off-site activity, please include your destination and the general purpose of the visit or activity. For example, it is enough to indicate that you did personal shopping at a given Shopping Center rather than the details of each individual store. However, if your self-description is challenged or a complaint is lodged with the Archdiocese, some documentation and verification may be necessary to sufficiently address the situation.
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7. [Redacted]

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I have reviewed, understand, and agree to all of these individual specific Protocols.

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

Printed Name: \_\_\_\_\_

Signature of PRA: \_\_\_\_\_ Date: \_\_\_\_\_

Signature of VP: \_\_\_\_\_ Date: \_\_\_\_\_

Additional, written notations appended to this document? yes  no

(Revised 1/XII/04)

### TRAVEL/VACATION NOTIFICATION

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

\_\_\_\_\_ [name of cleric] has informed this office that he will be traveling to  
[destination address and contact phone number] \_\_\_\_\_  
\_\_\_\_\_ from \_\_\_\_\_ [departure date]  
through \_\_\_\_\_ [return date]. \_\_\_\_\_ [name of cleric]  
will be chaperoned by \_\_\_\_\_ [name of chaperone]. PRA may contact  
the chaperone at the following phone number prior to departure \_\_\_\_\_. The  
identified chaperone has accepted the responsibility of verifying the location and  
activities of \_\_\_\_\_ [name of cleric] during the aforementioned time  
frame.

1. Contacts with minors by \_\_\_\_\_ [name of cleric] must be in the presence of the identified chaperone. Inappropriate situations and locations incompatible with a priestly lifestyle are to be avoided.
2. The identified chaperone may be asked to attest to the activities and whereabouts of \_\_\_\_\_ [cleric name] over the aforementioned time period of travel.
3. As previously noted, the date of return to \_\_\_\_\_'s [cleric name] residence has been scheduled for \_\_\_\_\_ [aforementioned return date].  
However, due to weather conditions or emergencies that may arise, the date may be changed. In the event of such a circumstance, should the original plans be substantially changed, please contact PRA at [312] 751-5205.

**Cleric Signature:** \_\_\_\_\_ **Date:** \_\_\_\_\_

**PRA Signature:** \_\_\_\_\_ **Date:** \_\_\_\_\_

A copy of this document will be provided to the cleric. The original will be placed in the cleric's file in the Office of Professional Responsibility and a copy will be placed in the cleric's file in the Vicar for Priests' Office.

Revised 3/28/06

1. EDUCATION/APTITUDE VOCATIONAL ASSESSMENT	
2. DESCRIPTION OF PHYSICAL CONDITION	
3. DESCRIPTION OF MENTAL CONDITION	
4. MONITORING	has been compliant w/ all requested monitoring protocols <del>and</del> (both presently + historically) - see attached; 11/17/04 (w)
5. VICTIM STATEMENTS	See attached v-s sheet
6. OTHER FACTORS	

POSSIBILITIES FOR RESIDENCE	POSSIBLE WORK OPPORTUNITIES	SUGGESTED SUSTENANCE (SALARY, ETC.)

In a file review three males who reported being sexually abused by Father Jim Ray. Following is their names and their age at the time of the abuse: [REDACTED] age 10-16, [REDACTED] age 11-12, and [REDACTED] age 12-18. Additionally as indicated below there appears to have been an additional three named males that Jim Ray may have masturbated.

The common theme within these three formal allegations of sexual abuse was that Jim Ray became close to their families [REDACTED]. Then Jim Ray physically touched them inappropriately by having them sit on his lap which over time led to him giving them back rubs that eventually went lower." Each of the victims reported that while sitting on his lap or during the back rubs they "felt his (Jim Ray's) erect penis." The back rubs became mutual and also led to mutual masturbation. [REDACTED]

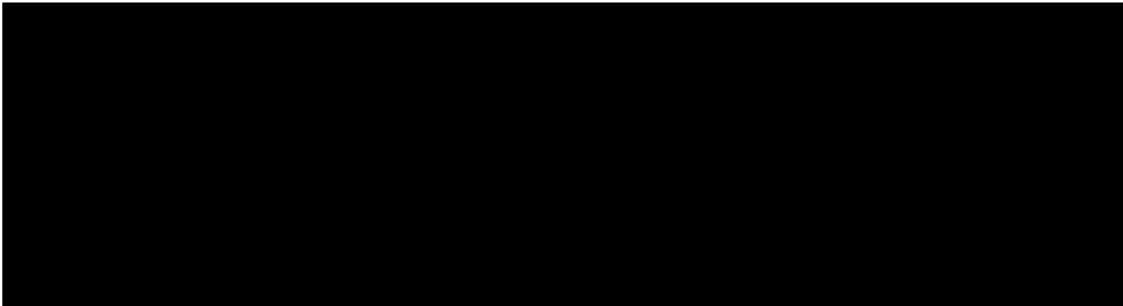
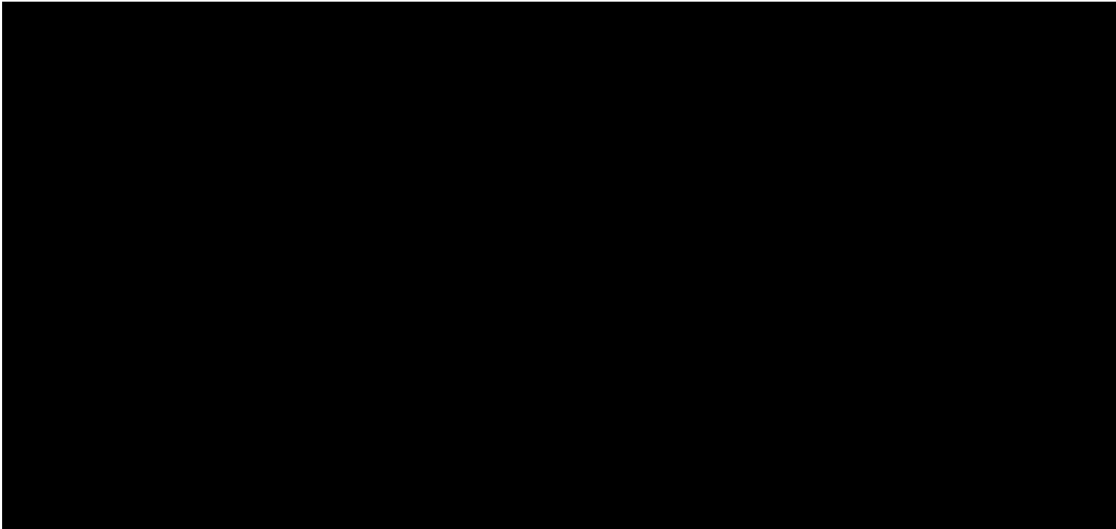
[REDACTED] The three above named victims abuse started at age 10, 11 and 12 respectively and when on for a number of years. [REDACTED]

While all three named victims think others may have been sexually abused by Jim Ray in [REDACTED]

[REDACTED] Also according to a memo from Kathleen Leggdas, Professional Fitness Review Administrator dated October 12, 1999 reporting on a meeting with [REDACTED] wrote "Jim Ray recounted a pilgrimage to Medjugorje where he met a paraplegic who asked him (Jim Ray) to masturbate him which he (Jim Ray) admittedly did." According to the same memo Jim Ray had at the same time told [REDACTED] subsequent lightening of restriction placed upon him as a result of the allegation. This was before [REDACTED] discussed his personal sexual abuse by Jim Ray with anyone.

In a memo dated May 21, 1990 Fr. Ray Goedert wrote in part that "while at St. Anastasia (1975-1982) Jim Ray met [REDACTED] was a teenager at the time perhaps 16-18 years old. [REDACTED] and Jim would engage in giving each other back rubs, then proceed lower to the buttocks and eventually mutual masturbation."

Two of the victims [REDACTED] reported that they would sleep at the rectory [REDACTED]



# CLERGY DAILY LOG

The Office of Professional Responsibility, pursuant to Article §1104.4.3, is responsible to “monitor programs for treatment, rehabilitation or supervision of clerics...”

The Individual Specific Protocol for: James Ray  
(Cleric Name)

requires that you keep a “log” of your daily activities. The “log” is completed daily and submitted to the Administrator at the end of each month for review. Include the place, the purpose of visit/trip/activity (i.e. Spiritual Direction, therapy), and the telephone number if it is appropriate. Please remember that this tool is intended to provide an accurate record of the day rather than a detailed clock.

<u>TIME</u>	<u>PLACE</u>	<u>TELEPHONE</u> (If appropriate)	<u>PURPOSE</u>
7:00 – 8:00 A.M.			
8:00 – 9:00			
9:00 – 10:00			
10:00 – 11:00			
11:00 – 12:00			
12:00 – 1:00 P.M.			
1:00 – 2:00			
2:00 – 3:00			
3:00 – 4:00			
4:00 – 5:00			
5:00 – 6:00			
6:00 – 7:00			
7:00 – 8:00			
8:00 – 9:00			
9:00 – 10:00			
10:00 – 11:00			
11:00 – 7:00 A.M.			

Client Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Monitor Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Date Received: \_\_\_\_\_

Rev. 7/15/03

Administrative Signature: \_\_\_\_\_



**SUMMARY TIME LINE OF ALLEGATION**

	<b>ACCUSED</b>	<b>ACCUSER</b>
<b>Name:</b>	Rev. James Ray	[REDACTED]
<b>Address:</b>	Cardinal Stritch Retreat House Mundelein, IL	[REDACTED]
<b>Date of Birth:</b>	[REDACTED]	[REDACTED]
<b>Current age:</b>	56	[REDACTED]
<b>Name of civil attorney:</b>	N/A	N/A

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**Date of Ordination [of accused]:** 5/14/75

**Location:** Mundelein

**Age at ordination:** 26

**Assignment location of accused:** N/A

**Status of accused:** Withdrawn from ministry

**Name of canonical advocate:** Rev. Michael P. Joyce, CM

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**Date allegation received:** 10/11/99

**Date allegation formalized:** 10/12/99

**Date of initial incident of alleged abuse:** 1976

**Date of last incident of alleged abuse:** 1982

**Approximate number of incidents of alleged abuse:** numerous

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**Brief summary of alleged abuse:** Fr. Ray touched [REDACTED] genitals under clothing; [REDACTED] was allowed to stay overnight with Fr. Ray

**Brief summary and date of response from accused:** 10/22/99

**Stage of disposition by Review Board:** 11/99—review by Review Board determined that Fr. Ray was not to be alone with minors without a responsible adult present

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**Additional allegations made by accuser:** None

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**ADDITIONAL ALLEGATIONS AGAINST ACCUSED**

**Name of accuser:** [REDACTED]

**Date of Birth:** [REDACTED]

**Current age:** [REDACTED]

**Name of civil attorney:** [REDACTED]

**Date allegation received:** 5/21/90

**Date allegation formalized:**

**Date of initial incident of alleged abuse:**

**Date of last incident of alleged abuse:**

**Approximate number of incidents of alleged abuse:**

---

**Brief summary of alleged abuse:** Allegation made by victim's attorney in letter written to diocese

**Brief summary and date of response from accused:**

**Stage of disposition by Review Board:** this matter did not go before the Review Board; however it was substantiated by an Administrative Review as the Review Board was not established until 1992

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**Additional allegations made by accuser:** None

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### Victim Statement Abstract

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

Vicar for Priests  
645 North Michigan Avenue  
Suite 543  
Chicago, IL 60611

Dear Father:

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

The priest I am referring to is Father James Ray.

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

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

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

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

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

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

Sincerely,

[Redacted signature block]



**ARCHDIOCESE OF CHICAGO**

**VICAR FOR PRIESTS**

**645 NORTH MICHIGAN AVENUE, SUITE 543**

**CHICAGO, ILLINOIS 60611**

Off: (312) 642-1837

Fax: (312) 642-4933

To Whom It May Concern:

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

Rev. John F. Canary  
Vicar for Priests



**JOB ANALYSIS**

**JOB NUMBER:**

AREA 051

Effective Date:

Recommended 1) \_\_\_\_\_ 2) \_\_\_\_\_  
 3) \_\_\_\_\_ 4) \_\_\_\_\_

Approved: [Signature] \_\_\_\_\_  
 Division Manager (Administration) Director of Employee Services

1. Job Title: Program Director
2. Position Title: Liaison for Catholic Health Care
3. Basic Functions: Provides ongoing relationship to Catholic Hospitals, Health Care activities, and Catholic entities involved in delivery of health services. Establishes communication for ongoing activities, surfacing issues, maintains systematic avenues for consultations. Provides for collection of data which can be moved toward policy and/or decision making. Provides leadership to vitalize Catholic Health Ministry.
4. Output Factors: Maintains communication with Hospital Administration and Sponsors directly and through CHAMC (Catholic Hospital Alliance of Metropolitan Chicago). Participates in meetings of CHAMC and individual Hospitals. Convenes monthly meetings of lenders of Catholic Health Care Givers. Assists in developing systematic relationships between chaplaincy groups, pastoral services and parishes. Provides contact with congregational sponsorships in collaboration with Vicars for Religious. Attends national and regional Catholic Health Convening as needed. Collaborates with other Archdiocesan agencies and offices in developing ministry, e.g. AIDS Ministry, Parish/Hospital Committees, etc.
5. Special Factors: N/A
6. a. Reports to: Director for Human Services  
 b. Supervises: N/A
7. Position Grade: N/A
8. Specifications
 

	<u>Preferred</u>	<u>Minimum</u>
a. Education	Masters Degree	B.A.
b. Experience	5 years in Catholic Ministry licensed minister	2 years in Catholic Ministry openness to license
9. Position Responsibilities:
  - a) Policy and Program: Assumes responsibility to assess situation and then develops goals and objectives. Develops draft of policy for approval and implementation.

Continued on Back

b) **Program Execution and Decision Making:** Arranges schedule around need to implement program. Collaborates with and confers with others in the Archdiocese to effect completion of goals. When necessary initiates intervention and provides follow through.

c) **Client Relationship:** Has little individual or patient contact, rather provides referral to appropriate resources.

d) **Utilization and Control of Human Resources:** Develops collaborative relationships with all participants and resources effectively. Directs support staff to assist program.

e) **Utilization and Control of Physical and Financial Resources:** Maintains files and records on appropriate material. Responsible for office equipment and furniture. Conforms to agency financial policy. Responsible for Annual budget.

f) **Contacts and Public Relations:** Maintains agency standard on public relations and public information. Acts as public representative of the Archdiocese and Catholic Health Ministry. Participates in public affairs and convening as requested and appropriate.



Redacted  
Ray

# Archdiocese of Chicago Priest Vitae Card

James M. Ray

Born:

Ordained: 05/14/1975

Died:

Ethnicity:

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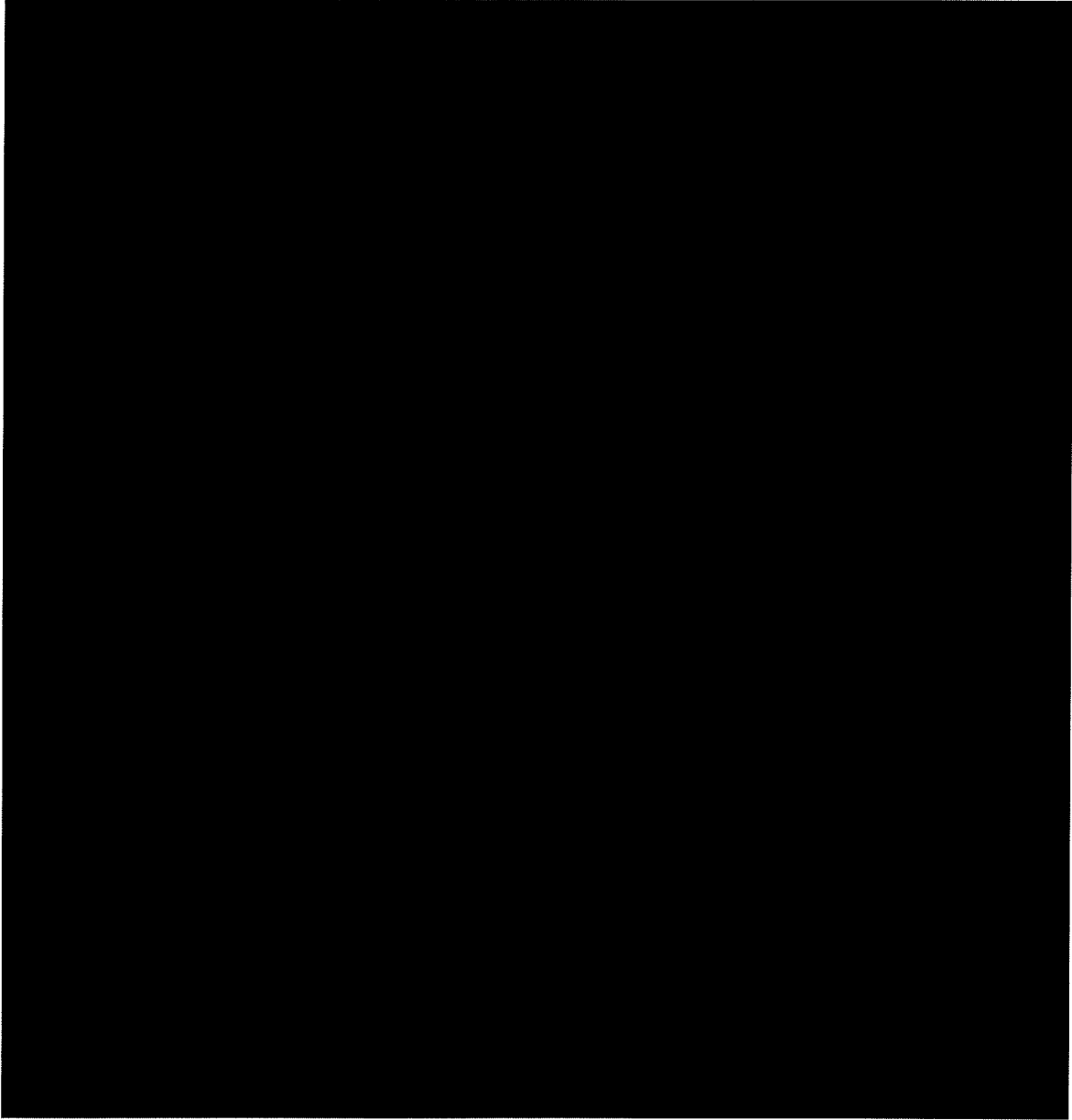
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Attached

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

---

**Extraordinary  
Appointments:**



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



TO TJP | TIME 3:44 | DATE 7/14

**WHILE YOU WERE OUT**

M Fr. Coughlin

OF \_\_\_\_\_

PHONE ( ) 642-1837

<input type="checkbox"/> URGENT!	<input checked="" type="checkbox"/> TELEPHONED	<input checked="" type="checkbox"/> PLEASE CALL
<input type="checkbox"/> WILL CALL AGAIN	<input type="checkbox"/> CALLED TO SEE YOU	<input type="checkbox"/> WANTS TO SEE YOU
<input type="checkbox"/> RETURNED YOUR CALL	<input type="checkbox"/> YOU'LL KNOW	

MESSAGE: RM: 1990 [redacted] man  
in his 20's when he was 12.  
inappropriate touching over clothes  
Relationships over 8 years.  
Suggestion to compare genital,  
but not actually done.

OPERATOR: [Signature]

NOTES: 2nd person: [redacted] 16/4/0  
incident when travelling [redacted]  
PPRPT gave permission to work at  
Charities; permission on case-by-  
case basis for wedding + friends.  
[redacted]

AMPAD 23-016

CHECK HERE IF ADDITIONAL NOTES ON OTHER SIDE



# ARCHDIOCESE OF CHICAGO

POST OFFICE BOX 1979

CHICAGO, ILLINOIS 60690

Office of the Chancellor  
312/787-2315

April 8, 1975

C

Dear Deacon Ray:

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

O

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

P

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

Y

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

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

Sincerely yours in Christ,

Rev. Msgr. Richard A. Rosemeyer  
CHANCELLOR

cc:

Reverend Edward S. Maraczewski, Pastor

AOC 018821



ARCHDIOCESE OF CHICAGO

POST OFFICE BOX 1979

CHICAGO, ILLINOIS 60690

Office of the Chancellor  
312/787-2315

April 8, 1975

C

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

Dear Father Maraczewski:

O

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

P

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

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

Y

Sincerely yours in Christ,

Rev. Msgr. Richard A. Rosemeyer  
CHANCELLOR

cc: Reverend Mr. James M. Ray

AOC 018822



ARCHDIOCESE OF CHICAGO

POST OFFICE BOX 1979  
CHICAGO, ILLINOIS 60690

Office of the Archbishop

May 14, 1975

C

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

O

Dear Father Ray:

In accordance with Canon 476, 3, and following the recommendation of the Diocesan Clergy Personnel Board, it gives me great pleasure to appoint you as Associate Pastor to the Reverend Edward S. Maraczewski, Pastor, St. Anastasia parish, Waukegan.

P

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

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

Y

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

Very truly yours in Christ,

Archbishop of Chicago

Chancellor

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



ARCHDIOCESE OF CHICAGO

POST OFFICE BOX 1979

CHICAGO, ILLINOIS 60690

Office of the Archbishop

May 21, 1982

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

Dear Father Ray:

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

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

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

Sincerely yours in Christ,

A handwritten signature in cursive script that reads "John R. Keating".

Very Reverend John R. Keating  
Administrator

JRK: ag

cc: Rev. Jerome G. Klug  
Rev. Edward S. Maraczewski

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

AOC 018824





ARCHDIOCESE OF CHICAGO

POST OFFICE BOX 1979

CHICAGO, ILLINOIS 60690

Office of the Archbishop

June 5, 1989

Dear Father Ray:

In light of the recommendation of the Diocesan Priests' Personnel Board, I hereby appoint you as Associate Pastor to the Reverend Byron Maher, Pastor of Transfiguration Parish, Wauconda. This appointment is effective June 13, 1989. 444 D

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

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

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

With cordial good wishes, I remain

Sincerely yours in Christ,

Joseph Carl Bernardini  
Archbishop of Chicago

Kenneth Velez  
Ecclesiastical Notary

Reverend James M. Ray 1323  
Saint Peter Damian Parish 3730  
109 S. Crest Avenue  
Bartlett, Illinois 60103

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

JUN 27 1989

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

June 16, 1989

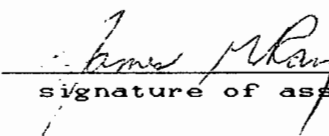
With an awareness of a call to Mission and in a spirit of respect for persons and mutual accountability, this agreement is between the Reverend Byron Maher, Pastor of Transfiguration Parish, and the Reverend James Ray, who agrees to accept this position of Associate Pastor of Transfiguration Parish for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

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

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

  
signature of pastor

6-23-89  
date

  
signature of associate pastor

**JOB DESCRIPTION**

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

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



Off: (312) 642-1837

**ARCHDIOCESE OF CHICAGO**

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

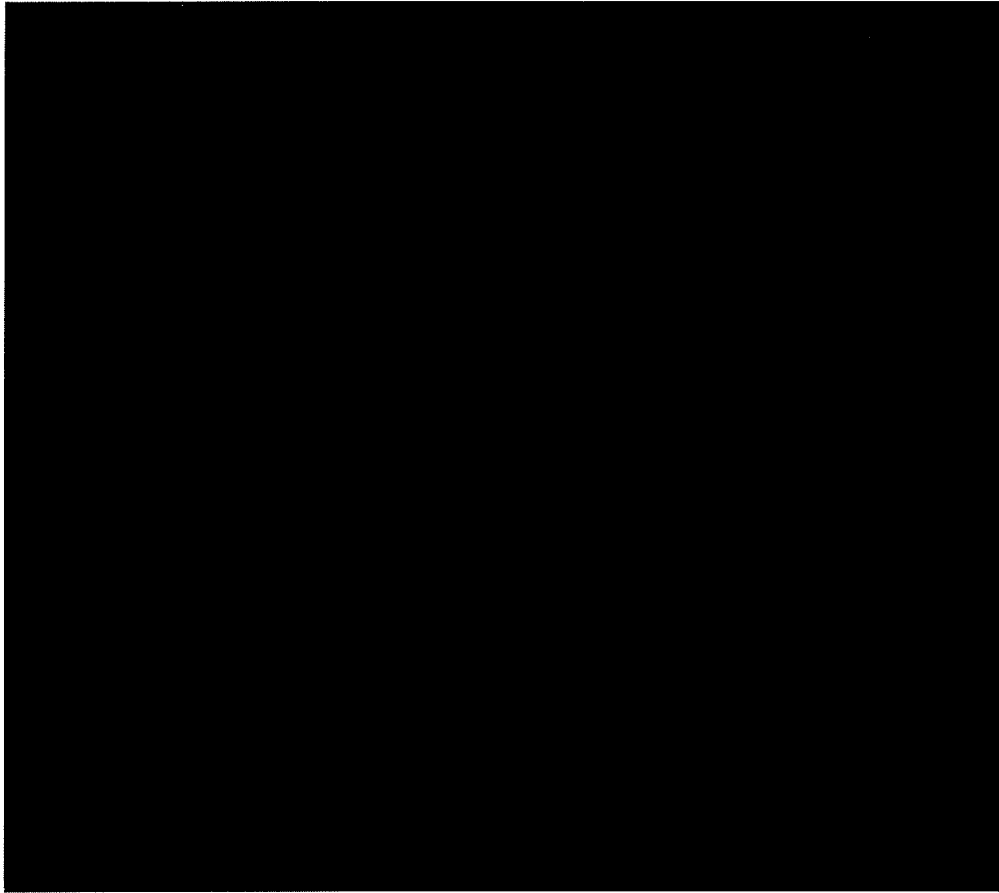
TO: File (R. Goedert)

DATE: May 29, 1990

RE: James Ray



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



D. FIRST READING:

St. Patrick, Lemont: The Board discussed the candidates for the  
pastorate of St. Patrick's.

MOTION: 8-0 That the Board disavow the first reading for  
St. Patrick's/Lemont.

Ray Cusack nominates [REDACTED]  
MOTION: 8-0 Approval of the nomination.

Don Nevins nominates James Ray '75.  
MOTION: 8-0 Approval of the nomination.

Mike O'Connell nominates [REDACTED]  
MOTION: 8-0 Approval of the nomination.

E. [REDACTED]



ARCHDIOCESE OF CHICAGO

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

Off: (312) 642-1837

June 4, 1990

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

Dear Jim,

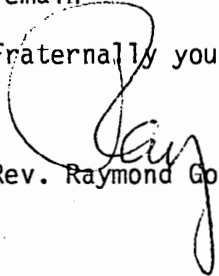
I just wanted to commend you for your cooperation and the honesty you have manifested in what must be a very difficult situation for you. I can only encourage you to continue to be as open as possible [REDACTED]

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

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

With prayers, Jim, I remain

Faternally yours,

  
Rev. Raymond Goedert

AOC 018829



ARCHDIOCESE OF CHICAGO

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

Off: (312) 642-1837

MEMORANDUM OF AGREEMENT

I, James Ray, as evidence of my good faith and sincere desire to be cooperative with the Archdiocesan authorities, freely accept the following conditions and will abide by them until such time as the same Archdiocesan authorities determine otherwise:

1. Under pain of suspension, I will refrain from being in the company of any and all minor children, under the age of 18, without another adult being present; and if such eventuality does occur, I will take leave of that child immediately.

2. While in my assignment at Transfiguration Church in Wauconda, Illinois, I will be under the direct supervision of the pastor, Rev. William Zavaski.

4. I fully agree that my pastor, Rev. William Zavaski, is free both to initiate and to respond to requests for information, consultation, etc., with [redacted] as well as with the Vicar for Priests.

5. It is understood that the [redacted] and/or the priest-supervisor is expected to report any and all violations of this agreement to the Vicar for Priests. In addition, it is expected that Fr. Zavaski will report to the Vicar for Priests from time to time with respect to Fr. Ray's compliance with this agreement.

Fr. Ray has carefully read and understands this agreement. He acknowledges that he has received no oral or written direction that in any way creates any exceptions to the agreement. He agrees to comply fully with the letter and spirit of this agreement, and it is understood that any violation of this agreement is a serious matter that will be weighed heavily in determining Fr. Ray's ability to continue to minister.

The undersigned agree to the foregoing.

30 October, 1990
Date

Rev. James M. Ray
Rev. James Ray

30 October 1990
Date

Rev. William J. Zavaski
Rev. William Zavaski, Pastor and On-Site Supervisor

30 October, 1990
Date

Rev. Raymond Goedert
Rev. Raymond Goedert, Vicar for Priests



ARCHDIOCESE OF CHICAGO

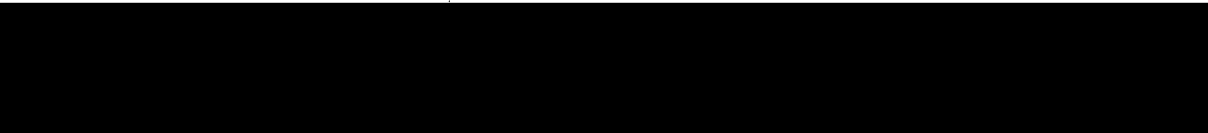
VICAR FOR PRIESTS  
800 NORTH CLARK STREET, SUITE 311  
CHICAGO, ILLINOIS 60610

Off: (312) 642-1837

TO: Rev. Patrick O'Malley  
FROM: Rev. Andrew McDonagh  
DATE: Nov. 5, 1991  
RE: Fr. Jim Ray

1. I called Fr. Zavaski to check on a report from Ralph Bonacoursi who talked to Dr. Elaine Schuster who had conferred with the principal of Transfiguration School. According to our first report, the principal had stated that Fr. Ray was taking children "out" and that he was around the children with a "touchy-tender" approach.

2. Fr. Zavaski told me that he, Fr. Ray and Bishop Goedert met a year ago. The whole case was reviewed and it was understood that Jim would not be in the presence of children without another adult being present.



Nov. 6, 1991

1. I talked to Elaine Schuster (from Washington D.C.). She told me she called 7 principals yesterday after consulting with Ralph. She told them that a priest in this given parish situation should not be alone with minors. In talking to Sr. [REDACTED] at Transfiguration, she found that Sr. [REDACTED] likes Fr. Jim and says he is wonderful with the children. She wonders about the way he hugs and touches the older boys -- not indicating sexual touches but she does wonder about some.

2. She said she had Fr. Jim counsel some of the children. According to Fr. Zavaski, that was done prior to last year's conference with Bishop Ray, Jim and Fr. Z. Fr. Z says Jim has been exemplary during the 1.3 years Fr. Z. has been pastor.

3. I explained to Fr. Z that the Commission is making recommendations in concert with Advisory Committee. I told Fr. Z. that I would ask for a review of charges against Fr. Jim. Fr. Z asked for a meeting with either Vicars or Advisory Committee or Commission.

4. I told Fr. Z that the Vicar's office staff are very concerned that the priest's rights be observed. To that end, I would like to suggest, if I may, some comparisons with regard to other cases under consideration.

AOC 018831



Off: (312) 642-1837

**ARCHDIOCESE OF CHICAGO**

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


TO: File (P. O'Malley)

DATE: Nov. 17, 1991

RE: James Ray

1. On Nov. 11, 1991, the Cardinal, Pat O'Malley, Bishop Goedert, Andrew McDonagh met with James Ray, Associate at Transfiguration parish.
2. The Cardinal went over the facts of his case. Jim was deeply affected by the news that he would have to leave Transfiguration. He is beloved out there and loves the place and Bill Zavaski. He will leave the parish [REDACTED] by Nov. 15, 1991. (He did so report to Sr. [REDACTED])
3. The Cardinal reiterated that he would want Jim to function as a priest in some specialized ministry. There would have to be an announcement.
4. Jim said he had felt betrayed when the DRE and the Principal were called before he had a chance to tell them. The Cardinal apologized but explained the kind of deadlines we were operating under. There was some discussion that he could leave by the following Monday and thus be able to say good-bye to the people. This would have to be worked out with Bill Zavaski -- eventually it was decided it would be on Friday.





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

Your Eminence:

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

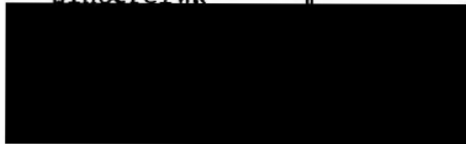
I thank you for having listened, but now I ask you to listen once more. Listen to the pain, listen to the hurt, listen to the real voices from the pews. Next Sunday, November 24th, our parish will celebrate its 150th Jubilee, and you have been invited to celebrate with us. Please do not stay away now!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

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

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

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

Sincerely,



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

Victim Statement Abstract

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

# ARCHDIOCESE OF CHICAGO

Office of the Archbishop



Post Office Box 1979  
Chicago, Illinois 60690

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

November 22, 1991

Dear Jim:

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

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

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

With cordial good wishes, I remain

Sincerely yours in Christ,

*Joseph Card. Bernardin*  
Archbishop of Chicago

*Robert L. Kealy*  
Chancellor

Reverend James M. Ray  
[REDACTED]

cc: Rev. William J. Zavaski

bc: Rev. Patrick J. O'Malley  
Rev. Kenneth Velo

AOC 018836



Off: (312) 642-1837

## ARCHDIOCESE OF CHICAGO

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

TO: Rev. Patrick O'Malley

FROM: Bp. Raymond Goedert

DATE: Nov. 30, 1991

RE: James Ray

1. I had a conversation today with [REDACTED]. As you know, [REDACTED] had written to Cardinal Bernardin on Nov. 18 and had sent a copy of his letter to Jack Gorman, Bill Zavaski, yourself and myself. I thought that the letter was very well written and just called him today to speak about it, to commend him for the letter and to indicate to him again that we were not aware of any problems on Jim's part at the time of his assignment to Transfiguration.

2. [REDACTED] said that he also had an opportunity to talk to you after the meeting and that he felt very positive both about his conversation with you, as well as the Cardinal's handling of the Jubilee Mass on Sunday. Evidently the Cardinal called him aside and had a very good conversation and invited [REDACTED] to meet with him privately later in December.

3. I also took it upon myself to call the [REDACTED]. I was wondering how they were doing in the light of all the publicity, etc. I first spoke to [REDACTED] on Wednesday, Nov. 27. [REDACTED]

4. I reached [REDACTED] on Friday, Nov. 29. He was very cooperative and confirmed the fact that [REDACTED] is extremely worried. [REDACTED] wants to make sure that no one releases the names to the media or anyone else. I told [REDACTED] that we would certainly not release it, but I couldn't guarantee that the media would not dig up this information. I further stated that the police department in [REDACTED] may begin an inquiry and could possibly subpoena our records.

5. [REDACTED] said that he could not see how they could subpoena our record, since they are really a part of the attorney-client relationship. In other words, the investigation I conduct is in connection with possible litigation and therefore is more or less preparatory information to give to our attorney. I asked [REDACTED] if he would confer with Jim Serritella about this and he promised that he would call Jim next week.

6. [REDACTED]

### Victim Statement Abstract

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



Off: (312) 642-1837

ARCHDIOCESE OF CHICAGO

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

TO: File (P. O'Malley)

DATE: Dec. 18, 1991

RE: Jim Ray

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

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

2. I felt that Jim had a right to know what was in his files within our restrictions of confidentiality.

3. At the end of the meeting, I asked Jim if he wanted to write up his description of what happened and put it in the files as his statement. He said he would think about that and would probably do it.

4. While we were here, I then discussed possible role in the future with Catholic Charities. He was to contact Ed Conway and he did so right after he left here.

5. We talked about a wedding that he wanted to perform on April 4 at St. Peter Damian -- good friend of his. I told him that I would check it with the Advisory Board but that my immediate reaction was that we wouldn't want him to do that at St. Peter Damian.

6. He asked then if the wedding was moved to another place, would he be able to do it. I said that's a real possibility -- a parish at which he would not be known.

7. He also asked about the possibility of going on a ski vacation with this friend of his who's 25 years old. He would be out west skiing and would be joined by a family who has a young boy, a teenage boy. I reminded Jim about [REDACTED]

8. I also told him that he was not to be in the presence of anyone under 21 without another adult being present. So that if he found himself in the presence of this young person without another adult, he would have to excuse himself and he agreed to that.

January 12, 1992

INDIVIDUAL SPECIFIC PROTOCOL

FOR JAMES RAY

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

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

[REDACTED] - Tuesday, Thursday, Saturday  
[REDACTED] - Monday

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

2) Visitation by previously approved visitors can only occur at room 404, all visitors must sign in and out at the Community Room.

3) Any contraband materials/i.e., alcohol, VCR's, pornography/ can be confiscated.

4) Cannot leave boundaries of Archdiocese / Lake County, Cook County/.

5) Attendance at all activities and the specific names, addresses, time and telephone numbers regarding resident's must be entered on the individual itinerary.

6) It is resident's responsibility to be reachable at any given time. Resident is accountable for his own time and is required to support his attendance at social events with physical proof/i.e., movie ticket, receipt from restaurant, etc./. If such proof cannot be provided, resident is required to call the residence staff member from the place of destination. The telephone number from where the call has been made will be verified by a staff member. Unlisted, unpublished and mobile telephone numbers will not suffice. A 72 hour restriction to the Residence will result if resident not reachable after three attempts. Unsuccessful attempts to reach resident at the given number will be followed by writing a memorandum. Such a memorandum will be kept on file at the [REDACTED]. In case of repeated violations, copies of original memoranda will be forwarded to the Archdiocese Vicar for Priests and [REDACTED].

7) No one under the age of eighteen is permitted to be at the Residence unless prior approval has been received from the Residence Executive Director, [REDACTED], and the Archdiocese Vicar for Priests or designate. Meetings with minors, in and out of the Residence can take place only in the presence of an approved companion.

AOC 018840



8) Any deviation and/or non-compliance with requirements of the Individual Specific Protocol will be addressed by the Residence Executive Director and/or designate and may be grounds for modification of currently existing unaccompanied out-of-house privileges. Such modification will be collectively determined by the Archdiocese Vicar for Priests and/or designate/other referring authority in conjunction with the Residence Executive Director and [REDACTED]. In case of emergency, any staff member can modify the Individual Specific Protocol until an administrative decision can be made by the Residence Executive Director and/or designate.

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

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

Signed: James M. Ray

Printed Name: JAMES RAY

Date: 3 February 1992

Executive Director: [REDACTED]

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

ARCHDIOCESE OF CHICAGO

Office of the Chancellor



Post Office Box 1979  
Chicago, Illinois 60690

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

MEMORANDUM

TO: Cardinal Bernardin  
FROM: Father Kealy *PKK*  
RE: Jim Ray  
DATE: January 13, 1992

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

*1/13/92 This was moment. He is back.*



## MEMORANDUM

DATE: January 14, 1992

SUBJECT:

FROM: Father Edwin M. Conway *EL*

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

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

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


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

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

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

*840.*  
*12) 10,092.00*  
*96*  
*49*  
*48*  
*72*

I'm still trying to think through the possibility of a role in the disability area if there is a need for other men to serve in non-parochial settings.



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

# ARCHDIOCESE OF CHICAGO

Office of the Archbishop



Post Office Box 1979  
Chicago, Illinois 60690-1979

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

January 14, 1992

Dear Father Ray,

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

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

With cordial good wishes, I remain

Sincerely yours in Christ,

*Joseph Carl Bernardin*  
Archbishop of Chicago

Reverend James Ray  
P.O. Box 167233  
Chicago, Illinois 60616-7233

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

AOC 018845



Off: (312) 642-1837

**ARCHDIOCESE OF CHICAGO**

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

TO: Mr. Ray Ranas

FROM: Rev. Patrick O'Malley *PKM*

DATE: Jan. 20, 1992

RE: Rev. James Ray

1. Fr. Ray is a client of our office. At this time he is being sent a monthly check. He will remain a client of my office even though he will be working for Catholic Charities.
2. Catholic Charities will pick up all his benefits, his gasoline and transportation costs, his educational costs, etc. Our office will continue to pick up the brunt of his salary. Therefore, I ask you to send the equivalent of a yearly salary of \$10,092.00 to Catholic Charities. This should be sent each month, with a monthly payment. This monthly payment should be \$840, beginning with the February pay check.
3. Thank you for doing this. Please feel free to direct any questions to our office if necessary.



Off: (312) 642-1837

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

TO: File (P. O'Malley)

DATE: Jan. 29, 1992

RE: James Ray

1. I spoke to James Ray today at Catholic Charities. His new number there is [REDACTED], Ext. [REDACTED]. Jim is presently spending 3 days a week, Tuesday, Friday and Saturday, I believe, [REDACTED] and the other 3 days at Catholic Charities working with Ed Conway. He seems to be doing well.

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

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

4. Jim said he would stay in touch.

Feb. 17, 1992

Joseph Cardinal Bernardin  
P. O. Box 1979  
Chicago, Il. 60690

Your Eminence,

I was appalled at the way the removal of priests from parishes was handled. Why could it not be announced that priests were being transferred to administrative jobs, etc. Have a mailing address ready to give out for them. A post office box does not tell one anything as to their whereabouts. Would you want your sins told to the whole world? It is not anyone's business as long as you are taking the right steps in this matter. All priests who are pedophiles should be encouraged to get help - for it is a disease. The priests are your family, you their shepherd. You ordained them and one does not turn his/her back on family even when we don't approve of their actions. They all need support. I cannot see locking them up is of any help. There must be some type of work that is available with supervision. Our hospitals and nursing homes need priests to administer to their needs.

Maybe we need to carefully screen our men in the seminaries before they become priests. Then we would not be hiding this and other problems.

I would, also, like at this time to write in support of Father Jim Ray who is not a pedophile.



Father Ray is one of the most caring, considerate and .. ..  
Compassionate priests the Archdiocese's had ever  
had or will have. Our young people of today know  
a true and trust-worthy priest when they see one.  
Everyone of every age flocked to Father Jim Ray because  
he was there for all. Whether it was a youth  
group or senior citizen group, Father treated them all  
with great respect. Committees and organizations  
were large in number when he worked on them  
because Father worked right along side of them - Father  
Ray would paint a home for the poor or sit through the  
night with a family at the hospital. He was there to  
support & pray with us - We know Father Ray is a  
priest to be trusted. No one ever had to be afraid  
of him. Our family (5 children plus grandchildren)  
knows this as so did all the parishioners who came  
in contact with Father Jim Ray. I hope and pray that  
you give this serious thought and not let the people of  
our arch diocese suffer because of losing good, Christ like,  
priests, like Father Ray. The Church needs him - He would  
never do anything to cause harm or abuse to any  
human being. Father Ray has always been a great  
support to our family through birth, illness, divorce and  
death, happy times too.

I am praying that you give more thought  
as to how you feel priests in the future -

Peace,





Off: (312) 642-1837

ARCHDIOCESE OF CHICAGO

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

TO: File (P. O'Malley)

DATE: Feb. 17, 1992

RE: James Ray

1. A young man, [REDACTED] (?), whose number is [REDACTED] called some time in the past to ask for a favor for Jim Ray. They asked if Jim could do their wedding which is coming up in April at St. Peter Damian parish. I had already told Jim yes, he could do that marriage if it took place at another parish somewhat removed from St. Peter Damian's.

2. However, the couple had already had their invitations printed and arrangements made so they could not change the venue. I told [REDACTED] when I spoke to him earlier that I would bring his petition before my Advisory Board, [REDACTED]

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



Off: (312) 642-1837

ARCHDIOCESE OF CHICAGO

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

TO: File (P. O'Malley)

DATE: Feb. 17, 1992

RE: Jim Ray

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

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

February 20, 1992

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Sincerely,



cc: Father William Zavaski, Pastor - Transfiguration Parish  
Father James Ray, Associate Pastor  
Joseph Cardinal Bernardin - Archdiocese of Chicago  
Pope John Paul



Off: (312) 642-1837

ARCHDIOCESE OF CHICAGO

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

TO: Cardinal Bernardin

FROM: Rev. Patrick O'Malley *Tom*

DATE: Feb. 25, 1992

RE: Draft of response to [REDACTED]

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

Dear [REDACTED]

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

[REDACTED] I'm quite proud of the way he is progressing.

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

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

Cordially yours,

Cardinal Joseph Bernardin



Off: (312) 642-1837

**ARCHDIOCESE OF CHICAGO**

VICAR FOR PRIESTS

800 NORTH CLARK STREET, SUITE 311  
CHICAGO, ILLINOIS 60610

TO: Mr. Andrew Pollard  
FROM: Rev. Patrick O'Malley *John*  
DATE: Feb. 25, 1992  
RE: James Ray

1. James Ray is one of our clients. He works for Charities part-time. We reimburse Charities to the amount of \$841 each month to cover his salary. The Pastoral Center cannot pay out a salary to Catholic Charities.
2. I would appreciate it if you would set up a way by which \$841 would be paid each month to Catholic Charities to reimburse them for the full salary they are giving James Ray. This will be until further notice. Thank you very much.





MEMO from

CARDINAL BERNARDIN

To: Fr. O'Malley Date: 1/20/92

Pat,

I thought you might  
be interested in seeing this  
letter which was sent  
to the Commission - a  
copy of which was given  
to me



ARCHDIOCESE OF CHICAGO

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

Off: (312) 642-1837

February 26, 1992

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

Dear Jim,

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

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

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

Fraternally yours,

A handwritten signature in cursive script that reads "Pat".

Rev. Patrick O'Malley  
Vicar for Priests

AOC 018858



ARCHDIOCESE OF CHICAGO  
CELEBRATING 150 YEARS

TO: File (P. O'Malley)  
DATE: April 15, 1992  
RE: Rev. James Ray

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

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



ARCHDIOCESE OF CHICAGO  
CELEBRATING 150 YEARS

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

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

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

[REDACTED]

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

[REDACTED]

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

[REDACTED]



---

ARCHDIOCESE OF CHICAGO  
CELEBRATING 150 YEARS

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

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

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

May 5, 1992

**S U P P L E M E N T**  
**T O**  
**INDIVIDUAL SPECIFIC PROTOCOL**  
**FOR JAMES RAY**

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

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

[REDACTED] - Tue., Thu., Sat./9.00am-3.00pm/  
[REDACTED] - Monday  
Catholic Charities - Mon., Wed., Fri./8.00am-4.00pm/  
Classes at Loyola University Medical School - Tue./Thu./8.00am-4.00pm,  
Sunday/14hours/, Monday thru Saturday/8 hours/-free/visits with family  
classmates and friends, going to restaurants, movies, theatres, etc.,/  
Celebration of mass at Mercy Hospital - Saturday

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

the item 4/in order to leave boundaries of Archdiocese resident must receive permission from the Vicar/,  
the items 3,5-9.

Signed:

James M. Ray

Printed Name:

James M. Ray

Date:

May 5, 1992

Executive Director:

[REDACTED]

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

AOC 018862



ARCHDIOCESE OF CHICAGO  
CELEBRATING 150 YEARS

May 12, 1992

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

Dear Jim,

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

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

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

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

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

Fraternally yours,

Rev. Patrick O'Malley  
Vicar for Priests

15 May, 1992

Dear Pat,

I just wanted you to know that I am baptizing [redacted] at St. Ann's in Barlington on May 24th. [redacted] is a shut tail cousin of mine and I've married all the kids in the family and done all the subsequent baptisms. This will be the 10th.

Also, I am tentatively baptizing two grandchildren of [redacted] on June 7th at St. Thomas the Apostle in Crystal Lake. [redacted] is the youth minister at Transfiguration.

Also, June 13-18 I will be in Anaheim, California for the Catholic Health Association for their annual convention.

Ed Conway asked that I attend.

Congratulations on getting John Conway as your Co-Vicar. I know you will make a good team! I hope all is going well for you.

Thanks

Jim Ray





ARCHDIOCESE OF CHICAGO  
CELEBRATING 150 YEARS

---

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

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

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

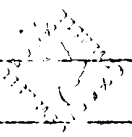
31 May, 1992

Dear Pat,

I want to let you know that I am not doing a wedding on August 8th. [redacted] decided he wanted to have the wedding at St Peter Damian and [redacted] is going to do the wedding and I am going to do a wedding at Immaculate Conception in Elmhurst on July 18. [redacted] is from Waukegan. A family friend of the [redacted] was going to do the wedding and is now not able to and the parish priests are not available. [redacted] dad suggested he give me a call and see if I could do it. I told him I would be happy to do it. — all this explanation is to let you know why it is such a short notice.

I hope your day and week are going well.  
Take care.

Jim Ray





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

10 July, 1992

Dear Pat,

I want to let you know that I am baptizing

[redacted], daughter of [redacted]

[redacted] at St Anastasia on August 16th.  
August 18-31 I am going to visit my brother near Portland, Oregon.

September 20-25 I am attending the Catholic Health Administrative Personnel Program at St. John's University in New York. If I can swing it, I hope that I might be able to visit my brother and aunt in Connecticut for the weekend before flying home. I will be attending the second half of the CHAP Program in May.

I talked to you about a long weekend in Washington D.C. It looks like I may be planning that for October now. I will let you know.

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Also, Jim Hoder will begin working part time at the University of Illinois Hospital in August. Jim will be working Sunday, Monday and Tuesday for four hours each day. He will not have to be on call. The University of Illinois Campus Ministry (responsible for pastoral care at the hospital) will pay Jim \$500.00 a month. This is beginning in August.

I hope your summer is going well and that you have time to get away for R+R. Take care.

Jim Ray

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August 1, 1992

Rev. James Ray

Dear Jim,

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

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

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

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



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

Fraternally yours,

Rev. Patrick O'Malley  
Vicar for Priests



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

4 September, 1992

Dear Pat,

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

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

Also for your information, effective the week of September 7th I will be cutting back to one day a week [redacted] Thursday I will use as a day for myself for R&R.

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

*Jim Ray*

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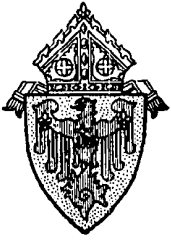
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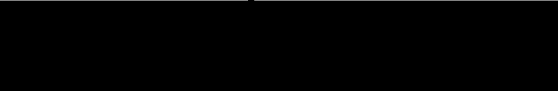
CHICAGO, ILLINOIS 60611

Off: (312) 642-1837

Fax: (312) 642-4933

October 12, 1992

Rev. James Ray



Dear Jim,

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

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

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

Faternally yours,

Rev. Patrick O'Malley  
Vicar for Priests

AOC 018872





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Telephone (312) 236-5172 • FAX (312) 263-4290

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

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

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

10 November 1992 Hospital-Parish Relations Committee Day-Collaboration in the 90's. (C.H.A.M.C.)

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

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

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

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

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30 November, 1992

Dear Pat,

Here is the list of the more public meetings I am attending with my work at Catholic Charities. There are many other meetings I am attending for CHAMC & CACC, but they are not public in nature.

Also, just a reminder that January 1-9 I will be on my annual ski trip to Boyne Mountain, Michigan.

I hope you have a blessed and not too hectic Advent + Christmas season.

Take care,

Jim Ray

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8 December, 1992

Dear Pat,



For the next six months I will be helping out on some weekends at Addolorata Villa in Wheeling. I will celebrate Mass on Sunday morning and on Saturday I will celebrate Mass and hear confessions afterward. My schedule for the next 3 months is:

Jan. 10	Feb. 13+14	March 6
16+17	20+21	13
23	27+28	20+21
31		27+28

I hope you have a blessed Christmas season.

*Jim Ray*

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CHICAGO, ILLINOIS 60611

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Fax: (312) 642-4933

December 9, 1992

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

Dear Jim,

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

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

Fraternally yours,

Rev. Patrick O'Malley  
Vicar for Priests

AOC 018876

January 5, 1993

**INDIVIDUAL SPECIFIC PROTOCOL**  
**for Reverend James Ray**

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

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

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

Celebration of mass at Mercy Hospital - Sat.  
needed

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

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

AOC 018877

- 5) Prior approval for public celebration of masses and other religious services such as weddings, baptisms, funerals, etc., must be received from the Archdiocese Vicar for Priests or his designate.
- 6) Any contraband materials/i.e., alcohol, pornography/ can be confiscated by any staff member.  
VCR is not permitted at resident's apartment unless permission has been granted by the Vicar and/or the treatment team.
- 7) Visitation can only occur only at apartment # 408, visitors must sign in and out at the Community Room.
- 8) No one under the age of eighteen is permitted to be at the residence unless prior approval has been received from Executive Director ,treatment team and/or the Vicar for Priests or his designate.Meetings with minors,in and out of the residence,can take place only in the presence of an approved companion.
- 9) Any deviation and/or non-compliance with requirements of this protocol will be addressed by Executive Director and/or designate and may be grounds for modification of currently existing arrangements regarding resident's stay at [REDACTED].Such a modification will be collectively determined by the Archdiocese Vicar for Priests and/or designate in conjunction with the residence Director [REDACTED].  
In case of emergency,any staff member can modify this protocol until an administrative decision can be made by Executive Director and/or designate.
- 10) In order to change this protocol prior approval must be obtained from The Archdiocese Vicar for Priests and/or treatment team.
- 11) This is a working document which can be changed,altered or superseded when there is an indicated need to do so.
- 12) A copy of this protocol will be sent to the Office of the Archdiocese Vicar for Priests.



**ARCHDIOCESE OF CHICAGO**

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Memo to File

From: Rev. Patrick O'Malley

Date: 2/20/93

Re: James Ray

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

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

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



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

23 February, 1993

Dear Pat,

This is just a note to let you know that I did a funeral at Immaculate Conception, North Park on Monday, February 22nd. And February 27 - March 4 I will be in Albuquerque, New Mexico attending a meeting sponsored by the Catholic Health Association for directors of pastoral care departments.

Take care.

Jim Ray

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15 March, 1993

Dear Pat,

I just want to let you know that I am going to be in Florida for a short vacation March 21-27. An unexpected opportunity came up and I grabbed it.

Also during April and May I will continue helping with weekend Masses at Addolorata Villa. The schedule at

Villa is: April 3, 10+11, 17+18, 24+25

May 1, 8+9, 15+16, 22+23, 29+30.

hopes that Fr. Marin Snieg will be on board at the Villa by June 1st.

Also I have been asked to do two weddings in June. One is a young man from St. Anastasia on June 5th. The other is a young man from Bartlett on June 20th. This wedding is in a Greek Orthodox church in Northbrook and I will be in the sanctuary. I'll let you know the name of the church when I find out.

I hope all is going well for you.

Jim Ray

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**CHICAGO, ILLINOIS 60611**

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

Memo to File  
From: Rev. Patrick O'Malley  
Date: 4/15/93  
Re: James Ray

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

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

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

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



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Fax: (312) 642-4933

Memo

To: Cardinal Bernardin  
From: Rev. Patrick O'Malley  
Date: 4/15/93  
Re: James Ray

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

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

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

27 April, 1993

Dear Pat,

I want to put in writing for you what is coming up on my agenda. On May 9th I am baptizing [redacted] and [redacted] at St. John the Evangelist in Streamwood. [redacted] parents are brother and sister. On May 22nd I am doing a scripture reading at the wedding of [redacted] [redacted] family is from Bartlett, but the wedding is taking place at a protestant church out in Rockford. May 13th - 16th I will be at my brother's in [redacted] Connecticut and then the 16-21st of May I will be attending a class at St. John's University in New York City. June 5-10 I will be in New Orleans for the Catholic Health Association Convention. June 20th I will be participating in the wedding of [redacted] [redacted] at the Marek Church in Northbrook. I still have not gotten in touch with [redacted] about the wedding on June 5th.

Take care,

Jim Ray

ADMINISTRATOR  
 Rev. Edwin M. Conway

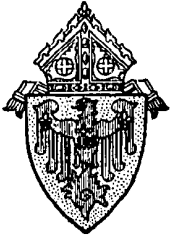
DIVISION MANAGERS  
 Michelle A. Arnold  
 William G. D'Arcy  
 Kathleen J. McGowan  
 Walter H. Ousley  
 Everett T. Petlicki  
 Rev. Charles T. Rubey  
 Paul R. Sublewski  
 Wendy S. Thomas

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

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

EXECUTIVE DIRECTOR  
 Donald W. Kent





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

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

Memo to File  
From: Rev. Patrick O'Malley  
Date: 5/14/93  
Re: James Ray

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

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

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

Jim will make the arrangements with Sidlowski for that session.



**ARCHDIOCESE OF CHICAGO**

**VICAR FOR PRIESTS**

**645 NORTH MICHIGAN AVENUE, SUITE 543**

**CHICAGO, ILLINOIS 60611**

Off: (312) 642-1837

Fax: (312) 642-4933

Memo to File

From: Rev. Patrick O'Malley

Date: 6/11/93

Re: James Ray

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

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



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

July, 1993

Dear Pat,

I just want to fill you in my plans for the near future. I got the ok from Steve Siollowski on these. The weekend of July 24+25 I am going camping at the Warren Dunes in Michigan with some friends from Bartlett, the [redacted] ([redacted]) and the [redacted] ([redacted]). July 29 - August 9th I am going to my brother [redacted] outside Portland, Oregon. We are probably going camping at Yellowstone National Park. And then some weekend in the fall I am going with the [redacted] ([redacted]) and [redacted] ([redacted]) from Bartlett to their house in [redacted] Salena. I have not chosen the weekend yet.

And as I talked to you on the phone I am celebrating Mass at the Marian Care Center for the Felician Sisters July 4, 5, 6 + 7.

Take care,

Jim Ray

ADMINISTRATOR  
Rev. Edwin M. Conway

DIVISION MANAGERS  
Michelle A. Arnold  
Jack Madden  
Kathleen J. McGowan  
Walter H. Ousley  
Everett T. Petlicki  
Rev. Charles T. Rubey  
Paul R. Sublewski  
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Rev. Charles T. Rubey  
Rev. Richard E. Bulwith  
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**ARCHDIOCESE OF CHICAGO**  
**VICAR FOR PRIESTS**  
**645 NORTH MICHIGAN AVENUE, SUITE 543**  
**CHICAGO, ILLINOIS 60611**

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

Memo to File  
From: Rev. Patrick O'Malley  
Date: 7/19/93  
Re: James Ray

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



INDIVIDUAL SPECIFIC PROTOCOL

REVEREND JAMES RAY

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

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

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

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

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

SIGNED: \_\_\_\_\_

PRINTED NAME: Jim Ryan

EXECUTIVE DIRECTOR [REDACTED]

PRINTED NAME: Bernadette M. Cannoli

DATE: August 31, 1993



**ARCHDIOCESE OF CHICAGO**

**VICAR FOR PRIESTS**

**645 NORTH MICHIGAN AVENUE, SUITE 543**

**CHICAGO, ILLINOIS 60611**

Off: (312) 642-1837

Fax: (312) 642-4933

Memo

To: Mr. Steve Sidlowski  
From: Rev. Patrick O'Malley  
Date: 9/1/93  
Re: James Ray

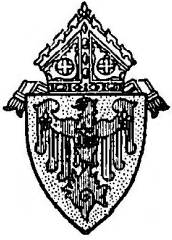
Bernadette Connolly and I met with James Ray on Tuesday, 8/1/93. Upon reflection, I feel you probably should have been present at that meeting. At any rate, we talked over Jim Ray's protocol. You may recall that we had made an agreement over the past several months that he would call in every day. This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

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

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

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

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



## ARCHDIOCESE OF CHICAGO

VICAR FOR PRIESTS

645 NORTH MICHIGAN AVENUE, SUITE 543

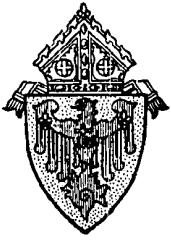
CHICAGO, ILLINOIS 60611

Off: (312) 642-1837

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

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



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Memo

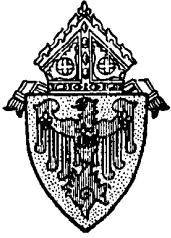
To: Steve Sidlowski  
From: Rev. Patrick O'Malley  
Date: 9/1/93  
Re: James Ray

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

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

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

AOC 018893



ARCHDIOCESE OF CHICAGO

VICAR FOR PRIESTS

645 NORTH MICHIGAN AVENUE, SUITE 543

CHICAGO, ILLINOIS 60611

Off: (312) 642-1837

Fax: (312) 642-4933

September 1, 1993

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

Dear Jim,

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

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

Fraternally yours,

Rev. Patrick O'Malley  
Vicar for Priests



**ARCHDIOCESE OF CHICAGO**

VICAR FOR PRIESTS

645 NORTH MICHIGAN AVENUE, SUITE 543

CHICAGO, ILLINOIS 60611

Off: (312) 642-1837

Fax: (312) 642-4933

Memo to File

From: Rev. John Canary

Date: 9/18/93

Re: Rev. James Ray

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

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



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

22 September, 1993

Dear Pat,

Welcome home from vacation! I hope you had a relaxing and good time. I just want to fill you in on what I am going to be up to for the next few weeks.

October 3rd I am doing a baptism for family friends at St. John of the Cross in Western Springs.

October 4-18 I am going to Bosnia (I don't know how to spell Medjugorje?) I've talked to John Canary about that.

November 6-7 and December 11-12 I am celebrating Mass at Addolorata Villa in Wheeling.

Take care.

Jim Ray

ADMINISTRATOR  
Rev. Edwin M. Conway

DIVISION MANAGERS  
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William G. D'Arcy  
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4 October, 1993

Dear Pat,

I am leaving tonight on Ceskoslovenske Aero (Czechoslovak Airlines), flight 611 for Prague at 8:40 PM. We then fly from Prague to Zagreb and by bus to Medjugorje, arriving sometime Tuesday evening. Right now I do not know where I am staying - a real trip of faith!

On Sunday 17 October we fly from Zagreb to Prague and spend the night there. On Monday, October 18th we fly flight 610 arriving in Chicago about 6:40 PM.

If I learn anything more at the airport tonight I will stick it with this letter and mail it from the airport.

Take care and I'll talk to you when I get back.

Nothing new to report!!

Jim Ray

ADMINISTRATOR  
Rev. Edwin M. Conway

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COUNCIL ON ACCREDITATION  
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# ACKNOWLEDGEMENT OF MISCONDUCT POLICIES

X I acknowledge that I have read and am familiar with the Archdiocesan policies and procedures regarding sexual misconduct with minors, adopted September 21, 1992.

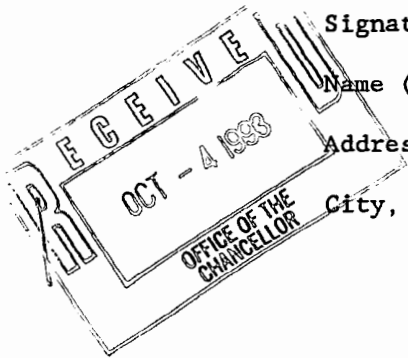
\_\_\_\_\_ Please send me a copy of these policies and procedures.

Signature: \_\_\_\_\_

Name (printed): \_\_\_\_\_

Address: \_\_\_\_\_

City, State, Zip: \_\_\_\_\_



*James M. Ray*

James M. Ray

P.O. Box 167233

Chicago, IL 60616-7233

Rev. James Kay

---

**Diocesan Priests' File Checklist**

- Acknowledgement of Misconduct Policies, dated 10/4/93
- Curriculum Vitae, dated 5/6/75
- Last Will & Testament, dated \_\_\_\_\_
- Personal Inventory, dated \_\_\_\_\_
- Photo (for assignment card kept in Suzie's office)

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



**ARCHDIOCESE OF CHICAGO**

**VICAR FOR PRIESTS**

**645 NORTH MICHIGAN AVENUE, SUITE 543**

**CHICAGO, ILLINOIS 60611**

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

**Memo to File**

**From: Rev. Patrick O'Malley**  
**Date: 10/19/93**  
**Re: James Ray**

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

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

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



**ARCHDIOCESE OF CHICAGO**

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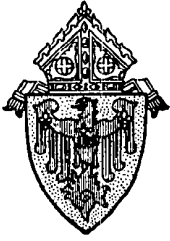
Off: (312) 642-1837  
Fax: (312) 642-4933

**Memo**

To: Mrs. Rita Mongan  
Professional Fitness Review Office  
From: Rev. Patrick O'Malley  
Date: 10/27/93  
Re: Rev. James Ray

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

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



ARCHDIOCESE OF CHICAGO

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CHICAGO, ILLINOIS 60611

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Fax: (312) 642-4933

Memo to File

From: POM

Re: Rev. James Ray

11/26/93

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

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

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

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

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



ARCHDIOCESE OF CHICAGO

VICAR FOR PRIESTS

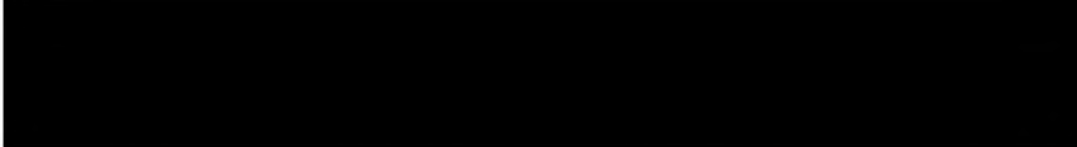
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5.



6. Ray will be expected to return to his residence every evening, Monday to Friday, ~~by 7 PM (no later than 8 PM)~~ *for supper...*  
On Saturday and Sunday, his schedule will be as follows -  
??? *Must be back by 9:00 PM 8:00 PM Every 4 hrs. when not at work -*
7. Discussion about alternative housing is put on hold until further notice.

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



## ARCHDIOCESE OF CHICAGO

VICAR FOR PRIESTS

645 NORTH MICHIGAN AVENUE, SUITE 543

CHICAGO, ILLINOIS 60611

Off: (312) 642-1837

Fax: (312) 642-4933

Memo to File

From: Rev. Patrick O'Malley

Date: 12/3/93

Re: Rev. James Ray

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

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

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



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

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

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

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

7. Resident will continue to maintain his position at Catholic Charities. He will be expected to return to the Retreat House - CDM or his residence - for supper each evening, Monday through Friday. On his day off he will be expected to be back in his residence by 8 PM. During all other times, without specific permission, resident must be at residence.
8. Visitation can only occur at the resident's apartment. All visitors must sign in and out at the community room.
9. No one under the age of 18 is permitted to be at the residence unless prior approval has been received from the Executive Director and/or designate. Meetings with minors in and out of the residence can only take place in the presence of an approved adult companion.
10. Any deviation and/or non-compliance with requirements of this protocol will be addressed by the Executive Director and/or designate. Any such deviation may be grounds for modification of currently existing arrangements regarding resident's stay at residence. Such modification will be collectively determined by the Professional Fitness Review Board, Vicar for Priests and/or designate in conjunction with the Executive Director [REDACTED]. In case of emergencies any staff member can modify this protocol until an administrative decision can be made by the Executive Director and/or designate.
11. In order to change this protocol, prior approval must be obtained from the Vicar for Priests and/or designate.
12. This is a working document which can be changed, altered or superseded when there is an indicated need to do so. A copy of this protocol will be sent to the office of the Professional Fitness Review Administrator and the Vicar for Priests.
13. This protocol will be reviewed no sooner than June 1, 1994. It will be reviewed again in December, 1994.

Signed: James M. Rey  
 Printed Name: James M. Rey  
 Executive Director: [Signature]  
 Printed Name: Bernadette M. Connolly  
 Date: December 6<sup>th</sup> 1993



**ARCHDIOCESE OF CHICAGO**

**VICAR FOR PRIESTS**

**645 NORTH MICHIGAN AVENUE, SUITE 543**

**CHICAGO, ILLINOIS 60611**

Off: (312) 642-1837

Fax: (312) 642-4933

**Memo to File**

**From: Rev. Patrick O'Malley**

**Date: 4/22/94**

**Re: James Ray**

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

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



## ARCHDIOCESE OF CHICAGO

VICAR FOR PRIESTS

645 NORTH MICHIGAN AVENUE, SUITE 543

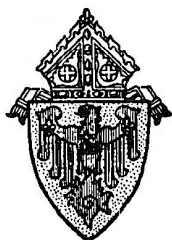
CHICAGO, ILLINOIS 60611

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

### INDIVIDUAL SPECIFIC PROTOCOL FOR REV. JAMES RAY

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

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



## ARCHDIOCESE OF CHICAGO

VICAR FOR PRIESTS

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

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

Vicar for Priests.

13. This protocol will be reviewed no sooner than June 1, 1994. It will be reviewed again in December, 1994.

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

Printed Name: \_\_\_\_\_

Executive Director: \_\_\_\_\_

Printed Name: \_\_\_\_\_

Date: \_\_\_\_\_

Reviewed on 12/6/94  
POM

John C. INDIVIDUAL SPECIFIC PROTOCOL  
FOR REV. JAMES RAY  
B. L. L. L.

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

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

*with changes*

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

2. Attendance at all activities and the specific names, addresses, times, telephone numbers regarding residence whereabouts must be entered on the individual's itinerary. If for some reason, a change in an individual's schedule has been made, the resident is obliged to call in and update a staff member as soon as possible.

*as is*

3. Resident is accountable for his own time and is required to support his attendance at social events with physical proof, that is, movie ticket, receipt from restaurant, etc. Resident is required to call in once a day when he is not at work.

*as is*

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

*some change*

5. The resident is restricted to celebrating Mass with the priests at Catholic Charities, priests at the Retreat House, and at Mercy Hospital. There must be no other public ministry of any sort. This includes Confessions, administration of sacraments, funerals, wakes, public prayers, weddings, etc.

6. Any contraband materials such as alcohol and pornography will be confiscated by any staff member. VCRs are not permitted in resident's apartment unless permission has been granted by the program executive director and/or designate.

7. Resident will continue to maintain his position at Catholic Charities. He will be expected to return to the Retreat House ~~or~~ or his residence for supper each evening, Monday through Friday. On his days off he will be expected to be back in his residence by 8 PM. During all other times, without specific permission, resident must be at residence.

8. Visitation can only occur at the resident's apartment. All visitors must sign in and out at the community room.

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12. This is a working document which can be changed, altered, or superseded when there is an indicated need to do so. A copy of this protocol will be sent to the office of the Professional Fitness Review Administrator and the Vicar for Priests.
13. This protocol will be reviewed no sooner than December 1, 1994. It will be reviewed again in June 1995.

SIGNED: James M. Ray  
PRINTED NAME: James M. Ray  
EXECUTIVE DIRECTOR: Bernadette M. Connolly  
PRINTED NAME: Bernadette M. Connolly  
DATE: June 16<sup>th</sup> 1994



[REDACTED]  
August 29, 1994

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

Dear Father:

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

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

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

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

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

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

[REDACTED]

AOC 018913

[REDACTED]  
September 6, 1994

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

Dear Father:

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

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

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

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

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



Sincerely,  
[REDACTED]

AOC 018914

  
September 25, 1994

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

Dear Father Canary

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

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

Sincerely,





ARCHDIOCESE OF CHICAGO

VICAR FOR PRIESTS

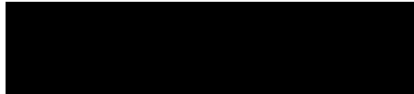
645 NORTH MICHIGAN AVENUE, SUITE 543

CHICAGO, ILLINOIS 60611

Off: (312) 642-1837

Fax: (312) 642-4933

September 26, 1994



Dear [REDACTED]

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

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

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

Sincerely,

Rev. John F. Canary  
Vicar for Priests

October 3, 1994

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

Dear Fr. O'Malley:

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

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

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

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

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

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

Father O'Malley  
Page 2  
October 3, 1994

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

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

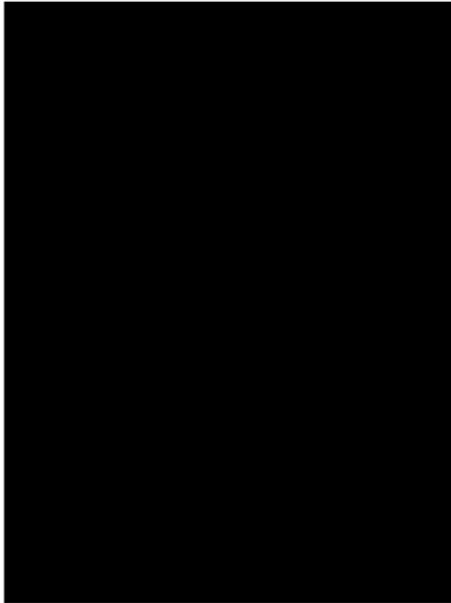
God bless,

[REDACTED]

cc: Fr. Jim Ray

Father O'Malley  
Page 3  
October 3, 1994

The following people have been contacted in regards to their feelings toward Fr. Jim Ray celebrating the wedding mass of [REDACTED]. None have objected and many have asked quite simply what they can do to help change this decision. Please consider not only my strong feelings in this matter, but also those of the many other friends of Fr. Jim's who are included in this list.



*Reviewed on 5/31/95  
Bernadette Connolly, M. Ray, Paul  
Some changes accepted.*

MONSIGNOR KOENIG HALL  
INDIVIDUAL SPECIFIC PROTOCOL  
FOR REV. JAMES RAY

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

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

Archdiocese of Chicago - as needed.

Catholic Charities - Monday through Friday, three free days per week, as designated.

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



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

SIGNED: James M. Ray  
PRINTED NAME: James Ray  
EXECUTIVE DIRECTOR: [Signature]  
PRINTED NAME: Bernadette M. Connolly  
DATE: Dec. 6<sup>th</sup> 1997



ARCHDIOCESE OF CHICAGO

VICAR FOR PRIESTS

645 NORTH MICHIGAN AVENUE, SUITE 543

CHICAGO, ILLINOIS 60611

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

February 8, 1995

Dear Jim,

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

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

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

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

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

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

Fraternally yours,

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



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3) Fr. C. - age around 45

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

[REDACTED]

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

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

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

[REDACTED]



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

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

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

[REDACTED]

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

In 2/92, with permission [REDACTED] Fr. C. began part-time work with archdiocesan agency in admin. position with no access to minors. Monitored at work by agency head.

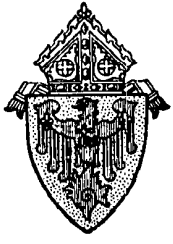
In 10/93, Fr. C. went on pilgrimage to European shrine with permission and under monitoring. Incident in airport: While physically assisting an adult paraplegic to urinate, Fr. C also helped him masturbate. Fr. C self-reported upon his return. After this, [REDACTED] monitoring restrictions on living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

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

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

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

Ray



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

Off: (312) 642-1837  
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2/13/95

Dear Jim,

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

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

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

Fraternally yours,

Rev. Patrick O'Malley  
Vicar for Priests



**ARCHDIOCESE OF CHICAGO**

VICAR FOR PRIESTS

645 NORTH MICHIGAN AVENUE, SUITE 543

CHICAGO, ILLINOIS 60611

Off: (312) 642-1837

Fax: (312) 642-4933

Memo to File

From: Rev. Patrick O'Malley

Date: 2/13/95

Re: Rev. James Ray

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

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

10 April, 1995

Dear Pat,

Here is what I will be doing ministry wise in the near future:

[REDACTED] I am baptizing [REDACTED] and [REDACTED] son at St. Dismas in Waukegan.

June 4-7 is the Catholic Health Association Assembly in Minneapolis, Minnesota - I am thinking, if it is alright, to maybe go up a day or two earlier to visit my brother near Rochester.

June 9, the wedding is at the Schaumburg Covenant Church.

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

Thanks for all you do, Pat.

Jim Ray

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Rev. Edwin M. Conway

EXECUTIVE DIRECTOR  
Donald W. Kent

DIRECTOR OF PROGRAMS  
Rev. Charles T. Rubey

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AOC 018927



**ARCHDIOCESE OF CHICAGO**

VICAR FOR PRIESTS

645 NORTH MICHIGAN AVENUE, SUITE 543

CHICAGO, ILLINOIS 60611

Off: (312) 642-1837

Fax: (312) 642-4933

Memo to File

From: Rev. Patrick O'Malley

Date: 5/31/95

Re: James Ray

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

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

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

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

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

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





**ARCHDIOCESE OF CHICAGO**

**VICAR FOR PRIESTS**

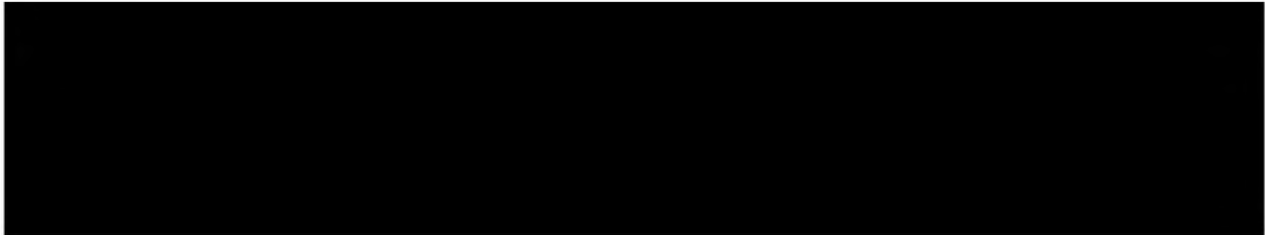
**645 NORTH MICHIGAN AVENUE, SUITE 543**

**CHICAGO, ILLINOIS 60611**

Off: (312) 642-1837

Fax: (312) 642-4933

on this matter.



2 Jun. 1995

Dear Pat,

I talked to [REDACTED] the administrator at Bethlehem Woods in La Grange. He would like to have a priest's presence on the campus there. He would envision the priest doing pastoral counseling for grief and loss and loneliness, celebrating Eucharist during the week and/or weekends and working with ministers of other faiths for ecumenical services at the retirement community. He said, too, that the role there could develop as the priest would see fit.

He mentioned that he could possibly have a room for residence for the priest. I told him that was not a concern right now. (If I get permission to work there, could that be a possibility somewhere in the future?)

Also, I forgot to mention last Wednesday,

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the division for aging heart Charities has mini "vacations" for seniors from nursing homes and the community. I have been asked if I would be willing to help. It would involve an over night at Villa Redeemer in Glenview with the seniors and staff. I would celebrate Eucharist and help out and partake of the activities planned for the two days.

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

Jim Ray



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

Writer's Direct Line # 655-7445

23 June, 1995

Dear Pat,

I just want to fill you in on some dates and ministry I am doing.

2 July the wedding I am participating in is at the First Presbyterian Church of Du Page in Bollingbrook.

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

I am baptizing [redacted] at St. John of the Cross in Western Springs.

I have a wedding for [redacted] formerly from Bartlett, now living in Elmhurst. The wedding is going to be in Galena, Illinois.

[redacted] + [redacted] who I married in April, 1992 just had their first child, [redacted]. I will be baptizing her at St. Irene's in Waukegan. No date has been set yet.

Take care + Thanks,

Jim Ray

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Most Rev. Edwin M. Conway  
EXECUTIVE DIRECTOR  
Donald W. Kent  
DIRECTOR OF PROGRAMS  
Rev. Charles T. Rubey  
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AOC 018932

PAY SCALE AS OF JULY 1, 1995

Father James Ray

#73376

Area 051

Basic

\$ 6,850.00

Seniority 110 x 20

2,200.00

---

9,050.00 - 10%

Annual

- \$8,145.00

Monthly

- \$ 678.75

Car/transportation

Annual

\$ 5,575.00

Monthly

\$ 464.59

MONSIGNOR KOENIG HALL  
INDIVIDUAL SPECIFIC PROTOCOL  
FOR REV. JAMES RAY

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

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

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

SIGNED: James M. Ray  
PRINTED NAME: James M. Ray  
EXECUTIVE DIRECTOR: Bernadette M. Connolly  
PRINTED NAME: Bernadette M. Connolly  
DATE: July 25, 1995

11 August, 1995

Dear Pat,

I just want to remind you that I have the wedding of [redacted] + [redacted] on [redacted] at St. Michael's in Galena. With your permission I would like to stay out there the whole holiday weekend. I will be staying at a rented house with two couples from Bartlett, the [redacted] + [redacted]

On Sunday, September 10th, I am baptizing [redacted] at St. Irene's in Warrenville.

And again with your permission I would like to go away the first week of October with [redacted]. We are talking about going to Door County if we can get reservations ~~some~~ where. I'll give you a call in the middle of the week.

I hope your summer is going well. Stay cool!

Jim Ray

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EXECUTIVE DIRECTOR  
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Rev. James M. Ray

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AOC 018936



24 October, 1995

Dear Pat,

I want to let you know that I am doing a wedding at St. Patrick in Wadsworth on [redacted] 1995. [redacted] is from Waukegan and her fiancé, [redacted] is from Libertyville.

Also, Bill D'Arcy the head of the homes foraging at Catholic Charities asked if I would be able to fill in at Maryhaven or St Benedict's (nursing home) if the need were to arise. The priests serving them are elderly and sickly and he does not know how long they will last. In a sense, I do not feel this would be a change in ministry since I did it before at Addolorata Villa. I do not think there is any hurry in this. We can discuss it when I have my protocol review at the end of November or beginning of December. I hope you are doing well. Take care.

Jim Ray

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AOC 018937



**ARCHDIOCESE OF CHICAGO**

VICAR FOR PRIESTS

645 NORTH MICHIGAN AVENUE, SUITE 543

CHICAGO, ILLINOIS 60611

Off: (312) 642-1837

Fax: (312) 642-4933

Memo to File

From: Rev. Patrick O'Malley

Date: 12/9/95

Re: James Ray

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

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

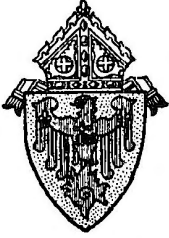
1. He requests a change in his protocol so that he be allowed more than 3 nights free each week. He is asking for 4 nights free per week. After some discussion, Bernadette Connolly indicated that her fear was that Ray might fall into a pattern that he had before, which was a problem for him. Ray used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

We then agreed to give him 4 nights a week, but he has to log how he spends those nights. He should share the log [REDACTED] of course with Bernadette and us. If a pattern does develop of him using all four nights as he has done in the past, thus seemingly running away from things, he will share that with us. Jim seemed open to this arrangement.

2. He asked if he could occasionally spend an overnight with friends who know his situation. Bernadette indicated that that already is part of his protocol and all he has to do is let Bernadette know.

3. Ray informed us of his already announced plan to ski from Jan. 5-12. From Jan. 13-17 he will be at a meeting in Tampa. On Feb. 28 he will be at Orlando for a meeting. All the meetings are with regard to his work.

AOC 018938



**ARCHDIOCESE OF CHICAGO**

**VICAR FOR PRIESTS**

**645 NORTH MICHIGAN AVENUE, SUITE 543**

**CHICAGO, ILLINOIS 60611**

Off: (312) 642-1837

Fax: (312) 642-4933

4. He indicated he has two weddings in March. Both of the weddings are in other dioceses. I told him that this is a problem because we would have to get permission from the local Bishop and would have to mention the presenting problem.

Fr. Ray was obviously disappointed about this, wondering whether once again the rules had been changed. I accepted responsibility for not having informed him of this before. It just occurred to me that a wedding outside the diocese demand that he have faculties in another diocese. After consulting with Fr. Paprocki, I offered Ray two possibilities:

a) That in fact we do apply for faculties for that one occasion for him. He said he would think about this since we would have to indicate that there has been a problem in the past.

b) Ray himself suggested that possibly he could be on the altar concelebrating but take no great part in the ceremony. Paprocki did not seem to think this was a problem. Ray said he will get back to me about his decision.

MONSIGNOR KOENIG HALL  
INDIVIDUAL SPECIFIC PROTOCOL  
FOR REV. JAMES RAY

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

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

- A) Archdiocese of Chicago - as needed.
- B) Catholic Charities - Monday through Friday.
- C) [REDACTED]
- D) Three free days per week, as designated. Four nights a week.
- E) [REDACTED]
- F) [REDACTED]

2. Attendance at all activities and the specific names, addresses, times, telephone numbers regarding resident's whereabouts must be entered on the individual's itinerary. If for some reason, a change in an individual's schedule has been made, the resident is obliged to call in and update a staff member as soon as possible.

3. Resident is accountable for his own time and is required to support his attendance at social events with physical proof, that is, movie ticket, receipt from restaurant, etc. Resident is required to call in once a day when he is not at work.

4. The resident is not to take overnights or be absent from the program unless prior approval is obtained from the Executive Director and/or designate. Resident is allowed to attend out of town business trips and vacations without an approved companion.

5. The resident is restricted to celebrating Mass with the priests at Catholic Charities, priests at the Retreat House, and at Mercy Hospital. Resident must obtain approval from the Vicar for Priests and/or designate for celebrating confessions, administration of sacraments, funerals, wakes, public prayers, weddings, etc.

6. Any contraband materials such as alcohol and pornography will be confiscated by any staff member. VCRs are not permitted in resident's apartment unless permission has been granted by the program executive director and/or designate.

7. Resident will continue to maintain his position at Catholic Charities. He will be expected to return to the Retreat House-CDM or his residence - for supper each evening, Monday through Friday. Resident also has permission to have dinner at Catholic Charities every other Monday. On his days off he will be

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

-2-

8. Visitation can only occur at the resident's visiting room. All visitors must sign in and out at the community room.
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13. This protocol will be reviewed no sooner than June 1, 1995. It will be reviewed again in December, 1995.

SIGNED: James M. Ray  
PRINTED NAME: James M. Ray  
EXECUTIVE DIRECTOR: Bernadette M. Connolly  
PRINTED NAME: Bernadette M. Connolly  
DATE: 12 March 1996



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

13 March, 1996

Dear Pat,

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

I am concelebrating a wedding Mass for [redacted] and [redacted] on Saturday, [redacted] 1996, at [redacted] in Kenosha Wisconsin.

On Friday, [redacted] 1996, I am concelebrating a wedding Mass at [redacted] in Downers Grove for [redacted] and [redacted].

I hope things are going well for you. You are in my prayers.

Thanks,  
Jim Ray

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AOC 018942

Memo to File (ray07)  
From: Rev. Patrick O'Malley  
Date: 4/8/96  
Re: Rev. James Ray

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

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

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

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

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

A. Baptism at St. John the Evangelist in Streamwood on  
4/21/96

B. A wedding at St. Patrick's in Wadsworth on 7/13/96

C. A wedding at St. John's in Streamwood on 8/24/96. This  
couple is the one who will have had the child baptized in April.

D. A wedding at St. Albert the Great parish on 9/7/96.

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

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



**Father James M. Ray  
P.O. Box 455  
Mundelein, IL 60060**

**May 6, 1996**

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

Dear Joseph,

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

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

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

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

Yours in the brotherhood of Christ,

  
Jim

CC: Bernadette Connolly

AOC 018945

Memo (Ray09)  
To: Cardinal Bernardin  
From: Rev. Patrick O'Malley  
Date: 5/14/96  
Re: James Ray

As discussed in the PCAC meeting of 5/13, [REDACTED]

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

**DRAFT**

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

Dear Jim,

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

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

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

Respectfully yours,  
Cardinal Bernardin

# ARCHDIOCESE OF CHICAGO

Office of the Archbishop



Post Office Box 1979  
Chicago, Illinois 60690

May 15, 1996

Dear Jim,

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

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

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

With cordial good wishes, I remain

Sincerely yours in Christ,

*Joseph Card. Bernardini*  
Archbishop of Chicago

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

AOC 018947



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29 May, 1996

Dear Pat,

I want to share with you my schedule for June:

June 4-7 Pleasant Run

June 7-12 Catholic Health Association annual assembly  
in San Antonio, Texas

June 16-27 Caribbean cruise and Disney World  
with the [redacted] and [redacted] from Bartlett.

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

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

Thanks,

Jim Ray

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**VICAR FOR PRIESTS**

**645 NORTH MICHIGAN AVENUE, SUITE 543**

**CHICAGO, ILLINOIS 60611**

Off: (312) 642-1837

Fax: (312) 642-4933

Memo (RAY10)

To: Professional Fitness Review Board  
Ms. Bernadette Connolley, Administrator  
From: Vicar for Priest Office  
Re: Rev. James Ray  
6/3/96

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

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

Fr. Ray was ordained in 1975 and is about 46 years old.  
Parish assignments were:  
St. Anastasia, Waukegan (75-82),  
St. Peter Damien, Bartlett (82-89)  
Transfiguration, Wauconda (89-91)

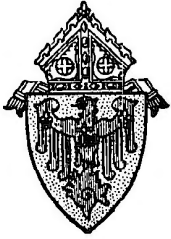
Since November, 1991, Fr. Ray has lived in supervised housing, first at [REDACTED] then at Koenig Hall where he presently resides. Fr. Ray works full time at Catholic Charities with work supervisor informed. Fr. Ray does some ministry, but never with minors. All ministry must be cleared first through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

**PRESENTING PROBLEM**

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

[REDACTED]

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



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church. This desire of the family was stressed by [REDACTED]

. 4/4/90 - Bishop [REDACTED] informs Vicar for Priests, Fr. Goedert.

. 4/27/90 - Fr. G finally catches up [REDACTED]

[REDACTED] When Fr. G explained our process and that DCFS might have to be notified, [REDACTED] still did not give [REDACTED] name. He said he had to confer with the family.

. 5/7/90 - [REDACTED] informs Goedert that boy's family is adamant about any further involvement. They want the church to take care of it. They do not want their son's name given to the church.

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

[REDACTED]

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



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

. 6/18/90 - [REDACTED]

. 7/90 - [REDACTED]

. 8/30/90 - Family agrees to meet with Fr. Goedert.

. 10/30/90 - Enclosed is a copy of MEMORANDUM OF AGREEMENT ("II") signed by Fr. Ray and his pastor, Fr. Zavaski, and Fr. Goedert

. 6/17/91 - Meeting of Goedert and Fr. Ray to assess improvement. [REDACTED] Fr. Ray seeks way to help reimburse archdiocese for expenses incurred.

. 11/91 - Cardinal's Commission reviewed Ray's case and recommended that he be withdrawn from the parish.

. 11/11/91 - Cardinal informs Ray he must leave Transfiguration by 11/15/91. Ray will move to Mercy Hospital for temporary housing. Parish is informed. Ray is under strict protocol.

. 11/20/91 - Call from 28 year old man who reported incidents around 74/75 from St. Anastasia parish. [REDACTED]

[REDACTED] This is the only such allegation from this man. He did not want to follow it up anymore. Ray was informed.

. January 1992, Ray is assigned to help part time at Catholic Charities in a job (hospital administration) with no contact with children. His job supervisor knew of the situation and was monitoring him.

. [REDACTED]  
[REDACTED]  
[REDACTED] During this time, Ray was under strict protocol, [REDACTED] Ray was [REDACTED]



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

. 12/92 - [REDACTED]  
[REDACTED] Full time at Charities.

. 1993 - [REDACTED] Bernadette Connolley was involved in Ray's supervision at this time.

. Oct. 2-18/93 - gets permission to go on pilgrimage to Medjugorgia. Accompanying priest is made aware of situation and agrees to act as monitor.

. 11/3/93 - [REDACTED]  
[REDACTED]

. 11/26/93 - With Bernadette's cooperation, Ray was put under a very much stricter protocol for an indefinite period. See enclosed copy ("III").

. [REDACTED]. Ray has always been most cooperative with his protocol and with our staff.

. 4/29/94 - [REDACTED]  
[REDACTED]

. 11/22/94 - [REDACTED]

. 2/18/95 - Vicars disclose Fr. Ray's case to the PFRBD anonymously. It was termed the case of "Fr. C".

. 4/5/95 - [REDACTED]  
[REDACTED]

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

[REDACTED]



Memo to File (ray11)  
From: Rev. Patrick O'Malley  
Date: 6/8/96  
Re: James Ray

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

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

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

[REDACTED] phone number in Detroit is [REDACTED]

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

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

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



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28 January, 1997

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

Dear Larry,

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

Also I have been asked to perform a baptism for the child of [redacted]. The baby is due in February and they are hoping to have the child baptized in May at St. John the Evangelist in Streamwood.

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

Thank you,

*Jim Ray*

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3 February, 1997

Dear Bernadette,

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

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

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

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

Also, I am planning to take a vacation with [REDACTED] and we are talking about sometime in the middle of May.

Thanks. And I hope you are doing well.

cc: Fr. Larry McBrady

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**21 February, 1997**

**Dear Larry,**

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

**Also, I performing the marriage of [REDACTED] at St. John the Evangelist in Streamwood on Saturday, [REDACTED] 1997.**

**Thanks,**

*Jim Ray*

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

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Fax: (312) 642-4933

M E M O

TO: Rev. Thomas J. Paprocki  
FROM: Rev. Lawrence P. McBrady *L. McB.*  
RE: Rev. James M. Ray  
DATE: March 17, 1997

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

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

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

I hope this information is helpful.

INDIVIDUAL SPECIFIC PROTOCOL  
FOR REV. JAMES RAY

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

- I. Unaccompanied, out of house activities include the following:
  - A) Archdiocese of Chicago, as needed
  - B) Catholic Charities - Monday through Friday
  - C) [REDACTED]
  - D) [REDACTED]
  - E) [REDACTED]
- II. Fr. Ray is accountable for his own time while residing at [REDACTED]. Fr. Ray is not to take overnights, vacations, or business trips unless prior approval is obtained from the Executive Director or Vicar for Priests.
- III. Fr. Ray is restricted to celebrating Mass with the priests at Catholic Charities, priests at [REDACTED] and at Mercy Hospital. Fr. Ray must obtain approval from the Vicar for Priests in conjunction with the Executive Director for administration of sacraments, funerals, weddings, etc.
- IV. Visitation can only occur at the resident's visiting room. Approval for visitors to stay overnight must be obtained from the Executive Director.
- V. No one under the age of 18 is permitted to be at the residence unless prior approval has been received from the Executive Director and/or designate. Meetings with minors in and out of the residence can only take place in the presence of an approved adult companion.
- VI. Any deviation and/or non-compliance with requirements of this protocol will be addressed by the Executive Director and/or designate. Any such deviation may be grounds for modification of currently existing arrangements regarding resident's stay at residence. Such modification will be collectively determined by the Professional Fitness Review Board, Vicar for Priests and/or designate in conjunction with the Executive Director [REDACTED]. In case of emergencies any staff member can modify this protocol until an administrative decision can be made by the Executive Director and/or designate.
- VII. In order to change this protocol, prior approval must be obtained from the Vicar for Priests and/or designate.
- VIII. This is a working document which can be changed, altered, or superseded when there is an indicated need to do so. A copy of this protocol will be sent to the offices of the Professional Fitness Review Administrator and the Vicar for Priests.
- IX. This protocol will be reviewed no sooner than August 1, 1997. It will be reviewed again in February, 1998.

SIGNED: James M. Ray

PRINTED NAME: James M. Ray DATE 1 April 1997

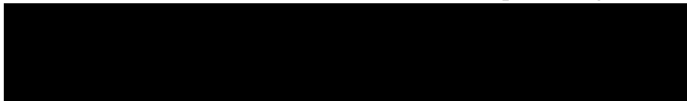
EXECUTIVE DIRECTOR [Signature] DATE 4/8/97

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

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

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

- A) Archdiocese of Chicago, as needed
- B) Catholic Charities - Monday through Friday



II. Fr. Ray is accountable for his own time while residing at [redacted] Fr. Ray is not to take overnights, vacations, or business trips unless prior approval is obtained from the Executive Director or Vicar for Priests.

III. Fr. Ray is restricted to celebrating Mass with the priests at Catholic Charities, priests at [redacted] and at Mercy Hospital. Fr. Ray must obtain approval from the Vicar for Priests in conjunction with the Executive Director for administration of sacraments, funerals, weddings, etc.

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VIII. This is a working document which can be changed, altered, or superseded when there is an indicated need to do so. A copy of this protocol will be sent to the offices of the Professional Fitness Review Administrator and the Vicar for Priests.

IX. This protocol will be reviewed no sooner than August 1, 1997. It will be reviewed again in February, 1998.

SIGNED: James M. Ray

PRINTED NAME: James M. Ray DATE 1 April, 1997

EXECUTIVE DIRECTOR: [Signature] DATE 4/8/97



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25 April, 1997

Dear Bernadette,

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

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

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

May 9 I am spending the night at the [redacted] in Bartlett.

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

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

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

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

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

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

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

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

I hope you are doing well. Take care.

*Jim Ray*

*Sorry. You don't know about this one yet. I'll let you know when it is confirmed*

cc Fr. Larry McBrady

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3 June, 1997

Dear Bernadette,

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

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

Have a great Summer!

*Jim Ray*

*Larry, I'm sorry I didn't get this in the mail to you last week. You already have a note about the 7-11th. But want to let you know I'll be in Oregon 11-15th of June.*

*Take care.*

*Jim*  
cc Fr. Larry McBrady

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MEMO

**TO:** File  
**FROM:** Larry McBrady  
**DATE:** February 2, 1998  
**RE:** Jim Ray

---

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

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

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

13 March, 1998

Dear Larry,

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

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

I hope you are doing well. Take care.

A handwritten signature in cursive script that reads "Jim Ray". The signature is written in black ink and is positioned in the lower-left quadrant of the page.



Memo from  
Reverend Thomas J. Paprocki

To \_\_\_\_\_ Date 4/13/98  
- 655-7445

Fr. Jim Ray, asking  
permission to do funeral  
for [REDACTED]  
at [REDACTED]  
Littleton, CO. (Archdiocese  
of Denver). Fr. Ray is a  
close friend of hers; dying  
of [REDACTED] He has been cooperative.  
Call Denver Chancellor for further.

ARCHDIOCESE OF CHICAGO

Office of the Chancellor



Post Office Box 1979  
Chicago, Illinois 60690

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

MEMO

TO: File

FROM: Reverend Thomas J. Paprocki, Chancellor *THP*

DATE: April 16, 1998

RE: Fr. James Ray

---

A request has been made for Fr. James Ray to do a funeral for [REDACTED] a [REDACTED] woman at [REDACTED] in Littleton, Colorado, in the Archdiocese of Denver. Father Ray is a close friend of hers; she is dying of [REDACTED]. Approval for Fr. Ray to conduct [REDACTED] funeral was granted today by [REDACTED] Vicar General of the Archdiocese of Denver. I informed him of the circumstances of the case, particularly that Fr. Ray is not to be around in the presence of minors without another responsible adult present.



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22 May, 1998

Dear Bernadette,

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

June 6-10 I will be in New Orleans attending the Catholic Health Association General Assembly. The meeting is at the Marriott Hotel and I will be staying across the street at the Sheraton Hotel. The phone number is 504-525-2500.

Then June 11-21 I will be going out to [REDACTED] Oregon for my niece's graduation from high school. The phone number at my brother's is [REDACTED]

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

Sincerely

cc. Father Larry McBrady

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EXECUTIVE DIRECTOR  
Jimmy Michael Lago  
DIRECTOR OF FINANCE  
Cynthia D. Smetana  
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Rev. Daniel M. Holihan  
Rev. Daniel C. Jankowski  
Rev. James M. Ray  
Rev. Charles T. Rubey

DIR. OF HUMAN RESOURCES  
Violet Sabo  
DIR. OF DEVELOPMENT  
Michelle A. Arnold  
CONSULTANTS  
Most Rev. Edwin M. Conway, D.D.  
Rev. Thomas A. Grace  
Donald W. Kent



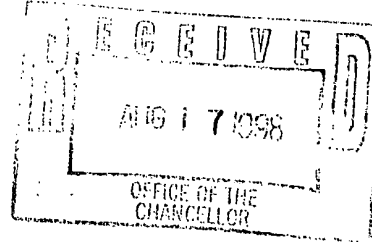
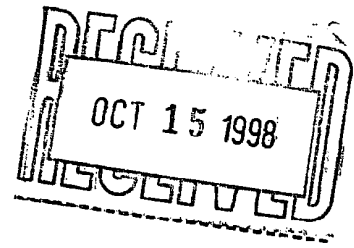
*Serving Cook and Lake Counties*

AOC 018966

Very Rev. [REDACTED]  
302 Fisk Avenue  
DeKalb, IL 60115

August 13, 1998

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



Dear Father Paprocki,

I am writing in response to a young couple preparing for marriage here at St. Mary Church, DeKalb, IL. The couple, [REDACTED] have asked permission to have a priest of the Archdiocese of Chicago preside at their wedding ceremony on [REDACTED]. (The prospective bride, [REDACTED] came to know Father James Ray, the priest above, through his ministry at Transfiguration Parish in Wauconda, IL.)

The specific purpose of my letter is to inquire whether there is any restriction on Father Ray's ministry [REDACTED]

If the Archdiocese has no restrictions on Fr. Ray's ministry, I would be only too happy to give him delegation for [REDACTED] marriage ceremony.

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

Yours in Christ,

[REDACTED]  
Pastor, St. Mary Church  
DeKalb, IL.

25 September, 1998

Dear Larry,

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

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

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

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

Thank you for your consideration and efforts.

I hope you are doing well. Take care.

*Jim Ray*



ARCHDIOCESE OF CHICAGO

Office of the Chancellor



Post Office Box 1979  
Chicago, Illinois 60690

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

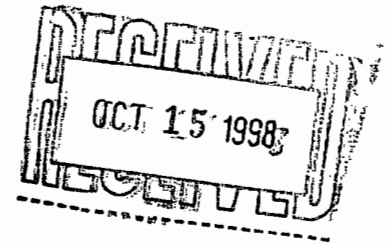
MEMORANDUM

TO: File

FROM: Reverend Thomas J. Paprocki, Chancellor *THP*

DATE: September 28, 1998

RE: Fr. James Ray



A request has been made for Fr. James Ray to do a funeral for [REDACTED] his [REDACTED] mother at St. Anthony Parish in [REDACTED] Oregon, in the Archdiocese of Portland. Approval for Fr. Ray to conduct [REDACTED] funeral was granted today by [REDACTED] Chancellor of the Archdiocese of Portland. I informed her of the circumstances of the case, particularly that Fr. Ray is not to be alone in the presence of minors without another responsible adult present. Father Ray will be traveling to Oregon with his family. The funeral will take place on Wednesday, [REDACTED] at 1:00 PM. [REDACTED] will inform the Pastor of St. Anthony Parish accordingly.

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



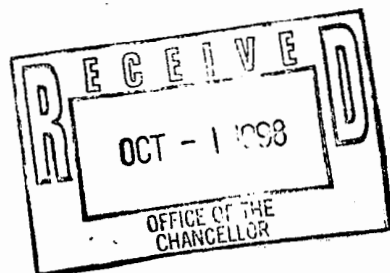
Off: (312) 642-1837  
Fax: (312) 642-4933

**ARCHDIOCESE OF CHICAGO**

VICAR FOR PRIESTS

645 NORTH MICHIGAN AVENUE, SUITE 543

CHICAGO, ILLINOIS 60611



**M E M O**

**TO: Rev. Thomas J. Paprocki**

**FROM: Rev. Lawrence P. McBrady** *L. McB.*

**DATE: September 30, 1998**

**RE: Rev. James Ray**

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

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

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

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

Thanks, Tom!

AOC 018970

# ARCHDIOCESE OF CHICAGO

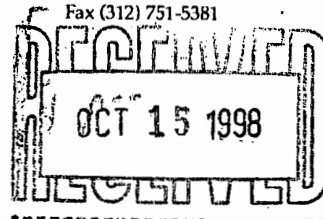
Office of the Chancellor



October 9, 1998

Post Office Box 1979  
Chicago, Illinois 60690

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



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

Dear Monsignor [REDACTED]

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

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

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

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

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

With cordial good wishes, I remain

Faternally yours in Christ,

A handwritten signature in cursive script that reads "Thomas J. Paprocki".

Reverend Thomas J. Paprocki  
Chancellor

Cc: Very Rev. [REDACTED] Pastor, St. Mary Church, DeKalb  
Rev. Lawrence P. McBrady, Vicar for Priests Office

AOC 018971



## Diocese of Rockford

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

# COPY

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

October 19, 1998

The Very Reverend [REDACTED]  
St. Mary Parish Office  
302 Fisk Avenue  
DeKalb, IL 60115

Dear Father [REDACTED]

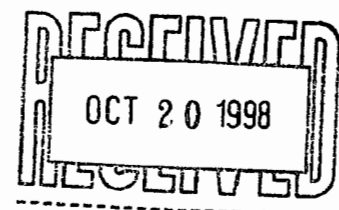
Your letter of August 13, 1998 to Father Thomas Paprocki, Chancellor of the Archdiocese of Chicago, concerning the proposal of Father James Ray presiding at a wedding ceremony at St. Mary Church, DeKalb, on [REDACTED] has been referred to me by Father Paprocki. In view of the restrictions on the ministry of Father Ray, as determined by the Archdiocese of Chicago, permission for him to officiate at this wedding is not granted. Please inform the prospective bride and groom of this decision by the Rockford Chancery.

With every good wish, I remain

Sincerely yours in Christ,

[REDACTED]  
Reverend Monsignor [REDACTED]  
Chancellor

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



AOC 018972

ARCHDIOCESE OF CHICAGO

---



Office of Professional Fitness Review  
~~1 East Superior~~ 676 N. St. Clair  
~~Suite 504~~ Suite 1910  
~~Chicago, IL 60611~~ Chicago, IL 60611

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

**MEMO TO FILE: PFR-36**  
**FROM: Kathleen Leggdas, Administrator** *KL*  
**RE: Reverend James Ray**  
**DATE: November 23, 1998**

---

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

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

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



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

30 December, 1998

Dear Larry.

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

On January 9, 1999 I will be baptizing [REDACTED], son of [REDACTED].

On January 30, 1999 I will be baptizing [REDACTED] son of [REDACTED].

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

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

Take care.

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

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Rev. Daniel C. Jankowski  
Rev. James M. Ray  
Rev. Charles T. Rubey

DIRECTOR OF FINANCE  
Cynthia D. Smetana  
DIR. OF HUMAN RESOURCES  
Violet Sabo  
CONSULTANT  
Most Rev. Edwin M. Conway, D.D.

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OF SERVICES FOR FAMILIES  
AND CHILDREN, INC.

Serving Cook and Lake Counties

AOC 018974



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22 December, 1998

Dear Larry,

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

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

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

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

Boyne Mountain: [REDACTED]

Embassy Suites: [REDACTED]  
[REDACTED]

Have a Blessed Christmas and a Healthy New Year.

ADMINISTRATOR  
Rev. Michael M. Boland  
EXECUTIVE DIRECTOR  
Donald W. Kent  
ASSOC. EXECUTIVE DIR.  
Jimmy M. Lago  
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10 February, 1999

Dear Kathleen,

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

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

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

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

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

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

*Take care,*

cc Fr. Larry McBrady

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

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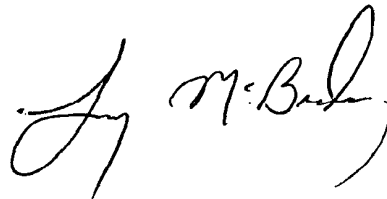
AOC 018976



Tom,

As you will recall, Jim Ray has a request before you to celebrate a wedding in LaJolla, CA. While the wedding isn't until ~~July~~ 2, the family is pressuring Jim for an answer. If you can look into this soon it will be very helpful. ~~Oct~~.

Thanks for giving this your consideration.



Lorraine - just make out payroll as you do for other clients

Thanks Mary Ann

Jim Ray

1975

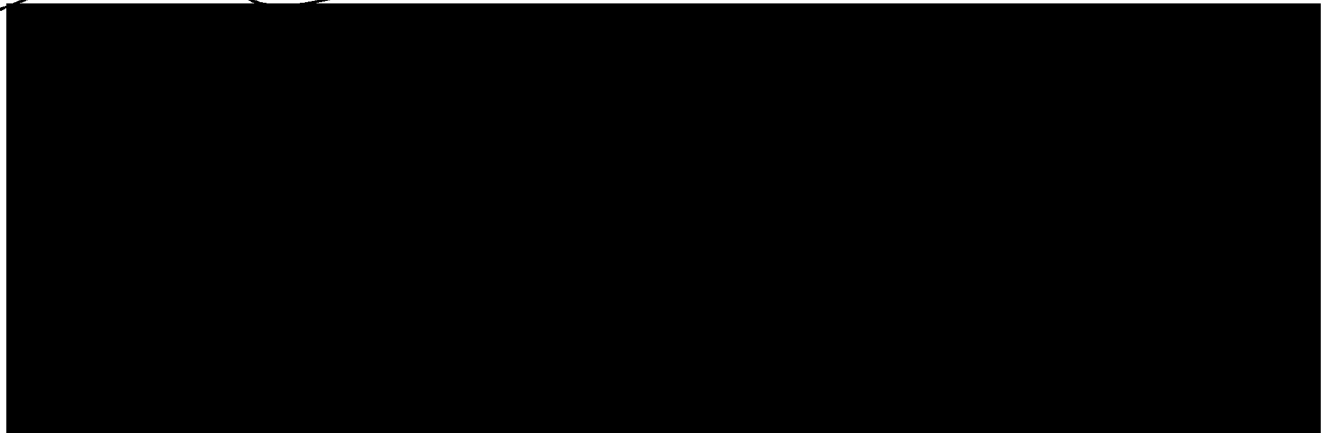
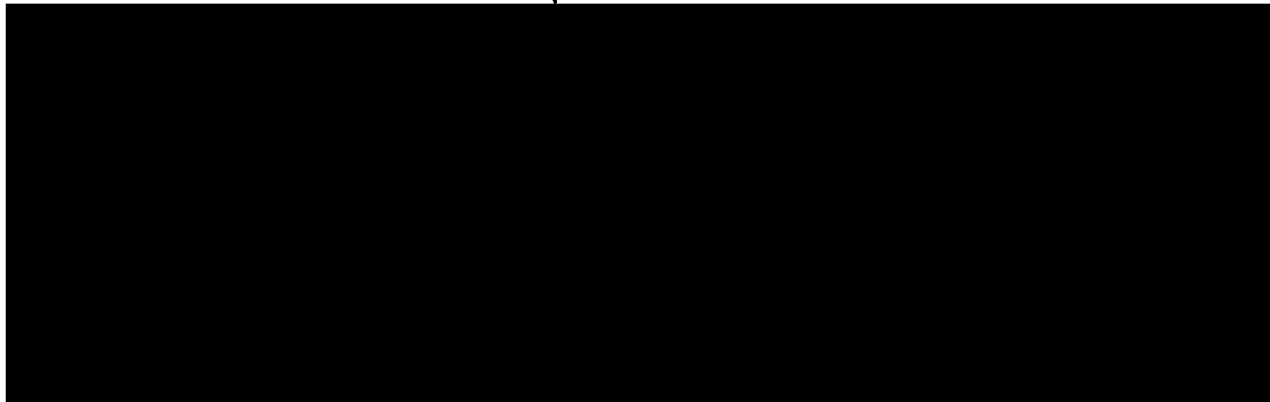
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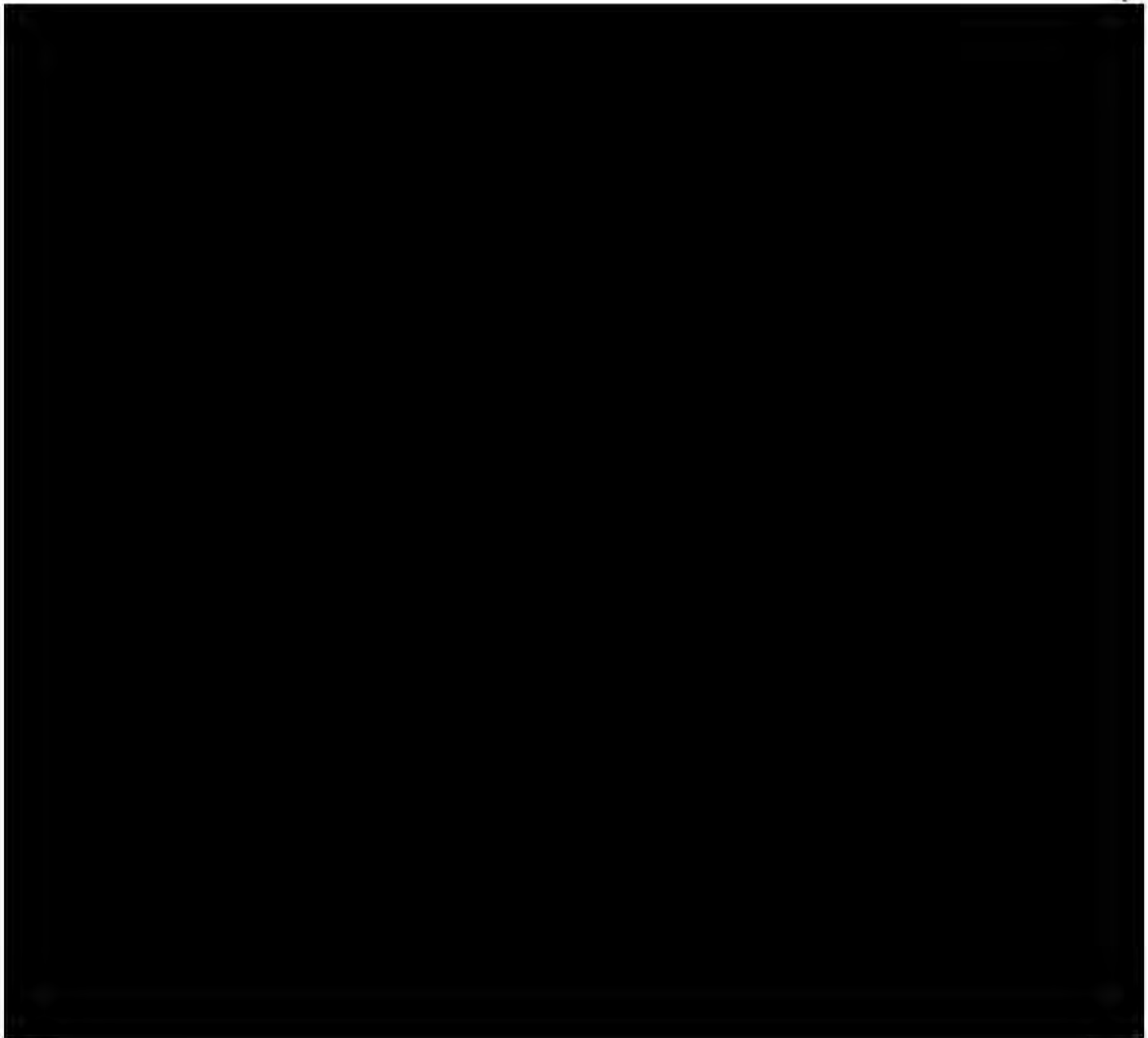


Payable to Leo James Ray

Send to Jim Silvia  
Catholic Charities  
721 N. La Salle  
Chicago 60610

(This is combined  
with his check  
received from  
Cath Charities





DRAFT

CLIENT SERVICES  
DOCUMENTATION

Client Name: Jim Ray PFR File #: 30

Person Initiating Contact: Jim Ray / Client  
Name Title

Person Contacted: Kathleen Leggard PFRA / 4-5-99  
Name Title Date

Type of Contact: (Check one)

- |                                     |           |                          |                       |
|-------------------------------------|-----------|--------------------------|-----------------------|
| <input checked="" type="checkbox"/> | Telephone | <input type="checkbox"/> | In person discussion: |
| <input type="checkbox"/>            | Letter    | <input type="checkbox"/> | Staffing              |
| <input type="checkbox"/>            | Fax       | <input type="checkbox"/> | Board Meeting         |
|                                     |           | <input type="checkbox"/> | Client PFRA           |
|                                     |           | <input type="checkbox"/> | Other: (Specify)      |

Summary:

April 6th at Villa Redeemed Ret Home with Seniors. 1 night  
April 16 Bartlett concert + Baptism next AM. 1 night  
April 27 + 28 at Wisconsin Dells<sup>IL</sup> with friend who 2 nights  
won a trip.

\* All reflect overnight plans which client is  
required to inform PFRA per protocol.

Kathleen Leggard  
 Signature of PFRA

April 5, 1999  
 Date



**ARCHDIOCESE OF CHICAGO**

VICAR FOR PRIESTS

645 NORTH MICHIGAN AVENUE, SUITE 543

CHICAGO, ILLINOIS 60611

Off: (312) 642-1837

Fax: (312) 642-4933

**M E M O**

**TO: Fr. Paprocki**

**FROM: Fr. McBrady**

**RE: Fr. Jim Ray**

**DATE: April 28, 1999**

**Two matters with regard to Jim Ray:**

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

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

Thanks for your assistance, Tom.



**ARCHDIOCESE OF CHICAGO**

VICAR FOR PRIESTS

645 NORTH MICHIGAN AVENUE, SUITE 543

CHICAGO, ILLINOIS 60611

Off: (312) 642-1837

Fax: (312) 642-4933

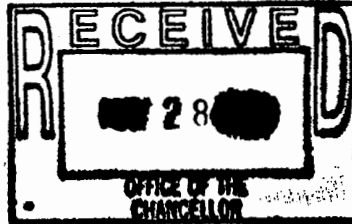
**MEMORANDUM**

TO: Fr. Paprocki

FR: Fr. McBrady *JMB*

RE: Fr. Jim Ray

DT: May 28, 1999



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

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



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

14 June, 1999

Dear Kathleen,

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

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

July 28 till August 6<sup>th</sup> I will be in Scotland and England.

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

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

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

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

Sincerely,

cc Rev. Larry McBrady

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EXECUTIVE DIRECTOR  
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ASSOC. EXECUTIVE DIR.  
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AOC 018983

## Archdiocese of Chicago Priests' Payroll Authorization Form

Please Complete Applicable Sections. Incomplete Forms Delay Processing

*8/17/99*

Name <u>Rev. James Ray</u>	Position <u>Cleric</u>
Agency <u>Vicar for Priests</u>	Agency Acct. No. <u>10-002-002-5001</u>
F/T _____ P/T <input checked="" type="checkbox"/>	Year of Ordination <u>1975</u>

<b>A</b>	<b>Salary</b> (CF Comp. Guidelines)	Annual Salary \$ <u>9,300.00</u>	Monthly Salary \$ _____
	<b>Mass Stipends</b> Note: Normally a resident priest receives his Mass stipends and room and board directly from his parish. If there is a variation from this policy, it must be approved by the Director of Personnel Services and the Vicar for Administration.		
	<b>Other Factors:</b> MAIL TO: <u>Jim Silvia</u> <u>Catholic Charities</u> <u>721 N. LaSalle</u> <u>Chicago, IL 60610</u>	\$ _____	\$ _____
<b>B</b>	<b>New Hire</b> F/T _____ P/T <input checked="" type="checkbox"/>	Hire Date <u>7/1/99</u>	
	If part-time, hours worked per week: _____		
<b>C</b>	<b>Transfer</b> _____ <b>Promotion</b> _____	<b>New Position</b> _____	
	New Agency _____	New Salary _____	
	Department Account# _____	Per _____	Effective _____
<b>D</b>	<b>CHANGE STATUS FROM</b> F/T _____ P/T _____	<b>TO</b> F/T _____ P/T _____	
	New Salary _____	Per _____	Effective _____
	If part-time, hours worked per week: _____		
<b>E</b>	1 <b>Terminate</b> <input type="checkbox"/> Effective		
	2 <b>Leave of Absence</b> <input type="checkbox"/> Effective		
	3 <b>Return from Leave of Absence</b> <input type="checkbox"/> Effective		

Signature is required by each of the following offices before this payroll action will be executed.

<input checked="" type="checkbox"/> Agency Director <i>[Signature]</i>	Date <u>8/1/99</u>
<input type="checkbox"/> Department Director <i>[Signature]</i>	Date <u>10/23/99</u>
<input type="checkbox"/> Vicar for Administration	Date _____
<input type="checkbox"/> Reviewed by Director of Personnel Services <i>[Signature]</i>	Date <u>1/1/99</u>

Please Obtain Authorized Signatures and Return To Employee Services

Distribution:

- White: Payroll     Yellow: Employee Services     Pink: Agency Director



# ARCHDIOCESE OF CHICAGO

Office of the Chancellor



Post Office Box 1979  
Chicago, Illinois 60690

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

June 29, 1999

[REDACTED]  
Chancellor/Moderator of the Curia  
Diocese of San Diego  
P.O. Box 85728  
San Diego, CA 92186-5728

Dear [REDACTED]

Father James Ray, a priest of the Archdiocese of Chicago, has been requested to preside at the wedding of [REDACTED] at [REDACTED] in LaJolla, California, on [REDACTED]. The [REDACTED] family is from [REDACTED] Illinois, where Father Ray previously served as Associate Pastor from 1982-1989.

Please be advised that Father Ray was placed on administrative leave in 1991 due to an allegation of sexual misconduct with a minor. At the time, Father Ray was Associate Pastor of Transfiguration Parish in Wauconda. He currently serves in a non-parochial ministry as Assistant Liaison for Health Care.

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

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

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

Fraternally yours in Christ,

A handwritten signature in cursive script that reads "Thomas J. Paprocki".

Reverend Thomas J. Paprocki  
Chancellor

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

AOC 018985



Memo from  
Reverend Thomas J. Paprocki

To Suzie Cosh Date 6-29-99

Please do change notice  
for Archdiocesan Director:

① p. 33 - under "Health/Hospital  
Affairs": add address -  
721 N. La Salle, Chicago, IL 60610.

tel. # is O.K. [REDACTED]

Add: Most Rev. Edwin M. Conway,  
Liaison. Change: Rev. James  
Ray, Assistant Liaison.

② p. 240 - under Fr. James Ray's  
name: keep P.O. Box address,  
but under that, add: "ASSISTANT  
LIAISON FOR ~~CHICAGO~~ HEALTH CARE"  
721 N. LA SALLE DRIVE  
CHICAGO, IL 60610

[REDACTED]

## Archdiocese of Chicago Priests' Payroll Authorization Form

*Please Complete Applicable Sections. Incomplete Forms Delay Processing*

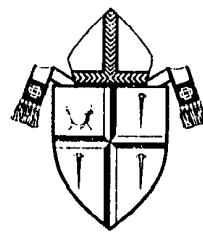
Name <b>Rev. James Ray</b>	Position <b>Client</b>
Agency <b>Vicar for Priests</b>	Agency Acct. No. <b>10-082-002-5001</b>
F/T _____ P/T <b>X</b>	Year of Ordination <b>1975</b>

<b>A</b>	<b>Salary</b> (CF Comp. Guidelines)	<b>Annual Salary</b> \$ <b>9,300.00</b>	<b>Monthly Salary</b> \$
	<b>Mass Stipends</b> Note: Normally a resident priest receives his Mass stipends and room and board directly from his parish. If there is a variation from this policy, it must be approved by the Director of Personnel Services and the Vicar for Administration.	<i>357.70</i>	
	<b>Other Factors:</b> MAIL TO: <u>Jim Silvia</u> <u>Catholic Charities</u> <u>721 N. LaSalle</u> <u>Chicago, IL 60610</u>	\$	\$
<b>B</b>	<b>New Hire</b> F/T _____ P/T <b>X</b>	Hire Date <b>7/1/99</b>	
	If part-time, hours worked per week: _____		
<b>C</b>	<b>Transfer</b> _____ <b>Promotion</b> _____	<b>New Position</b> _____	
	New Agency	New Salary	
	Department Account#	Per	Effective
<b>D</b>	<b>CHANGE STATUS FROM</b> F/T _____ P/T _____	<b>TO</b> F/T _____ P/T _____	
	New Salary	Per	Effective
	If part-time, hours worked per week: _____		
<b>E</b>	<b>1 Terminate</b> <input type="checkbox"/> Effective		
	<b>2 Leave of Absence</b> <input type="checkbox"/> Effective		
	<b>3 Return from Leave of Absence</b> <input type="checkbox"/> Effective		
Signature is required by each of the following offices before this payroll action will be executed.			
<input type="checkbox"/> Agency Director		Date	
<input type="checkbox"/> Department Director		Date	
<input type="checkbox"/> Vicar for Administration		Date	
<input type="checkbox"/> Reviewed by Director of Personnel Services		Date	

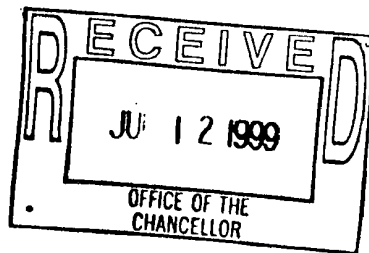
Please Obtain Authorized Signatures and Return To Employee Services

Distribution:

- White: Payroll   
  Yellow: Employee Services   
  Pink: Agency Director



Office of the Chancellor



July 9, 1999

Reverend Thomas J. Paprocki  
Chancellor  
Diocese of Chicago  
P. O. Box 1979  
Chicago, Illinois 60690

Dear Father Paprocki:

In response to your letter of June 29 in reference to Father James Ray, Bishop [REDACTED] is not able to grant permission for Father Ray to celebrate the wedding of [REDACTED] at [REDACTED] in La Jolla, California, on [REDACTED]

Should you have any questions, please feel free to contact me.

Sincerely yours in Christ,

[REDACTED]  
Chancellor  
[REDACTED]

MC copy

For publication in *The New World*

Not for publication

DATE: July 12, 1999

ARCHDIOCESE OF CHICAGO  
OFFICE OF THE CHANCELLOR

TO: OFC. OF CONSULTATIVE BODIES  
ARCHDIOCESAN DIRECTORY  
MANAGEMENT INFORMATION SERV.  
MISSION PRESS  
PRIESTS' PLACEMENT BOARD

PRIESTS' RETIREMENT & MUTUAL AID ASS'N.  
OFC. OF REAL ESTATE & INSURANCE  
OFC. FOR RELIGIOUS  
VICAR FOR PRIESTS  
VICAR FOR SENIOR PRIESTS

THE FOLLOWING CHANGE IS EFFECTIVE: immediately

REVEREND JAMES M. RAY, '75

Please add to page 240: Assistant Liaison for Health Care  
721 N. LaSalle Dr.  
Chicago, IL 60610  
312 655 7445

On page 33 under Health/Hospital Affairs, please add:  
721 N. LaSalle Dr.  
Chicago, IL 60610  
Most Rev. Edwin M. Conway, Liaison  
Rev. James M. Ray, Assistant Liaison

SS # [Redacted]

## Archdiocese of Chicago Priests' Payroll Authorization Form

*Please Complete Applicable Sections. Incomplete Forms Delay Processing*

Name (James Ray) <span style="margin-left: 100px;">Catholic Charities</span>	Position <u>Client</u>
Agency <u>Vicar for Priests</u>	Agency Acct. No. <u>10685-601000</u>
F/T <input checked="" type="checkbox"/> P/T	Year of Ordination <u>1975</u>

<b>A</b>	<b>Salary</b> (CF Comp. Guidelines)	Annual Salary \$	Monthly Salary \$ <u>747.71</u> <u>8,972.52</u>
	<b>Mass Stipends</b> Note: Normally a resident priest receives his Mass stipends and room and board directly from his parish. If there is a variation from this policy, it must be approved by the Director of Personnel Services and the Vicar for Administration.		
	<b>Other Factors:</b> MAKE CHECK PAYABLE TO CATHOLIC CHARITIES  MAIL to: Catholic Charities Attn: David Kich <u>721 N. LaSalle left Chicago, IL 60610</u>		
<b>B</b>	<b>New Hire</b> F/T _____ P/T _____	Hire Date <u>July 1, 1999</u>	
	If part-time, hours worked per week: _____		
<b>C</b>	<b>Transfer</b> _____ <b>Promotion</b> _____	<b>New Position</b> _____	
	New Agency _____	New Salary _____	
	Department Account# _____	Per _____	Effective _____
<b>D</b>	<b>CHANGE STATUS FROM</b> F/T _____ P/T _____	<b>TO</b> F/T _____ P/T _____	
	New Salary _____	Per _____	Effective _____
	If part-time, hours worked per week: _____		
<b>E</b>	1 <b>Terminate</b> <input type="checkbox"/> Effective		
	2 <b>Leave of Absence</b> <input type="checkbox"/> Effective		
	3 <b>Return from Leave of Absence</b> <input type="checkbox"/> Effective		
Signature is required by each of the following offices before this payroll action will be executed.			
<input checked="" type="checkbox"/> Agency Director		Date	<u>8/5/99</u>
<input type="checkbox"/> Department Director		Date	
<input type="checkbox"/> Vicar for Administration		Date	
<input type="checkbox"/> Reviewed by Director of Personnel Services		Date	

Please Obtain Authorized Signatures and Return To Employee Services

Distribution:

- White: Payroll   
  Yellow: Employee Services   
  Pink: Agency Director



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

17 August, 1999

Dear Larry,

Here are copies of the two of the three checks I received from the Archdiocese. The one I cashed was around \$250. I have no idea why I am receiving them.

About our salaries:

When the diocese started deducting the 10% to help defray costs in 1992 my salary was reduced by \$70 a month or about \$840 a year.

I am now looking at a 97-98 salary schedule:

For 24 years of ordination 10% is \$1,958 or about \$162 a month.—over a 100% increase in six years.

A suggestion would be to put the 10% on the base salary of \$16,945 which would come to about \$124 a month.

FYI: When Ray Goedert called me in in 1990 I asked if I could help defray the cost of what I was costing the diocese. He said I couldn't afford it. But I said I could at least help. I started sending \$100 a month to PRMAA. When the diocese started taking 10% I stopped.

FYI: I was assigned to Catholic Charities as an Associate Administrator by Cardinal Bernadin. When I found out that Associate Administrators receive a pastor's salary I told Pat O'Malley. He said that if that is what is was supposed to get I would get it. I have been receiving a pastor's salary since then.

I know you have a lot more important things to worry and care about. So I do than you for your time and energy.

*Thanks,  
 Jim Ray*

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

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

ASSOCIATE ADMINISTRATORS  
 Rev. Richard E. Bulwith  
 Rev. Francis A. Cimarrusti  
 Rev. Roger J. Coughlin  
 Rev. Daniel M. Holihan  
 Rev. Daniel C. Jankowski  
 Rev. James M. Ray  
 Rev. Charles T. Rubey

DIRECTOR OF FINANCE  
 Cynthia D. Smetana  
 DIR. OF HUMAN RESOURCES  
 Violet Sabo  
 CONSULTANT  
 Most Rev. Edwin M. Conway, D.D.

ACCREDITED



COUNCIL ON ACCREDITATION  
 OF SERVICES FOR FAMILIES  
 AND CHILDREN, INC.

*Serving Cook and Lake Counties*



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

25 August, 1999

Dear Larry,

My friends from San Diego called last night and asked if they could do any thing more about my doing the wedding there in October. Apparently they called the diocese to find out why I couldn't do it. The person they talked to said that they must have received a negative letter from here. I told them the letter wasn't negative, but it wasn't ~~an~~ overly positive either. Where it stated that I should not be alone with minors could be taken negatively. I look upon that as a protection for myself - not a fear that I am a danger to minors.

I suggested that they have the person they talked to call you and then if they wanted to talk further to Fr. Paprocki, you could give them

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

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Everett T. Petlicki  
Wendy S. Thomas

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Rev. James M. Ray  
Rev. Charles T. Rubey

DIRECTOR OF FINANCE  
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COUNCIL ON ACCREDITATION  
OF SERVICES FOR FAMILIES  
AND CHILDREN, INC.

Serving Cook and Lake Counties

AOC 018992



his number.

[redacted] (the bride's father) called me because [redacted] wanted to know if there was anything else they could do to get me permission to celebrate the wedding. He wanted to get my permission before he did anything else. I told him I had no problem with his looking into it.

I will be at my brother [redacted] in Oregon August 26 - September 7th. If you need to reach me, the number there is [redacted]. Otherwise I will call you when I get back.

I hope you had a great vacation. And again -  
Thanks for all you do!!

Jim Rous

P.S. I got another check from the diocese.

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

DIRECTOR OF FINANCE  
Cynthia D. Smetana  
DIR. OF HUMAN RESOURCES  
Violet Sabo  
CONSULTANT  
Most Rev. Edwin M. Conway, D.D.

ACCREDITED



COUNCIL ON ACCREDITATION  
OF SERVICES FOR FAMILIES  
AND CHILDREN, INC.

To TGP  
Date 8/26/99 Time 11:45  AM  PM

**WHILE YOU WERE OUT**

M Msgr. [REDACTED]  
of San Diego's Chancellor

**Phone Numbers**

Office [REDACTED]  Telephoned  
Area Code Number Ext.  Please call  
Voicemail \_\_\_\_\_  Returned your call  
FAX (Call on Monday)  Called to see you  
Pager Msgr. is out on  Wants to see you  
Mobile Friday  Will call again  
e-mail \_\_\_\_\_  URGENT

**Message**

July letter re Jim Ray  
father of the bride is asking  
San Diego to reconsider

Operator [Signature]

 Reorder #23-016

CHECK HERE IF ADDITIONAL NOTES ON OTHER SIDE.

To TOP  
Date 9/2/99 Time 3:53  AM  PM

**WHILE YOU WERE OUT**

M Msgr. [REDACTED]  
of San Diego

**Phone Numbers**

Office \_\_\_\_\_  Telephoned  
Area Code Number Ext.  Please call  
Voicemail \_\_\_\_\_  Returned your call  
FAX \_\_\_\_\_  Called to see you  
Pager \_\_\_\_\_  Wants to see you  
Mobile \_\_\_\_\_  Will call again  
e-mail \_\_\_\_\_  URGENT

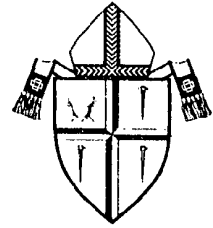
**Message**

Bp. [REDACTED] has granted permission to Fr. Ray to perform a wedding in San Diego - a letter will follow JC



Reorder #23-016

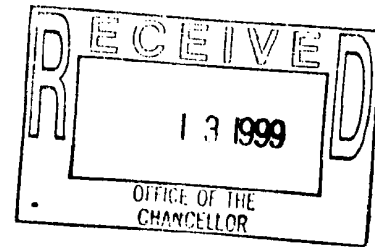
CHECK HERE IF ADDITIONAL NOTES ON OTHER SIDE.



Office of the Chancellor

September 8, 1999

Reverend Thomas J. Paprocki  
Chancellor  
Diocese of Chicago  
P. O. Box 1979  
Chicago, Illinois 60690



Dear Father Paprocki:

In further response to your letter of June 29 and after conversing with Father Larry McBrady, I am happy to inform you that Bishop [REDACTED] is able to grant permission for Father James Ray to celebrate the wedding of [REDACTED] at [REDACTED] in La Jolla, California on [REDACTED]

Should you have any questions, please feel free to contact me.

Sincerely yours in Christ,

[REDACTED]

Chancellor

[REDACTED]

cc:

[REDACTED]

Victim Statement Abstract

This abstract replaces a letter to Kathleen Leggdas, Professional Fitness Review Administrator for the Archdiocese of Chicago's Office for Professional Fitness Review, from Victim JS, dated October 1999. In the letter, Victim JS thanks Leggdas for her professionalism and objectivity as he navigated the process of formalizing his allegation of abuse against Rev. James Ray.

Request for permission to perform a wedding in the Diocese of San Diego

by Fr. Jim Ray.

[REDACTED]

[REDACTED]

[REDACTED] in LaJolla, California

[REDACTED]



**ARCHDIOCESE OF CHICAGO**

VICAR FOR PRIESTS

645 NORTH MICHIGAN AVENUE, SUITE 543

CHICAGO, ILLINOIS 60611

Off: (312) 642-1837

Fax: (312) 642-4933

October 5, 1999

[REDACTED]  
Chancellor  
Diocese of San Diego  
P. O. Box 85728  
San Diego, CA 92186-5728

Dear [REDACTED]

Thanks again for taking the initiative in the matter of Jim Ray's desire to celebrate the wedding at [REDACTED]. Jim and the family of the bride are thrilled that this has been worked out and it is through your kindness that this has come about.

I appreciate the special effort you made in this situation and I want you to know that Jim and I are grateful.

May the Lord continue to bless you in your ministry.

Sincerely,

Rev. Lawrence P. McBrady  
Vicar for Priests

AOC 018999

### Victim Statement Abstract

This abstract replaces a summary prepared by Kathleen Leggdas, Professional Fitness Review Administrator for the Archdiocese of Chicago's Office for Professional Fitness Review, of Victim JS's statement, given to Ms. Leggdas on October 12, 1999, formalizing his allegation of abuse against Fr. James Ray. According to Victim JS's statement, the alleged abuse occurred from approximately 1976 to 1982 and consisted of genital touching. Victim JS also spent the night at the rectory with Ray on several occasions.



**IMPORTANT NOTICE**

You have a right to report accusations of child abuse to the Illinois Department of Children and Family Services. (The Department of Children and Family Services "hotline" telephone number is 1-800-252-2873). You also have a right to report such accusations to the State's Attorney's Office or other law enforcement agencies. (The Cook County State's Attorney's telephone number is (312) 443-5440; the Lake County State's Attorney's telephone number is (708) 360-6644). If you have any questions as to how to make such a report you may refer those questions to the Department of Children and Family Services or the State's Attorney's Office.

\*\*\*\*\*

I have read and understood the above notice. A representative of the Archdiocese has given me a copy of the Department of Children and Family Services brochure describing the child abuse reporting laws. The representative of the Archdiocese whose name appears below has not discouraged me in any way from reporting to the authorities.

10-12-99  
Date



I presented a copy of this "Important Notice" and a copy of the Department of Children and Family Services brochure describing the child abuse reporting laws to the person whose printed name and signature appears above, on the date indicated in this document.

10-12-99  
Date

Ralph Bonaccorsi  
Signature

RALPH BONACCORSI  
Print Name

# ARCHDIOCESE OF CHICAGO

Office of the Chancellor



Post Office Box 1979  
Chicago, Illinois 60690

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

## MEMORANDUM

**TO:** File

**FROM:** Rev. Thomas J. Paprocki, Chancellor

**DATE:** October 16, 1999

**RE:** Review Board Meeting – First Stage Review – Rev. James Ray

---

The Review Board conducted a First Stage Review regarding the allegation of [REDACTED] against Father James Ray. (See Kathleen Leggdas' memos of 10-12-99 and 10-14-99 summarizing the allegation and the response of Fr. Ray.) The PFRA and the Review Board found the allegation credible.

[REDACTED]

Now that this allegation makes Fr. Ray's case a Review Board matter, the Board also asked for information from the Vicar for Priests Office in anticipation of the Second Stage Review at which the Board will review Fr. Ray's ministry and protocol.

AOC 019002

ARCHDIOCESE OF CHICAGO

Office of Professional Fitness Review  
676 N. St. Clair, Suite 1910  
Chicago, IL 60611

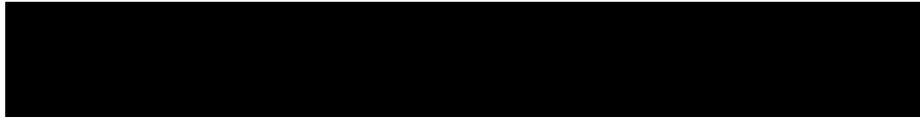


(312)751-5205  
1-800-994-6200  
Fax (312)751-5279

**Professional Fitness Review Board Meeting  
October 16, 1999**

**MINUTES**

Board Members Present at the Meeting:



Others Present:

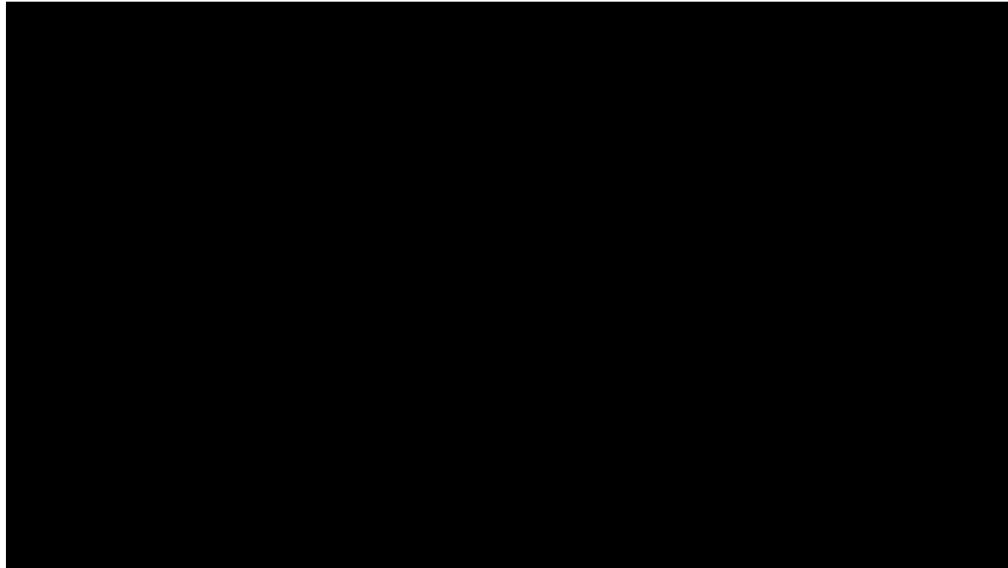
Rev. Thomas J. Paprocki, Cardinal's Delegate to the Review Board  
Kathleen Leggdas, PFRA

Absent:

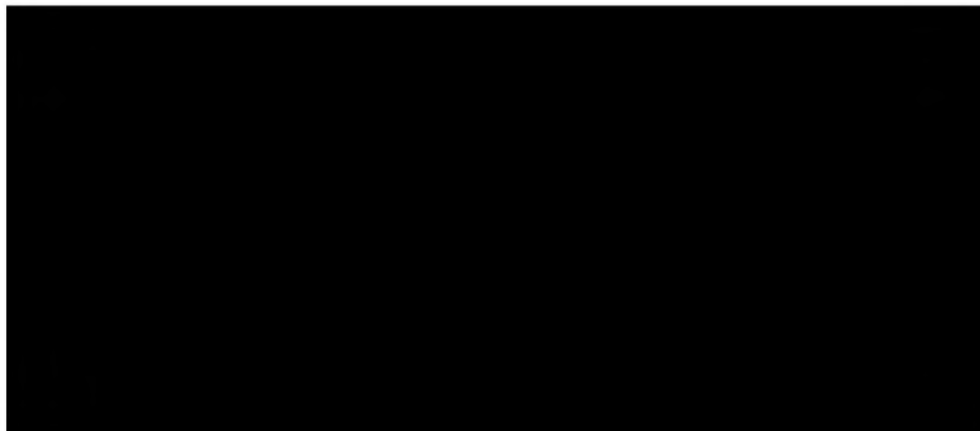


I. Approval of September 18, 1999 Minutes.

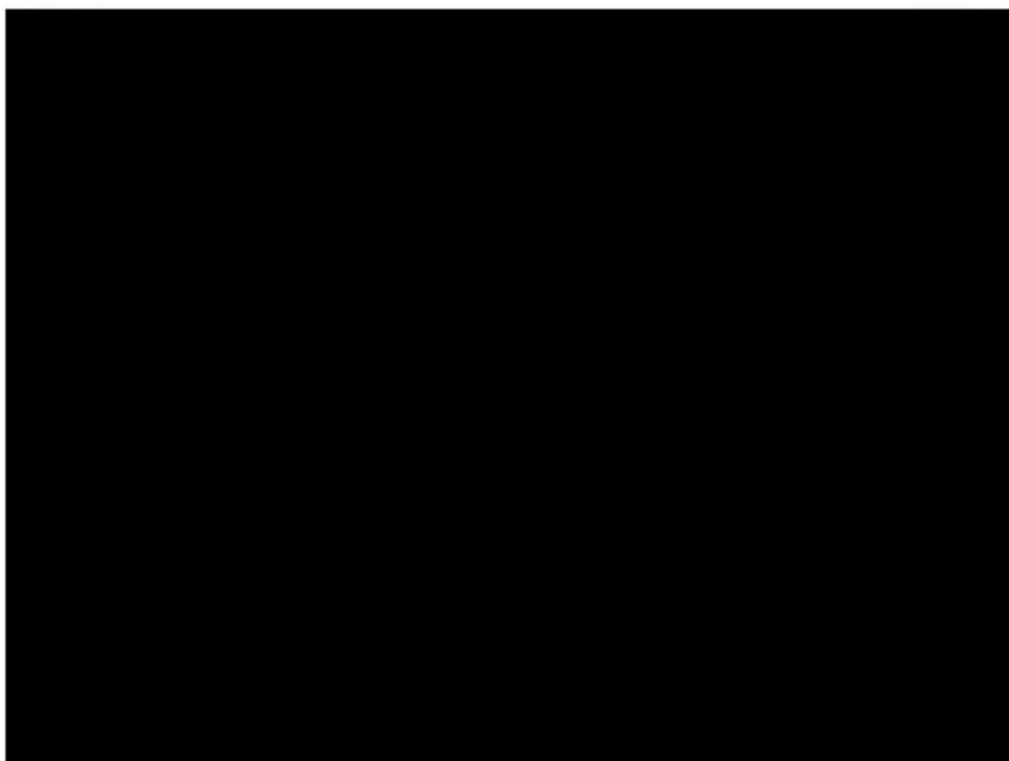
II. A.



B.



C.



D. Matter of PFR-36, Rev. James Ray.

The Review Board conducted a First Stage Review regarding the allegation of [REDACTED] against Father James Ray. (See Kathleen Leggdas' memos of 10-12-99 and 10-14-99 summarizing the allegation and the response of Fr. Ray.) The PFRA and the Review Board found the allegation credible.

The Review Board requested that the information of [REDACTED] allegation and Fr. Ray's response be released [REDACTED]



Now that this allegation makes Fr. Ray's case a Review Board matter, the Board also asked for information from the Vicar for Priests Office in anticipation of the Second Stage Review at which the Board will review Fr. Ray's ministry and protocol.

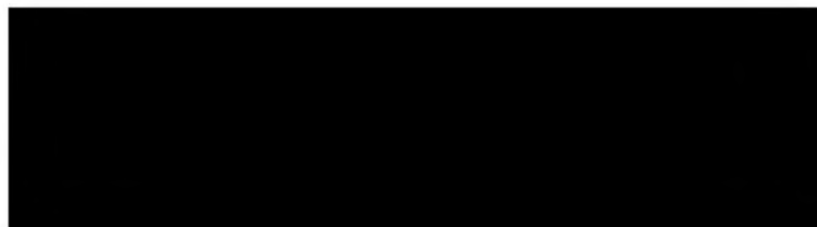
- That PFRA make every effort to account for discrepancy in allegation and response concerning genital touching.
- That further discussion of ministry be postponed until these recommendations are carried out.

III. Other Matters.

A.



B.



C.

Next regularly scheduled meeting is November 20, 1999.

ARCHDIOCESE OF CHICAGO

Office of Professional Fitness Review  
676 N. St. Clair, Suite #1910  
Chicago, IL 60611



312-751-5206  
Fax: 312-751-5279

facsimile transmittal

To:



Fax:



From:

KATHLEEN LEGGAS

Date:

10 - 18 - 99

Re:

Pages:

1

CC:

Urgent

For Review

Please Comment

Please Reply

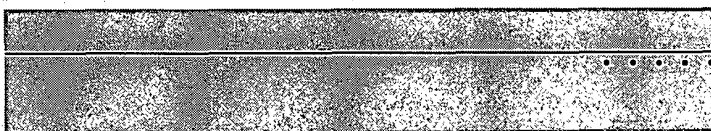
Please Recycl

Please FAX and follow with an original  
with signature by mail.

Thank You

**CONFIDENTIAL**

**CONFIDENTIAL**



**Memorandum**

Memo to File: PFR-36  
From: Kathleen Leggdas, Administrator  
Re: James Ray  
Date: October 21, 1999

---

Summary of discussion from the Professional Fitness Review Board Meeting on October 16, 1999:

The Review Board conducted a First Stage Review regarding the allegation of [REDACTED] against Father James Ray. (See Kathleen Leggdas' memos of 10-12-99 and 10-14-99 summarizing the allegation and the response of Fr. Ray.) The PFRA and the Review Board found the allegation credible.

The Review Board requested that the information of [REDACTED] allegation and Fr. Ray's response be released [REDACTED]

[REDACTED]

Now that this allegation makes Fr. Ray's case a Review Board matter, the Board also asked for information from the Vicar for Priests Office in anticipation of the Second Stage Review at which the Board will review Fr. Ray's ministry and protocol.

- .. That PFRA make every effort to account for discrepancy in allegation and response concerning genital touching.
- .. That further discussion of ministry be postponed until these recommendations are carried out.

Archdiocese of Chicago  
Priests' Payroll Authorization Form

*Please Complete Applicable Sections. Incomplete Forms Delay Processing*

Name Rev. James Ray	Position Client
Agency Vicar for Priests	Agency Acct. No. 10685-601000
F/T P/T <input checked="" type="checkbox"/>	Year of Ordination 1975

<b>A</b>	<b>Salary</b> (CF Comp. Guidelines)	Annual Salary \$ 9,300.00	Monthly Salary \$
	<b>Mass Stipends</b> Note: Normally a resident priest receives his Mass stipends and room and board directly from his parish. If there is a variation from this policy, it must be approved by the Director of Personnel Services and the Vicar for Administration.		
	<b>Other Factors:</b> _____ _____ _____	\$	\$

<b>B</b>	<b>New Hire</b> F/T _____ P/T _____	Hire Date
	If part-time, hours worked per week: _____	

<b>C</b>	<b>Transfer</b> _____ <b>Promotion</b> _____	<b>New Position</b> _____
	New Agency	New Salary
	Department Account#	Per _____ Effective _____

<b>D</b>	<b>CHANGE STATUS FROM</b> F/T _____ P/T _____	<b>TO</b> F/T _____ P/T _____
	New Salary	Per _____ Effective _____
	If part-time, hours worked per week: _____	

<b>E</b>	1 <b>Terminate</b> <input checked="" type="checkbox"/> Effective	NOV. 1, 1999
	2 <b>Leave of Absence</b> <input type="checkbox"/> Effective	
	3 <b>Return from Leave of Absence</b> <input type="checkbox"/> Effective	

Signature is required by each of the following offices before this payroll action will be executed.

<input checked="" type="checkbox"/> Agency Director <i>Lawrence J. P. McBarry</i>	Date 10/22/99
<input type="checkbox"/> Department Director	Date
<input type="checkbox"/> Vicar for Administration	Date
<input type="checkbox"/> Reviewed by Director of Personnel Services	Date

Please Obtain Authorized Signatures and Return To Employee Services

Distribution:

- White: Payroll     Yellow: Employee Services     Pink: Agency Director



**COPY**

ARCHDIOCESE OF CHICAGO

Office of Professional Fitness Review  
676 N. St. Clair, Suite 1910  
Chicago, IL 60611



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

**Memorandum**

Memo to File: PFR-36  
From: Kathleen Leggdas, Administrator *KL*  
Re: Rev. James Ray  
Date: October 22, 1999

Father Larry McBrady and PFRA met with Fr. Ray on October 22, 1999 at 9:30 a.m. The focus of the meeting was to clarify statements made and then amended by Father Ray in response to the allegation of sexual misconduct with a minor made by [REDACTED] on October 12, 1999.

In response to the statement of allegation regarding touching [REDACTED]'s genitals either over or under clothing:

10/12/99 – “not to my recollection, it may have happened.”

10/23/99 – “not to my recollection. I’m not saying it didn’t happen.”

When pressed to clarify, Fr. Ray said both of these statements were made in an effort to keep from “saying [REDACTED] is a liar.” JR reiterated that he may have brushed against [REDACTED] when hugging him, and that [REDACTED] may have been uncomfortable, but JR has no recollection of touching [REDACTED] genitals over or under clothing.

Fr. McBrady added that in his dealings with Father Ray, JR has upon confrontation always been open and honest. JR also self reported in one incident with an adult male in 1993.



Cc: Review Board Members  
Rev. Thomas J. Paprocki, Cardinal’s Delegate to the Review Board  
Mr. John O’Malley, Legal Services  
Mr. James Serritella, Attorney  
Rev. Larry McBrady, Vicar for Priests

ARCHDIOCESE OF CHICAGO

Office of Professional Fitness Review  
676 N. St. Clair, Suite 1910  
Chicago, IL 60611



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

Memorandum

Memo to File: PFR-36  
From: Kathleen Leggdas, Administrator *KL*  
Re: Response to Allegation of [REDACTED] of Sexual Misconduct With a Minor Against  
Father James Ray  
Date: October 22, 1999

Present at Meeting:

Rev. James Ray, Alleged Perpetrator  
Rev. Larry McBrady, Vicar for Priests  
Kathleen Leggdas, Professional Fitness Review Administrator

Meeting Summary:

Father Ray was presented with the detailed information contained in the statement made by [REDACTED] on October 12, 1999. (See detailed memo on allegation).

In response, Father Ray stated that he was in Waukegan from 1975 – 1982, and that Fr. Edward Maraczewski was in fact pastor at that time.

The general information regarding JR's relationship with [REDACTED] and with [REDACTED] is consistent with JR's recollection, i.e. sharing meals, watching TV in the family room, [REDACTED] sitting on JR's lap and [REDACTED]. Father Ray does not recall putting his hands under [REDACTED] clothing or touching his genitals. His response was "not to my recollection."

Father Ray stated that there was "closeness and cuddling" and that as [REDACTED] alleges, they did share a bed at the rectory upon occasion.

According to JR, "it could have happened that he lifted [REDACTED] and put [REDACTED] on top of JR when they were in bed together."

Fr. Ray recalls the disclosure of the allegation of prior sexual misconduct to [REDACTED] but added that [REDACTED] was present. JR felt, [REDACTED] that "they should hear it from him, not as a rumor."

Fr. Ray also recalls visiting [REDACTED] friend was present and JR recalls talking about using contact with boys as "fuel for masturbation."

Fr. Ray said he was not surprised that [REDACTED] had come forward. JR was aware of both [REDACTED] and [REDACTED] cutting off contact over the last year or two.

PFR advised Father Ray to refrain from contacting any members of the [REDACTED] family. He willingly agreed.

### Victim Statement Abstract

This abstract supplements a memorandum to file from Kathleen Leggdas, Professional Fitness Review Administrator for the Archdiocese of Chicago's Office for Professional Fitness Review, dated October 22, 1999, summarizing Fr. James Ray's response to Victim JS's allegation of abuse. According to the report, Ray agreed the description of Ray's relationship with Victim JS's family, provided by Victim JS, was accurate. Ray also acknowledged sharing a bed with Victim JS on occasion; however Ray stated he did not recall fondling Victim JS under his clothes.

**Archdiocese of Chicago  
Priests' Payroll Authorization Form**

Please Complete Applicable Sections. Incomplete Forms Delay Processing

*file #201323  
sent to  
Linda B.  
12/6/99*

Name <b>Rev. James Roy</b>	Position <b>clerk</b>
Agency <b>Vicar for Priests</b>	Agency Acct. No. <b>10395-601000</b>
F/T <b>P/T X</b>	Year of Ordination <b>1975</b>

<b>A</b>	<b>Salary</b> (CF Comp. Guidelines)	Annual Salary \$ <b>9,300.00</b>	Monthly Salary \$
	<b>Mass Stipends</b> Note: Normally a resident priest receives his Mass stipends and room and board directly from his parish. If there is a variation from this policy, it must be approved by the Director of Personnel Services and the Vicar for Administration.		
	<b>Other Factors:</b> _____ _____	\$	\$

<b>B</b>	<b>New Hire</b> F/T _____ P/T _____	Hire Date
	If part-time, hours worked per week: _____	

<b>C</b>	<b>Transfer</b> _____ <b>Promotion</b> _____	<b>New Position</b> _____
	New Agency	New Salary
	Department Account#	Per _____ Effective _____

<b>D</b>	<b>CHANGE STATUS FROM</b> F/T _____ P/T _____	<b>TO</b> F/T _____ P/T _____
	New Salary	Per _____ Effective _____
	If part-time, hours worked per week: _____	

<b>E</b>	1 <b>Terminate</b> <input checked="" type="checkbox"/> Effective <b>NOV. 1, 1999</b>
	2 <b>Leave of Absence</b> <input type="checkbox"/> Effective
	3 <b>Return from Leave of Absence</b> <input type="checkbox"/> Effective

Signature is required by each of the following offices before this payroll action will be executed.

<input checked="" type="checkbox"/> Agency Director <i>R. J. P. M. Brady</i>	Date <i>10/22/99</i>
<input type="checkbox"/> Department Director <i>Christine Smith</i>	Date <i>10/25/99</i>
<input type="checkbox"/> Vicar for Administration	Date
<input type="checkbox"/> Reviewed by Director of Personnel Services <i>CA</i>	Date <i>10/25/99</i>

Please Obtain Authorized Signatures and Return To Employee Services

Distribution:

- White: Payroll     Yellow: Employee Services     Pink: Agency Director

# Archdiocese of Chicago Priests' Payroll Authorization Form

*Please Complete Applicable Sections. Incomplete Forms Delay Processing*

Name <b>Rev. James Ray</b>	Position <b>Client</b>
Agency <b>Vicar for Priests</b>	Agency Acct. No. <b>10685-601000</b>
F/T _____ P/T <b>x</b>	Year of Ordination <b>1975</b>

<b>A</b>	<b>Salary</b> (CF Comp. Guidelines)	Annual Salary \$ <b>9,300.00</b>	Monthly Salary \$ _____
	<b>Mass Stipends</b> Note: Normally a resident priest receives his Mass stipends and room and board directly from his parish. If there is a variation from this policy, it must be approved by the Director of Personnel Services and the Vicar for Administration.		
	<b>Other Factors:</b> _____ _____ _____		\$ _____

<b>B</b>	<b>New Hire</b> F/T _____ P/T _____	Hire Date _____
	If part-time, hours worked per week: _____	

<b>C</b>	<b>Transfer</b> _____ <b>Promotion</b> _____	<b>New Position</b> _____
	New Agency _____	New Salary _____
	Department Account# _____	Per _____ Effective _____

<b>D</b>	<b>CHANGE STATUS FROM</b> F/T _____ P/T _____	<b>TO</b> F/T _____ P/T _____
	New Salary _____	Per _____ Effective _____
	If part-time, hours worked per week: _____	

<b>E</b>	1 <b>Terminate</b> <input checked="" type="checkbox"/> Effective _____	NOV. 1, 1999
	2 <b>Leave of Absence</b> <input type="checkbox"/> Effective _____	
	3 <b>Return from Leave of Absence</b> <input type="checkbox"/> Effective _____	

Signature is required by each of the following offices before this payroll action will be executed.

<input type="checkbox"/> Agency Director	Date _____
<input type="checkbox"/> Department Director	Date _____
<input type="checkbox"/> Vicar for Administration	Date _____
<input type="checkbox"/> Reviewed by Director of Personnel Services	Date _____

Please Obtain Authorized Signatures and Return To Employee Services

Distribution:

- White: Payroll   
  Yellow: Dept.   
  Green: Client   
  Blue: Administration

11/10/99

JIM RAY - NOTES ON MY CONVERSATION  
[REDACTED] + JIM ALTERNATED INITIATING CONTACT  
WITH EACH OTHER. WAS GIVEN PERMISSION TO BE A  
GODFATHER AT A BAPTISM IN [REDACTED] VISITED  
[REDACTED] AT [REDACTED] WHILE THERE. [REDACTED]  
[REDACTED]

IN THE PAST NINE YEARS: "BEST PERSON, BEST PRIEST  
I'VE EVER BEEN."

AIRPORT INCIDENT: JIM REPORTED TO [REDACTED]  
[REDACTED]

WHEN TRAVELING AND STAYING ALONE IN HOTELS: NO  
MOVIES, MAGAZINES, PEOPLE, BOOK STORES ETC.

MOVED INTO [REDACTED] 10/30/96

NOV. 93: CHANGE IN PROTOCOL: MASS AT CHARITIES +  
[REDACTED]. NO WHERE ELSE. NO SACRAMENTS

12-6 1994: BECAUSE OF IMPORTANT STRIDES!

EACH WEDDING, FUNERAL, BAPTISM MUST BE CLEARED  
THRU VCAR FOR PRIESTS (REVIEWED 4-1-97)

MASS AT MERCY: 4PM MASS EACH SATURDAY. THIS STARTED  
A YEAR AFTER REMOVAL. DISCONTINUED AFTER AIRPORT  
INCIDENT. STORED IN 1994.

ARCHDIOCESE OF CHICAGO

Office of Professional Fitness Review  
676 N. St. Clair, Suite 1910  
Chicago, IL 60611



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

**MEMO TO FILE:** PFR-36  
**FROM:** Kathleen Leggdas, Administrator *KL*  
**RE:** [REDACTED] Rev. James Ray  
**DATE:** November 12, 1999

---

The purpose of this meeting was to address the discrepancy between Fr. Ray's and [REDACTED] description of the sexual misconduct alleged against Father Ray.

PFRA, Michael Bland, Victim Assistance Minister, met with [REDACTED] to further discuss the allegation against Fr. Ray. [REDACTED] stated that his previous allegation that JR [REDACTED] [REDACTED] is accurate and happened frequently [REDACTED]

### Victim Statement Abstract

This abstract supplements a memorandum to file from Kathleen Leggdas, Professional Fitness Review Administrator for the Archdiocese of Chicago's Office for Professional Fitness Review, dated November 12, 1999, summarizing a meeting she attended with Michael Bland, Clinical Coordinator for the Archdiocese of Chicago's Office of Victim Assistance Ministry and Victim JS. According to the memorandum, the meeting was called in order to resolve discrepancies between Victim JS's description of the alleged abuse by Fr. James Ray and Ray's own description of his actions involving Victim JS. Victim JS confirmed his allegation of under-the-clothes touching by Ray.





Most Reverend Edwin M. Conway D.D.

Rev. Lawrence McBrady  
Vicar for Priests  
645 N. Michigan Ave. #543  
Chicago, IL 60610

November 13, 1999

Dear Larry,

I understand that you are going to appear before the Professional Review Board that is considering the recent allegation against Father James Ray. I would appreciate you communicating the substance of this letter to the Board for me.

Following the removal of Jim Ray from parish ministry a few years ago, he was assigned to Catholic Charities. He assumed the capacity of Associate Liaison for Health Affairs, assisting me in my job as Liaison. He has remained most loyal, dedicated, and trustworthy. Most recently I have supported him in professionalizing his future work by seeking Masters level studies in Health Administration. He is settling into to a priesthood that will be spent in the service of the Health Care Ministry of the Church.

Jim has always conducted himself in a professional manner in his years at Charities. In the early years in compliance with directives he kept a log of his daily routine. He entrusted the facts of the background of his assignment to several CEOs in Health Care so that there was a self-imposed monitoring of his relationships at gatherings. He is consistently open and honest with me in all of our relations and in all of the activities in Health Care. Father Boland tells me that Jim has remained true to these commitments as he works daily at Catholic Charities. Father Boland values him as a member of his staff.

Jim is faithful to all of the [redacted] monitoring regiments that are set up for his welfare, his protection and the good of the Archdiocese. He is prayerful and people sense in him the qualities of a good pastoral priest. I am sure you are aware of his priestly concern for his fellow priests in his shepherding them at [redacted]

I am unaware of the details of the present case. I believe that occurred several years ago. I would hope that Jim's consistent behavior of the past number of years would indicate to the Board that he is on the appropriate journey in priesthood at present.

Should you or the Board need to speak with me, I will be at the Hyatt Capital Hotel in Washington DC at the NCCB meeting until the afternoon of November 18<sup>th</sup>. Thank you for carrying this communication forward for me.

In Christ,

RESIDENCE:  
ST. MARY OF THE LAKE PARISH  
4200 N. SHERIDAN ROAD  
CHICAGO, ILLINOIS 60613

VICARIATE II  
1651 W. DIVERSEY PARKWAY  
CHICAGO, ILLINOIS 60614

# ARCHDIOCESE OF CHICAGO

Office of the Chancellor



Post Office Box 1979  
Chicago, Illinois 60690

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

## MEMORANDUM

**TO:** File

**FROM:** Rev. Thomas J. Paprocki, Chancellor *TOP*

**DATE:** November 20, 1999

**RE:** Rev. James Ray – Review Board Meeting – Second Stage Review

The Review Board conducted a Second Stage Review regarding the allegation of [REDACTED] against Rev. James Ray. Before this allegation, Father Ray was a client of the Vicar for Priests office. Since the allegation by [REDACTED] brings Father Ray under the jurisdiction of the Review Board, Father Lawrence McBrady, Vicar for Priests, was present for the Review Board's Second Stage Review.

The Board members affirmed their First Stage determination finding the allegation of [REDACTED] credible. The Board did not believe though that Father Ray should be removed from his position as Associate Liaison for Health Affairs at Catholic Charities at this time, since this ministry does not involve access to minors. [REDACTED]

[REDACTED]

In terms of protocol, Fr. Ray is not to be alone with minors without another responsible adult present. He is not eligible to perform public sacramental ministry without permission from the Vicar for Priests. He also needs such permission for travel. He lives at [REDACTED]. Responsibility for his protocol now shifts to the Professional Fitness Review Administrator. The Board also asked that he keep a daily log of his activities that he would report to the PFRA.

AOC 019018

ARCHDIOCESE OF CHICAGO

Office of Professional Fitness Review  
676 N. St. Clair, Suite 1910  
Chicago, IL 60611



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

**Professional Fitness Review Board**

**November 20, 1999**

**10:00 a.m. – 2:00 p.m.**

**AGENDA**

I. Approval of Minutes from October 16, 1999

II. Case Reviews

A. In the Matter of PFR-3-6, Rev. James Ray

Father Larry McBrady, Vicar for Priests will attend

**Second Stage Review**

B.

C.

D.

III. Other Matters

-  
-  
-

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Professional Fitness Review Board

November 20, 1999

MINUTES

Board Members Present:

[REDACTED]

Absent:

[REDACTED]

Others Present:

Rev. Lawrence McBrady, Vicar for Priests  
Rev. Thomas Paprocki, Cardinal's Delegate to the Review Board  
Kathleen Leggdas, PFRA

I. Approval of Minutes of October 16, 1999

II. Case Reviews

A. In the Matter of PFR-36, Rev. James Ray

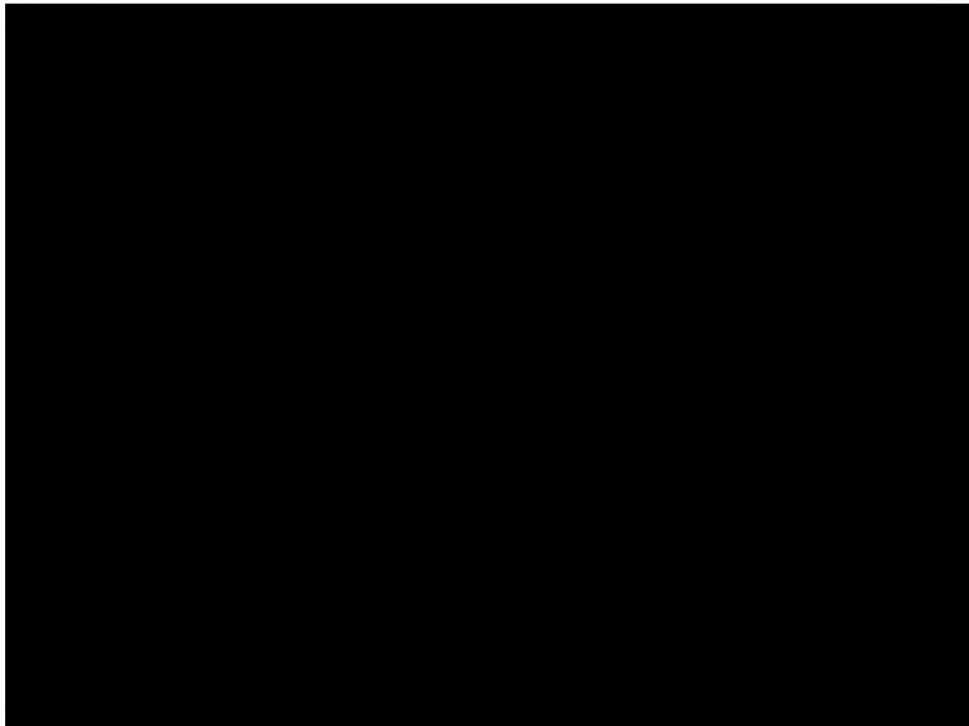
The Review Board conducted a Second Stage Review regarding the allegation of [REDACTED] against Rev. James Ray. Previous to this allegation, Father Ray was a client of the Vicar for Priests office. Since the allegation by [REDACTED] brings Father Ray under the jurisdiction of the Review Board, Father Lawrence McBrady, Vicar for Priests, was present for the Review Board's Second Stage Review.

The Board members affirmed their First Stage determination finding the allegation of [REDACTED] credible. The Board did not believe, though, that Father Ray should be removed from his position as Associate Liaison for Health Affairs at Catholic Charities at this time, since this ministry does not involve access to minors. [REDACTED]

[REDACTED]

In terms of protocol, Fr. Ray is not to be alone with minors without another responsible adult present. He is not eligible to perform public sacramental ministry without permission from the Vicar for Priests. He also needs such permission for travel. He lives at [REDACTED] Responsibility for his protocol now shifts to the Professional Fitness Review Administrator. The Board also asked that he keep a daily log of his activities that he would submit to the PFRA.

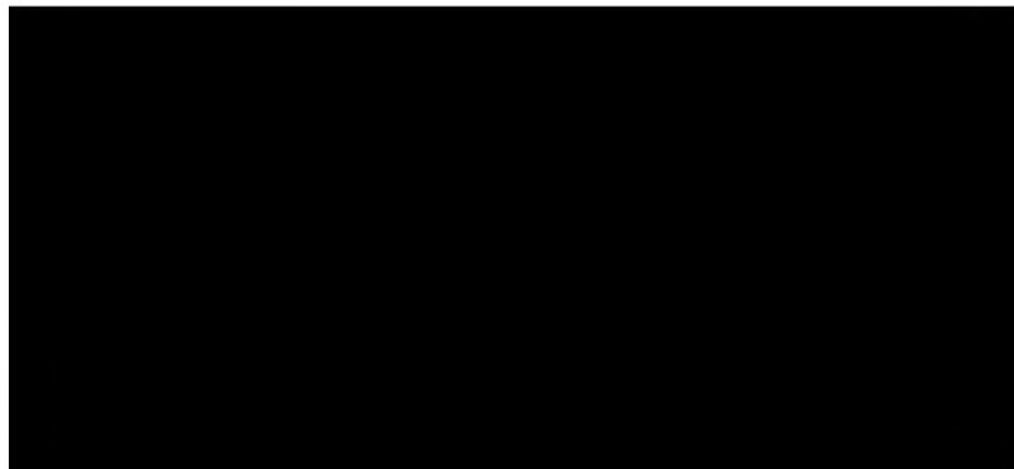
B.



C.

D.

E.



III. Other Matters:



Next regularly scheduled meeting is December 18, 1999

ARCHDIOCESE OF CHICAGO

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Fax (312)751-5279

November 22, 1999

*OK - FS -*

Francis Cardinal George, O.M.I.  
Archbishop of Chicago  
155 E. Superior Street  
Chicago, IL 60611

Dear Cardinal George,

Please be advised that the Review Board met on November 20, 1999 and conducted a Second Stage Review pursuant to Article 1104.10 of the Review Process for Continuation of Ministry for Rev. James Ray.

The Board members affirmed their First Stage determination finding the allegation to be credible. The Board recommended that Father Ray continue in his position as Associate Liaison for Health Affairs at Catholic Charities since this ministry does not involve access to minors.

The Board members further recommended that the Review Board Protocol include restrictions from being alone with minors unless another responsible adult is present, pre-approval from PFRA and Vicar for Priests Office for public sacramental ministry and pre-approval of travel plans. The Board also recommends that Father Ray keep a log of his activities and submit this to the Review Administrator monthly.

If you have any questions or concerns about these recommendations please contact me at your convenience.

Sincerely,

A handwritten signature in cursive script that reads "Kathleen Leggdas".

Kathleen Leggdas  
Professional Fitness Review Administrator

KL/lmp

Cc: Review Board Members  
Rev. Thomas J. Paprocki, Cardinal's Delegate to the Review Board  
Rev. Larry McBrady, Vicar for Priests

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**Memorandum**

Memo to File: PFR-36  
From: Kathleen Leggdas, Administrator  
Re: James Ray  
Date: November 22, 1999

---

Summary of the discussion from the Professional Fitness Review Meeting on November 20, 1999:

The Review Board conducted a Second Stage Review regarding the allegation of [REDACTED] against Rev. James Ray. Previous to this allegation, Father Ray was a client of the Vicar for Priests office. Since the allegation by [REDACTED] brings Father Ray under the jurisdiction of the Review Board, Father Lawrence McBrady, Vicar for Priests, was present for the Review Board's Second Stage Review.

The Board members affirmed their First Stage determination finding the allegation of [REDACTED] [REDACTED] credible. The Board did not believe, though, that Father Ray should be removed from his position as Associate Liaison for Health Affairs at Catholic Charities at this time, since this ministry does not involve access to minors. [REDACTED]

In terms of protocol, Fr. Ray is not to be alone with minors without another responsible adult present. He is not eligible to perform public sacramental ministry without permission from the Vicar for Priests. He also needs such permission for travel. He lives at [REDACTED]. Responsibility for his protocol now shifts to the Professional Fitness Review Administrator. The Board also asked that he keep a daily log of his activities that he would submit to the PFRA.

### Victim Statement Abstract

This abstract replaces a memorandum to file from Kathleen Leggdas, Professional Fitness Review Administrator for the Archdiocese of Chicago's Office for Professional Fitness Review, dated November 24, 1999, summarizing her meeting with Michael Bland, Clinical Coordinator for the Archdiocese of Chicago's Office of Victim Assistance Ministry, and Victim JS's relative. In the meeting, Victim JS's relative indicates that she was unaware of any misconduct that occurred between Victim JS and Fr. James Ray. She did recall that her family was very close with Ray when Victim JS was growing up.



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Office of Professional Fitness Review  
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Chicago, IL 60611



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

Memorandum

To: Ms. Violet Sabo  
From: Kathleen Leggdas, Administrator *KL*  
Re: November salary for Father James Ray  
Date: November 29, 1999

Per a memo dated October 22, 1999 from the Vicar for Priests Office, the Office of Professional Fitness Review pays Father Ray a partial salary of \$775.00 effective November 1st (copy of memo attached).

On November 18, 1999 a check for the November salary of Father James Ray was issued and sent to Catholic Charities c/o Mr. David Kich. This is a request to allow for payment to Father Ray of \$775.00.

Please note that effective December 1, 1999, our office will send Father Ray's check directly to him.

If you have any questions regarding this request, I can be reached at 312-751-5206.

Thank you for your assistance in this matter.

Cc: Vicar for Priests  
Rev. James Ray

COPY

ARCHDIOCESE OF CHICAGO

Office of Professional Fitness Review  
676 N. St. Clair, Suite 1910  
Chicago, IL 60611



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

November 29, 1999



Dear [REDACTED]

Please be advised that the Review Board conducted a Second Stage Review pursuant to Article 1104.10 of the Review Process for Continuation of Ministry.

The Board members affirmed their determination that there is reasonable cause to suspect that Rev. James Ray engaged in sexual misconduct with a minor.

As a result, the Board made the following recommendations to Cardinal George who has accepted them:

- That Father Ray not be alone with minors without another responsible adult present.
- He will be limited in public sacramental ministry and require permission from the Review Administrator and Vicar for Priests Office to perform weddings, funerals, etc.
- He will notify Review Administrator of all out of town/overnight trips away from his residence.

These protocol restrictions are explained to you so that you can be assured that the Board will continue working with Father Ray in a monitoring and supportive role.

The services of Assistance Ministry continue to be available to you (312-751-8267).

Blessings for the Holidays!

Sincerely,

A handwritten signature in cursive script that reads "Kathleen Leggdas".

Kathleen Leggdas  
Professional Fitness Review Administrator

KL/lmp

Cc: Review Board Members  
Rev. Thomas J. Paprocki, Cardinal's Delegate to the Review Board  
Rev. Larry McBrady, Vicar for Priests  
Mr. John O'Malley

AOC 019026


**Office of Professional Fitness Review**  
**676 N. St. Clair, Suite 1910**  
**Chicago, IL 60611**  
**312-751-5205**

**INDIVIDUAL SPECIFIC PROTOCOL**  
**For**  
**Rev. James Ray**

The Individual Specific Protocol (ISP) reflects the primary goal of protecting minors and the integrity of the Church. Additionally, the ISP serves as a safeguard for the individual priest/deacon with regard to the possibility of subsequent allegations.

Professional Fitness Review clients will be subject to appropriate restrictions and monitoring by the Professional Fitness Review Administrator throughout the life of the individual as a priest/deacon in the Archdiocese of Chicago.

The ISP for **James Ray** includes but is not limited to the following:

1. Restricted from being alone with minors without the presence of another responsible adult.
2. 
3. Prior approval required from PFRA for vacations, business travel and any overnight spent away from residence.
4. Prior approval required from PFRA and VP for public celebration of sacraments (Mass, Weddings, and Funerals).
5. Maintain a daily log of work/social activities. Submit to PFRA monthly with receipts, ticket stubs, etc.
6. Meet with PFRA twice a year.
7. This is a working document which can be changed, altered or superceded when there is an indicated need to do so.
8. In order to change this protocol, prior approval must be obtained from the Professional Fitness Review Board.
9. A copy of this Protocol will be kept on file in Professional Fitness Review and Vicar for Priests Offices.

I have reviewed, understand, and agree to all requirements of this Protocol.

Signed: James M Ray

Date: 6 December, 1999

Printed Name: James Ray

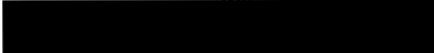
Signature of PFRA: Kathleen M. Loggins

Date: December 6, 1999

**COPY**

**TRAVEL/VACATION AGREEMENT**

Permission to go on vacation to Boyne Mountain, Michigan from/to 1/7-14/2000  
(Destination) (Dates)

this year has been granted to Jim Ray provided the following conditions will be met by him and :

1. The designated companion agrees to accompany the client at all his activities. Client is not allowed to be by himself.
2. No contacts with minors are allowed unless companion is present.
3. Client is required to call in —, to keep a daily log: proofs/tickets, receipts, etc., regarding resident's activities are to be submitted to PFR Administrator for verification.  
(Frequency)
4. If any of the above conditions are violated both the client and the travel companion(s) will be held accountable by the Archdiocese of Chicago.
5. The date of return to the residence has been set for 14 January, 2000, however due to weather conditions or emergencies that may arise, the date can be changed. Approval from the PFR Administrator must be granted for any changes in this statement.

Signature(s):



James M Ray

Date:

26 December, 1999

**A copy of this agreement will be kept on file at Professional Fitness Review Board Administrator's Office and the Vicar for Priests' Office.**

*kl*  
*12-29-99*



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

28 December, 1999

Dear Kathleen,

I would like permission from your office for the following trips:

January 7-14 for an annual ski trip to Boyne Mountain, Michigan.

February 16-21 for the annual meeting of the Conference of Diocesan Coordinators of Health Affairs in Honolulu, Hawaii. I will be attending a two day ethics seminar and then a two day meeting of the CDCHA.

February 25-March 2 for the annual National Association of Catholic Chaplains meeting in Charlotte, North Carolina.

There is a possibility that I may have another two day planning meeting for CDCHA in March of April.

Also, I am planning a cruise, June 11-18, with family and friends.

Thank you for your consideration.

CC Father Larry McBrady

ADMINISTRATOR  
Rev. Michael M. Boland  
EXECUTIVE DIRECTOR  
Jimmy Michael Lago  
DIRECTOR OF FINANCE  
Cynthia D. Smetana  
DIRECTOR OF PROGRAMS  
Rev. Charles T. Rubey

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

ASSOCIATE ADMINISTRATORS  
Rev. Richard E. Bulwith  
Rev. Francis A. Cimarrusti  
Rev. Roger J. Coughlin  
Rev. Daniel M. Holihan  
Rev. Daniel C. Jankowski  
Rev. James M. Ray  
Rev. Charles T. Rubey

DIR. OF HUMAN RESOURCES  
Violet Saba  
DIR. OF DEVELOPMENT  
Michelle A. Arnold  
CONSULTANTS  
Most Rev. Edwin M. Conway, D.D.  
Rev. Thomas A. Grace  
Donald W. Kent

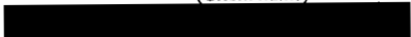


Serving Cook and Lake Counties

AOC 019029

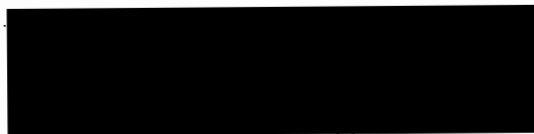
**TRAVEL/VACATION AGREEMENT**

Permission to go on vacation to Boyne Mountain, MI from/to January 7-14, 2000  
(Destination) (Dates)

this year has been granted to Jim Ray provided the following conditions  
(Client name)  
will be met by him and  :

1. The designated companion agrees to accompany the client at all his activities. Client is not allowed to be by himself.
2. No contacts with minors are allowed unless companion is present.
3. Client is required to call in 0 times, to keep a daily log: proofs/tickets, receipts, etc., regarding resident's activities are to be submitted to PFR Administrator for verification.  
(Frequency)
4. If any of the above conditions are violated both the client and the travel companion(s) will be held accountable by the Archdiocese of Chicago.
5. The date of return to the residence has been set for 14 January, 2000, however due to weather conditions or emergencies that may arise, the date can be changed. Approval from the PFR Administrator must be granted for any changes in this statement.

Signature(s):



Kathleen Lizzadro

James M. Ray

Date:

7 January, 2000

A copy of this agreement will be kept on file at Professional Fitness Review Board Administrator's Office and the Vicar for Priests' Office.

# ARCHDIOCESE OF CHICAGO

Office of the Archbishop



Post Office Box 1979  
Chicago, Illinois 60690-1979

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

February 4, 2000

Ms. Kathleen Leggdas  
Professional Fitness Review Administrator  
676 N. St. Clair, Suite 1910  
Chicago, IL 60611

Dear Kathleen,

I am writing for the record in response to your letter of November 22, 1999 regarding the matter of Reverend James Ray, following the Second Stage Review conducted by the Review Board on November 20, 1999.

I have accepted the Board's determination that the allegation against Father Ray is credible as well as the Board's recommendation that Father Ray continue in his position as Associate Liaison for Health Affairs at Catholic Charities since this ministry does not involve access to minors.

I also accepted the Board's further recommendations that Father Ray's Review Board Protocol include restrictions from being alone with minors unless another responsible adult is present, that he obtain pre-approval from the Professional Fitness Review Administrator and the Vicar for Priests for public sacramental ministry and for travel, and that he keep a log of his activities and submit this to the Review Administrator monthly.

I am grateful to the members of the Review Board and yourself for your assistance in this matter.

Sincerely yours in Christ,

A handwritten signature in cursive script that reads "Francis Cardinal George".

Francis Cardinal George, O.M.I.  
Archbishop of Chicago

Given at the Chancery

A handwritten signature in cursive script that reads "Thomas J. Paprocki".

Rev. Thomas J. Paprocki  
Chancellor

cc: Most Reverend Raymond E. Goedert, Vicar General  
Reverend Lawrence P. McBrady, Vicar for Priests  
Mr. Ralph Bonaccorsi, Victim Assistance Minister  
Mr. John C. O'Malley, Director of Legal Services

AOC 019031

**COPY**

**TRAVEL/VACATION AGREEMENT**

Permission to go ~~on vacation~~ <sup>to meeting for CDCH#</sup> to Honolulu, Hawaii from/to 2/15 - 2/21, 2000  
(Destination) (Dates)

this year has been granted to Jim Ray provided the following conditions  
(Client name)  
will be met by him and Rev. [Redacted]:

1. The designated companion agrees to accompany the client at all his activities. Client is not allowed to be by himself.
2. No contacts with minors are allowed unless companion is present.
3. Client is required to call in N.A., to keep a daily log: proofs/tickets, receipts, etc., regarding resident's activities are to be submitted to PFR Administrator for verification.  
(Frequency)
4. If any of the above conditions are violated both the client and the travel companion(s) will be held accountable by the Archdiocese of Chicago.
5. The date of return to the residence has been set for 2-21-2000, however due to weather conditions or emergencies that may arise, the date can be changed. Approval from the PFR Administrator must be granted for any changes in this statement.

**received**  
2-9-00

Signature(s):

By [Redacted]  
James McKay

[Signature]

Date:

9 February, 2000

**A copy of this agreement will be kept on file at Professional Fitness Review Board Administrator's Office and the Vicar for Priests' Office.**



**ADDENDUM TO**  
**PROFESSIONAL FITNESS REVIEW BOARD MINUTES**  
**February 19, 2000**

In the matter of Rev. James Ray, PFR-36

Discussion focused on need to determine risk to minors. Recommendation  
made to

[REDACTED]

[REDACTED]

COPY

ARCHDIOCESE OF CHICAGO

Office of Professional Fitness Review  
676 N. St. Clair, Suite 1910  
Chicago, IL 60611



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

February 22, 2000

Dear [REDACTED]

On November 20, 1999, the Review Board conducted a Second Stage Review pursuant to Article 1104.10 of the Policies and Procedures. At that time, the Board addressed questions of ministry and further actions to be taken as a result of your allegation of sexual misconduct as a minor.

Subsequently, the Board made a number of recommendations to Francis Cardinal George. The Cardinal has asked that I communicate to you directly that he has accepted the following Review Board Recommendations in the matter of Rev. James Ray:

- That he continue in his current position as Associate Liaison for Health Affairs at Catholic Charities since this ministry does not involve access to minors.
- Restriction from being alone with minors unless another responsible adult is present.
- Pre-approval be obtained from the Professional Fitness Review Administrator (PFRA) and Vicar for Priests for public sacramental ministry and for travel.
- Log of activities be maintained and submitted to the PFRA monthly.

I hope this information will be helpful to you in your efforts to work through related issues.

Sincerely,

A handwritten signature in cursive script that reads "Kathleen Leggdas".

Kathleen Leggdas  
Professional Fitness Review Administrator

KL/lmp

Cc: Review Board Members  
Rev. Thomas J. Paprocki, Cardinal's Delegate to the Review Board  
Rev. Larry McBrady, Vicar for Priests  
Mr. Ralph Bonaccorsi, Victim Assistance Ministry

AOC 019034

COPY

ARCHDIOCESE OF CHICAGO

Office of Professional Fitness Review  
676 N. St. Clair, Suite 1910  
Chicago, IL 60611



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

February 22, 2000

Reverend James Ray  
918 W. 33rd Street  
Chicago, IL 60608

Dear Father Ray,

On November 20, 1999, the Review Board conducted a Second Stage Review pursuant to Article 1104.10 of the Policies and Procedures. The Review Board addressed questions of ministry and further actions to be taken as a result of the allegation of sexual misconduct with a minor by [REDACTED]

Subsequently, the Board made the following recommendations to Cardinal George:

- That you continue in your position as Associate Liaison for Health Affairs at Catholic Charities since this ministry does not involve access to minors.
- That a Protocol be developed and signed to include:
  - Restriction from being alone with minors unless another responsible adult is present.
  - That pre-approval be obtained from the Professional Fitness Administrator (PFRA)/Vicar for Priests for public sacramental ministry and for travel.
  - That a log of activities be kept and submitted to the PFRA monthly.

Cardinal George has accepted these recommendations which have already been incorporated into your protocol. The Cardinal has asked that I communicate this to you directly.

If you have any further questions please call at your convenience.

Sincerely,

A handwritten signature in cursive script that reads "Kathleen Leggdas".

Kathleen Leggdas  
Professional Fitness Review Administrator

KL/lmp

Cc: Review Board Members  
Rev. Thomas J. Paprocki, Cardinal's Delegate to the Review Board  
Rev. Larry McBrady, Vicar for Priests

AOC 019035

Victim Statement Abstract

This abstract replaces a letter to Michael Bland, Clinical Coordinator for the Archdiocese of Chicago's Office of Victim Assistance Ministry, from Victim JS, dated March, 1 2000. Victim JS had previously come to the Archdiocese of Chicago to make an allegation of misconduct by Fr. James Ray. At the time of his letter, Victim JS was concerned that Ray was not respecting the confidential nature of the process, and instead was spreading rumors about Victim JS.

## ARCHDIOCESE OF CHICAGO

Office of Professional Responsibility  
Office of Assistance Ministry



Post Office Box 1979  
Chicago, Illinois 60690

(312) 751 - 8256/8267  
(312) 751 - 8307 (Fax)

March 15, 2000

[REDACTED]

Dear [REDACTED]

This is in response to your letter dated March 1, 2000, which I received today.

First, thank you for writing me regarding your concerns about Fr. James Ray. While I am happy to hear of your [REDACTED] I am saddened to hear of your recent set back.

If Fr. James Ray is, as you say, [REDACTED] I would find his behavior unacceptable and inappropriate. Therefore, I have forwarded a copy of your letter to Ms. Kathleen Leggdas, the Professional Fitness Review Administrator, who is monitoring Fr. James Ray. I am sure Ms. Leggdas will take your claim seriously and further investigate Fr. James Ray's behavior.

[REDACTED] I do understand your pain, anger and concern regarding this matter. I also understand your personal commitment to your on-going healing and wholeness. If there is anything further I can do to assist you in your healing please let me know.

Sincerely,

Handwritten signature of Michael J. Bland in cursive.

Michael J. Bland, M.A., D.Min.  
Clinical Coordinator

Cc: Ms. Kathleen Leggdas, Professional Fitness Review Administrator

### Victim Statement Abstract

This abstract supplements a letter from Michael Bland, Clinical Coordinator for the Archdiocese of Chicago's Office of Victim Assistance Ministry, to Victim JS, dated March 15, 2000. Responding to Victim JS's concern that Fr. James Ray is spreading rumors about Victim JS among their shared community, Bland acknowledged the alleged behavior by Ray was unacceptable and referred the matter to Kathleen Leggdas, Professional Fitness Review Administrator for the Archdiocese of Chicago's Office for Professional Fitness Review, who was responsible for monitoring Ray.

ARCHDIOCESE OF CHICAGO

Office of Professional Fitness Review  
676 N. St. Clair, Suite 1910  
Chicago, IL 60611

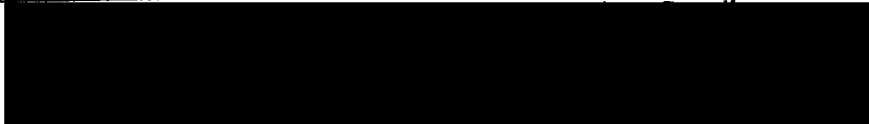


(312)751-5205  
1-800-994-6200  
Fax (312)751-5279

**Professional Fitness Review Board  
March 18, 2000**

**MINUTES**

Board Members Present:



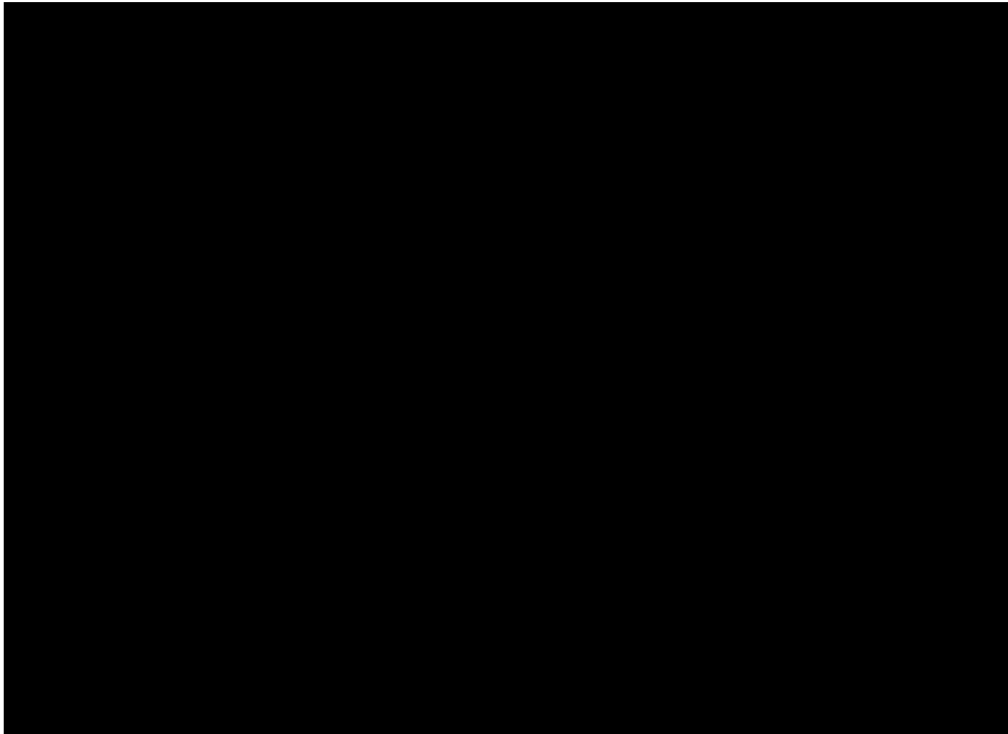
Others Present:

Rev. Thomas Paprocki, Cardinal's Delegate to the Review Board  
Kathleen Leggdas, Professional Fitness Review Administrator

I. Approval of Minutes for February 19, 2000 with Addendum

II. Case Reviews

A.



B.

C. In the matter of Rev. James Ray, PFR-36

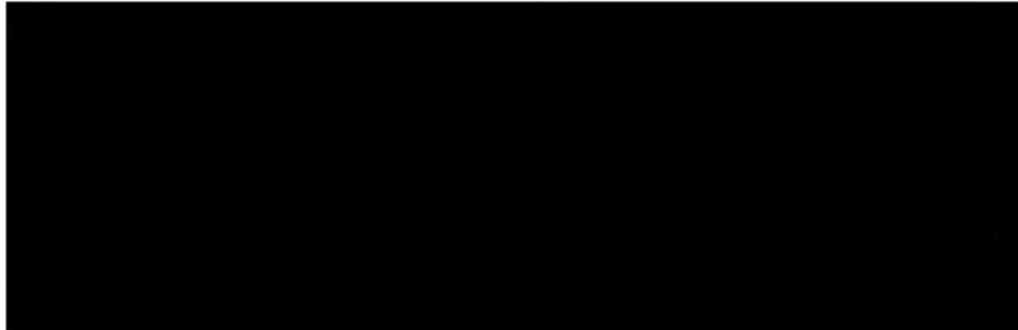
Letter to the Cardinal:

Allegation of [REDACTED] found credible. Protocol, monitoring tightened up.

Concerns

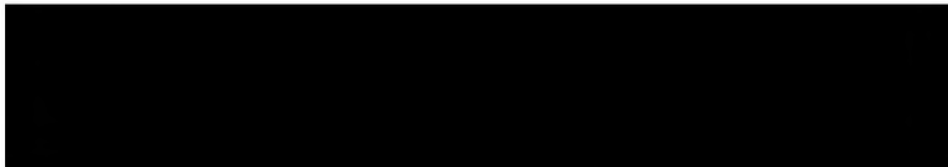
- Recidivist with an adult
- Denial of evidence of [REDACTED] allegation
- Decision needs to be made regarding level of risk to minors
- Revisit protocol restrictions
- [REDACTED]

D.



III. Other Business

- A.
- B.
- C.



**Next regularly scheduled Board meeting is April 15, 2000**



**COPY**

**TRAVEL/VACATION AGREEMENT**

Permission to go on vacation to to Business Meeting for Conference of Diocesan Coordinators of Health in Las Vegas from/to 3/27-30/2000 Affairs  
(Destination) (Dates)

this year has been granted to Jim Ray provided the following conditions  
(Client name)  
will be met by him and [Redacted] :

1. The designated companion agrees to accompany the client at all his activities. Client is not allowed to be by himself.
2. No contacts with minors are allowed unless companion is present.
3. Client is required to call in NA, to keep a daily log: proofs/tickets, receipts, etc., regarding resident's activities are to be submitted to PFR Administrator for verification.  
(Frequency)
4. If any of the above conditions are violated both the client and the travel companion(s) will be held accountable by the Archdiocese of Chicago.
5. The date of return to the residence has been set for 3-31-00 AM, however due to weather conditions or emergencies that may arise, the date can be changed. Approval from the PFR Administrator must be granted for any changes in this statement.

Signature(s): [Redacted]  
James M Ray

Date: 19 March, 2000

A copy of this agreement will be kept on file at Professional Fitness Review Board Administrator's Office and the Vicar for Priests' Office.

**received**  
3-22  
KE

ARCHDIOCESE OF CHICAGO

Office of Professional Fitness Review  
676 N. St. Clair, Suite 1910  
Chicago, IL 60611



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

**Memorandum**

Memo to File: PFR-36  
From: Kathleen Leggdas, Administrator *KL*  
Re: Rev. James Ray  
Date: March 20, 2000

Father Larry McBrady, Vicar for Priests, Father James Ray and PFRA met to discuss the [REDACTED] letter received by Michael Bland of Assistance Ministry.

Father Ray read the letter, acknowledged the pain expressed by [REDACTED] but denied having spoken of the allegation to any mutual acquaintances.

PFRA and Father McBrady cautioned Fr. Ray regarding disclosure of details, which should remain confidential in the interest of both parties to the allegation.

No further action to be taken by PFRA at this time.

Cc: Rev. Larry McBrady, Vicar for Priests  
Michael Bland, Victim's Assistance Ministry

**Memorandum**

Memo to File: PFR-36  
From: Kathleen Leggdas, Administrator  
Re: Rev. James Ray  
Date: March 21, 2000

---

**Summary of discussion from the Professional Fitness Review Board Meeting March 18, 2000:**

Letter to the Cardinal:

Allegation of [REDACTED] found credible. Protocol, monitoring tightened up.

Concerns

- Recidivist with an adult
- Denial of evidence of [REDACTED] allegation
- Decision needs to be made regarding level of risk to minors
- Revisit protocol restrictions
- [REDACTED]

# ARCHDIOCESE OF CHICAGO

Office of the Chancellor



Post Office Box 1979  
Chicago, Illinois 60690

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

## MEMORANDUM

**TO:** File

**FROM:** Rev. Thomas J. Paprocki, Chancellor *TJP*

**DATE:** April 15, 2000

**RE:** Review Board Meeting – [REDACTED] Residence

Fr. Coughlin and Fr. McBrady met with the Review Board to discuss the disposition of [REDACTED] which is scheduled for purchase by the City for a new park. The proposal is to move the residents of [REDACTED] to a restricted area of St. Mary of Perpetual Help Rectory. This would primarily involve full-time residence for Fr. James Ray and permission for Fr. [REDACTED], whose full-time residence is at Koenig Hall, to stay one or nights per week at St. Mary of Perpetual Help.

Fr. Coughlin made the presentation regarding Fr. [REDACTED] and Fr. McBrady spoke on behalf of Fr. Ray. After their presentations and further discussion in response to the questions of the Board, Fr. Coughlin and Fr. McBrady left the meeting, and the Review Board deliberated on their proposals.

Regarding Fr. [REDACTED]

[REDACTED]

Concerning Fr. Ray, the Review Board recommended unanimously that he not be allowed to stay at St. Mary of Perpetual Help Rectory and asked that another alternative be found.

AOC 019044



**Professional Fitness Review Board Meeting  
April 15, 2000**

**MINUTES**

**Board Members Present:**

[Redacted]

**Absent:**

[Redacted]

**Others Present:**

- Rev. Thomas J. Paprocki, Cardinal's Delegate to the Review Board
- Kathleen Leggdas, PFR Administrator
- Rev. Lawrence McBrady, Vicar for Priests
- Rev. Daniel Coughlin, Vicar for Priests

**I. Approval of minutes from March 18, 2000 meeting given with one correction:**

[Redacted]

**II. Client Issues**

**A. Residential Status of Rev. James Ray, PFR-36 and**

[Redacted]

Fr. Coughlin and Fr. McBrady met with the Review Board to discuss the disposition of [Redacted] which is scheduled for purchase by the city for a new park. The proposal is to move the residents of [Redacted] to a restricted area of St. Mary of Perpetual Help Rectory. This would primarily involve full-time residence for Fr. James Ray [Redacted]

[Redacted]

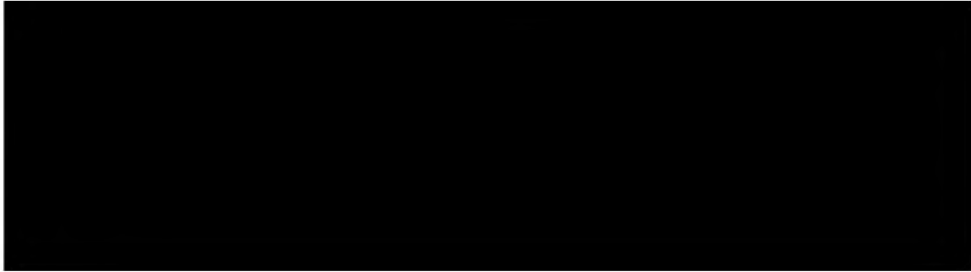
[Redacted] Fr. McBrady spoke on behalf of Fr. Ray. After their presentation and further discussion in response to the questions of the Board, Fr. Coughlin and Fr. McBrady left the meeting, and the Review Board deliberated on their proposals.

- [Redacted]



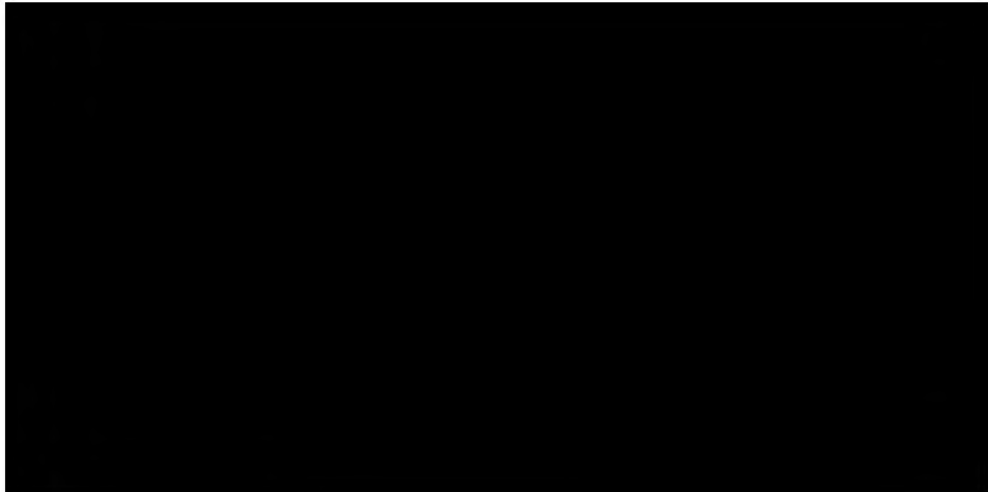
- PFR-36 Concerning Fr. Ray, the Review Board recommended unanimously that he not be allowed to stay at St. Mary of Perpetual Help Rectory and asked that another alternative be found.

B. In the Matter of Rev. James Ray, PFR-36



III. Other Business

A.



B.



NOTE: The Review Board Meeting for May 20, 2000 has been cancelled.

**Next regularly scheduled meeting will be Saturday, June 17, 2000.**

**Memorandum**

Memo to File: PFR-36  
From: Kathleen Leggdas, Administrator  
Re: James Ray  
Date: April 17, 2000

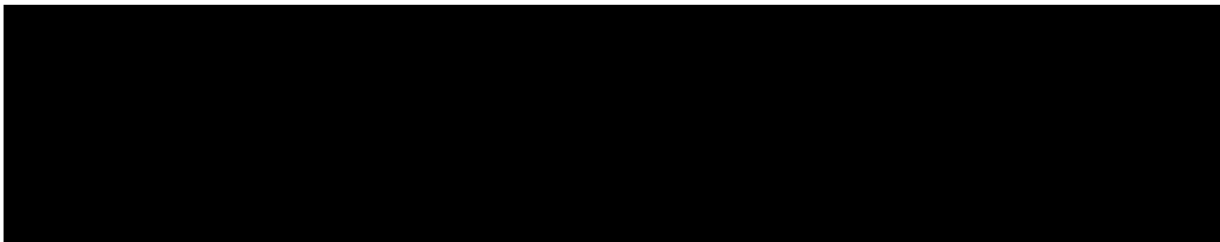
Summary of discussion from the Professional Fitness Review Board Meeting on April 15, 2000:

Residential Status of Rev. James Ray

Fr. Coughlin and Fr. McBrady met with the Review Board to discuss the disposition of [REDACTED], which is scheduled for purchase by the city for a new park. The proposal is to move the residents of [REDACTED] to a restricted area of St. Mary of Perpetual Help Rectory. This would primarily involve full-time residence for Fr. James Ray.

Fr. McBrady spoke on behalf of Fr. Ray. After their presentation and further discussion in response to the questions of the Board, Fr. Coughlin and Fr. McBrady left the meeting, and the Review Board deliberated on their proposals.

The Review Board recommended unanimously that Father Ray not be allowed to stay at St. Mary of Perpetual Help Rectory and asked that another alternative be found.



**COPY**

ARCHDIOCESE OF CHICAGO

Office of Professional Fitness Review  
676 N. St. Clair, Suite 1910  
Chicago, IL 60611



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

April 26, 2000

Francis Cardinal George, O.M.I.  
Archbishop of Chicago  
155 E. Superior St.  
Chicago, IL 60611

Dear Cardinal George,

Please be advised that the Review Board met on April 15, 2000 and conducted a Supplementary Review in the matter of Rev. James Ray, pursuant to Article 1104.11 of the Review Process for Continuation of Ministry.

Rev. Larry McBrady, Vicar for Priests made the presentation regarding a proposal that with the closing of [REDACTED] Father Ray be allowed to live at St. Mary of Perpetual Help Rectory.

The Board fully considered all oral and written reports in this matter and recommended unanimously that Father Ray not be allowed to live at St. Mary of Perpetual Help, where there is a school, and asked that other alternatives be explored. The Board further recommended that Father Ray [REDACTED]

If you have any questions, please contact me at your convenience.

Sincerely,

A handwritten signature in cursive script that reads "Kathleen Leggdas".

Kathleen Leggdas  
Professional Fitness Review Administrator

KL/lmp

Cc: Members of the Review Board  
Rev. Thomas J. Paprocki, Cardinal's Delegate to the Review Board  
Rev. Larry McBrady, Vicar for Priests

AOC 019048



# ARCHDIOCESE OF CHICAGO

Reverend Thomas J. Paprocki  
Chancellor



Post Office Box 1979  
Chicago, Illinois 60690-1979

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

May 12, 2000

Reverend James M. Ray  
P.O. Box 167233  
Chicago, IL 60616-7233

Dear Jim,

Congratulations on celebrating the Silver Jubilee of your Ordination to the Priesthood. It is a great tribute to you and a joy for the entire Archdiocese to be able to celebrate twenty-five years of dedicated priestly ministry.

Over the past twenty-five years, you have touched many people wherever you have served. I am sure that the people in these places are deeply grateful for the many ways that you have been a true representative of Christ in your priestly ministry over the years.

Jim, on behalf of the Archdiocese, I thank you for your priestly ministry. I pray that God will bless you with many more years of happiness and fulfillment as a priest.

With cordial best wishes, I remain

Faternally yours in Christ,

A handwritten signature in cursive script that reads "Thomas J. Paprocki".

Reverend Thomas J. Paprocki  
Chancellor

ARCHDIOCESE OF CHICAGO

Office of the Archbishop



Post Office Box 1979  
Chicago, Illinois 60690-1979

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

May 15, 2000

Ms. Kathleen Leggdas  
Professional Fitness Review Administrator  
676 N. St. Clair, Suite 1910  
Chicago, IL 60611

Dear Kathleen,

I am writing for the record in response to your letter of April 26, 2000 regarding the matter of **Reverend James Ray**, following the Supplementary Review conducted by the Review Board on April 15, 2000 regarding the proposal, in light of the imminent closure of [REDACTED] that Father Ray be allowed to live at St. Mary of Perpetual Help Rectory.

I accept the Board's recommendation that Father Ray not be allowed to stay at St. Mary of Perpetual Help, where there is a school, and that other alternatives be explored. [REDACTED]

I am grateful to you and the members of the Review Board for your assistance.

Sincerely yours in Christ,

A handwritten signature in cursive script, appearing to read "Francis Cardinal George".

Francis Cardinal George, O.M.I.  
Archbishop of Chicago

Given at the Chancery

A handwritten signature in cursive script, appearing to read "Thomas J. Paprocki".

Rev. Thomas J. Paprocki  
Chancellor

cc: Most Reverend Raymond E. Goedert, Vicar General  
Reverend Lawrence P. McBrady, Vicar for Priests  
Mr. Ralph Bonaccorsi, Victim Assistance Minister  
Mr. John C. O'Malley, Director of Legal Services

**COPY**

ARCHDIOCESE OF CHICAGO

Office of Professional Fitness Review  
676 N. St. Clair, Suite 1910  
Chicago, IL 60611



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

**Memorandum**

Memo to File: PFR-36  
From: Kathleen Leggdas, Administrator *KL*  
Re: Rev. James Ray  
Date: July 12, 2000

Present at Meeting

Rev. James Ray [JR]  
Rev. Larry McBrady, Vicar for Priests [VP]  
Rev. [REDACTED], Augustinian Director  
Kathleen Leggdas, Professional Fitness Review Administrator [PFRA]

The meeting took place at 54th Place and Woodlawn, the Augustinian House where the priests expressed an interest in renting rooms to Father Jim Ray. There are five men currently living there, four priests and one brother. The community is starting a "volunteer" program in the fall and three additional men will live in the Augustinian house. (Father Ray will be attending the University of Chicago in the fall).

Father McBrady and PFRA presented basic information about JR's history with Vicar for Priests Office as well as his current connection to the Review Board. Father [REDACTED] worked at the Canadian equivalent of St. Luke Institute and asked questions in light of that experience. He was knowledgeable, understanding, and yet direct. Father Ray's Protocol was reviewed, as was the required Monthly Monitor Report, which will be completed by Father [REDACTED].

Further discussion focused on schedules, individuals residing in the house, opportunities for casual contacts with the other men to prevent isolation, etc.

A cook provides meals Monday through Thursday. Other days are either handled by a "volunteer" from the group or individuals fend for themselves. The community prays together in the morning and evening.

A tour of the residence followed. Father Ray was given a choice between two available rooms and informed that Father [REDACTED] would recommend to the Provincial that JR be accepted at the house.

Father [REDACTED] estimated room and board at between \$400.00 and \$500.00 per month. This would be paid to the Augustinians from the PFR Budget.

Upon the Provincial's acceptance, JR would be able to move in about 7-10 days.

Cc: Review Board  
Rev. Thomas J. Paprocki, Cardinal's Delegate to the Review Board  
Rev. Larry McBrady, Vicar for Priests

**COPY**

ARCHDIOCESE OF CHICAGO

Office of Professional Fitness Review  
676 N. St. Clair, Suite 1910  
Chicago, IL 60611



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

July 19, 2000

Rev. James Ray  
P.O. box 167233  
Chicago, IL 60616-7233

Dear Father Ray,

It hardly seems possible that it has been more than six months since we last met. As you may recall, the protocol requires that we meet a minimum of twice annually. This gives us an opportunity to discuss your protocol restrictions in light of your current status and enables me to more clearly relate your progress, needs and concerns to the members of the Review Board.

With the arrival of Father James Kaczorowski, some of you have been assigned a new Vicar. For your information, your current Vicar is now **Father Larry McBrady**. He and I would like to meet with you at my office before September 15, 2000. This will allow for summer vacations not yet taken and enable us to find a time that is mutually agreeable to each of us.

Please call me with a couple of dates at your earliest convenience.

Thanks in advance for your attention to this matter. If there are other ways our office can be of assistance to you, I would be happy to hear from you at this time as well.

Sincerely,

A handwritten signature in cursive script that reads "Kathleen Leggdas".

Kathleen Leggdas  
Professional Fitness Review Administrator

KL/lmp

Cc: Rev. Larry McBrady, Vicar for Priests

AOC 019052

**COPY**

**TRAVEL/VACATION AGREEMENT**

Permission to go on vacation to [Redacted] Oregon from/to 6-16-6-28  
(Destination) (Dates)

this year has been granted to Jim Ray provided the following conditions  
will be met by him and [Redacted] (Name):

1. The designated companion agrees to accompany the client at all his activities. Client is not allowed to be by himself.
2. No contacts with minors are allowed unless companion is present.
3. Client is required to call in - 0 - to keep a daily log: proofs/tickets, receipts, etc., regarding resident's activities are to be submitted to PFR Administrator for verification.  
(Frequency)
4. If any of the above conditions are violated both the client and the travel companion(s) will be held accountable by the Archdiocese of Chicago.
5. The date of return to the residence has been set for 26 August, 2008, however due to weather conditions or emergencies that may arise, the date can be changed. Approval from the PFR Administrator must be granted for any changes in this statement.

Signature(s): James M Ray  
[Redacted]

Date: received  
8-16-08 Ke

A copy of this agreement will be kept on file at Professional Fitness Review Board Administrator's Office and the Vicar for Priests' Office.

ARCHDIOCESE OF CHICAGO

Office of Professional Fitness Review  
676 N. St. Clair, Suite 1910  
Chicago, IL 60611



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

**Memorandum**

To: File

From: Rev. Thomas J. Paprocki, Archbishop's Delegate  
to the Professional Fitness Review Board

Re: **Review Board Meeting – Rev. James Ray**

Date: August 19, 2000

The Review Board signed off on the residence proposal for Father Ray to live at the Augustinian House at 54th and Woodlawn.

Kathleen Leggdas reported favorably on this site and informed the Board that there is no school in the vicinity.

*9/5/2000 - F&G accepted above recommendations.*

ARCHDIOCESE OF CHICAGO

Office of Professional Fitness Review  
676 N. St. Clair, Suite 1910  
Chicago, IL 60611



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

**Professional Fitness Review Board**

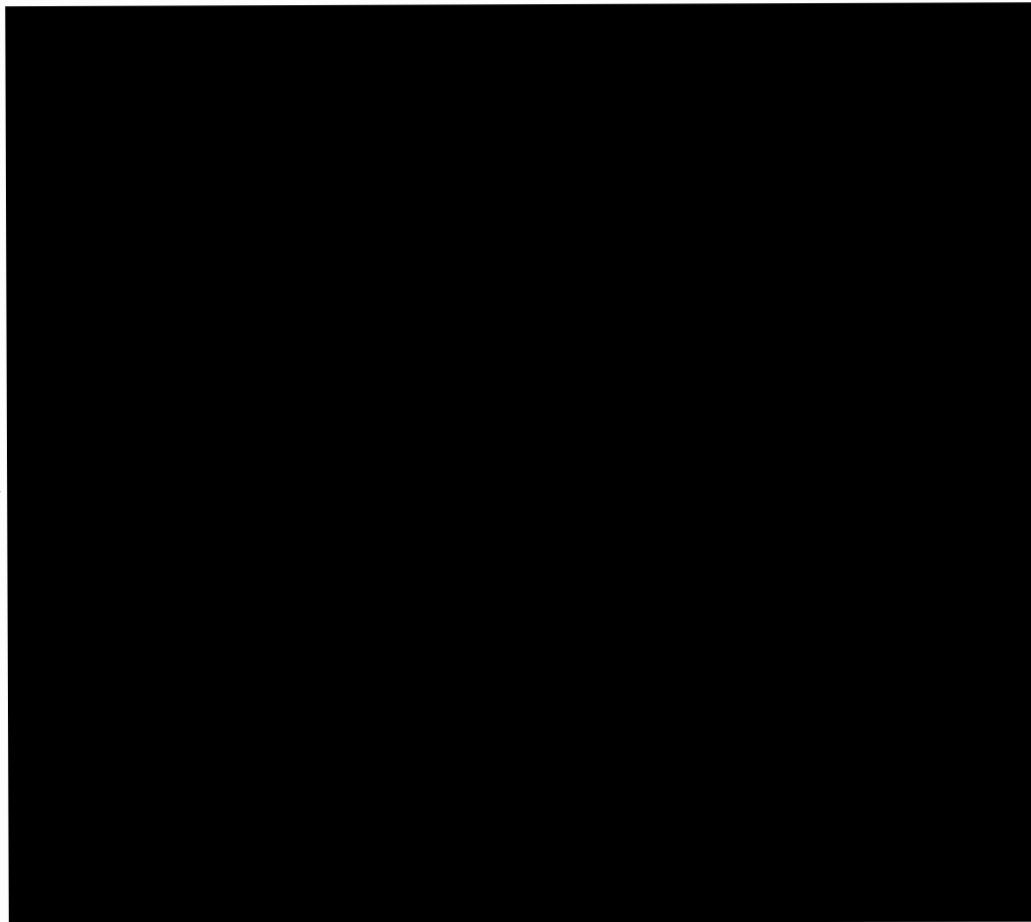
**MINUTES**

**August 19, 2000**

I. Approval of June 17, 2000 Minutes

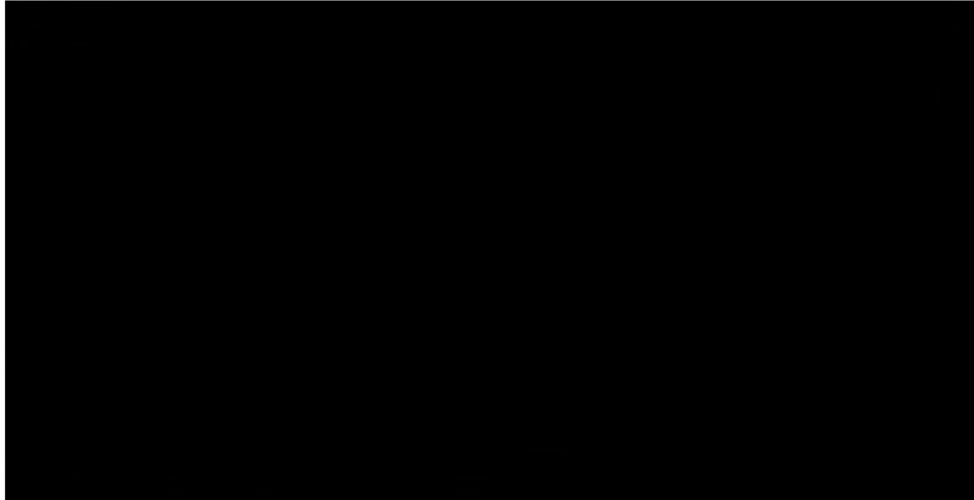
II. Case reviews

A.



B.

C.

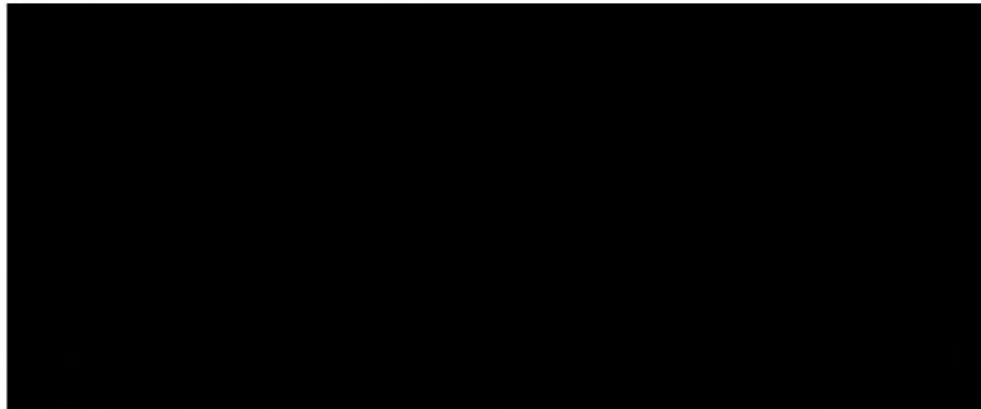


D. In the matter of Rev. James Ray, PFR-36

The Review Board signed off on the residence proposal for Father Ray to live at the Augustinian House at 54th and Woodlawn.

Kathleen Leggdas reported favorably on this site and informed the Board that there is no school in the vicinity.

E.



**Next regularly scheduled meeting is September 16, 2000**





**Professional Fitness Review  
August 19, 2000**

**AGENDA**

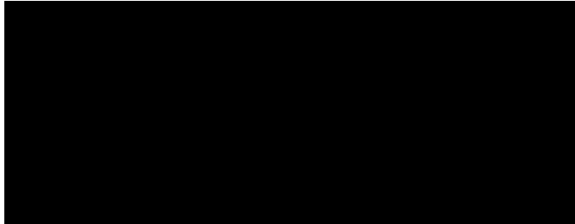
I. Approval of Minutes, June 17, 2000

**Correction:**



II. Case Reviews

A.



B.

C.



D. In the Matter of Rev. James Ray, PFR-36  
- Residence proposal

III. Other Business



ARCHDIOCESE OF CHICAGO

Office of Professional Fitness Review  
676 N. St. Clair, Suite 1910  
Chicago, IL 60611



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

**Memorandum**

Memo to File: PFR-36  
From: Kathleen Leggdas, Administrator  
Re: Rev. James Ray  
Date: August 24, 2000

---

Summary of discussion from the Professional Fitness Review Board Meeting August 19, 2000:

The Review Board signed off on the residence proposal for Father Ray to live at the Augustinian House at 54th and Woodlawn.

Kathleen Leggdas reported favorably on this site and informed the Board that there is no school in the vicinity.

**COPY**

ARCHDIOCESE OF CHICAGO

Office of Professional Fitness Review  
676 N. St. Clair, Suite 1910  
Chicago, IL 60611



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

September 18, 2000

Francis Cardinal George, O.M.I.  
Archbishop of Chicago  
155 E. Superior Street  
Chicago, IL 60611

Dear Cardinal George,

Please be advised that the Review Board met on August 16, 2000 to consider all verbal and written information available on the proposed residence for Father James Ray upon the closing of [REDACTED]

Father Larry McBrady and I met with Father Ray and Father [REDACTED] Superior of the Augustinian Residence being proposed. Father [REDACTED] was informed of Father Ray's protocol restrictions and agreed to serve as on-site monitor. There are no minors in residence and there is no school in the immediate area.

The Review Board subsequently recommends approval of Father Ray's new residence at St. John Stone Priory, 1165 E. 54th Place, Chicago, Illinois 60615.

If you have questions, please contact me at your convenience.

Sincerely,

A handwritten signature in cursive script, reading "Kathleen Leggdas".

Kathleen Leggdas  
Professional Fitness Review Administrator

KL/lmp

Cc: Members of the Review Board  
Rev. Thomas J. Paprocki, Cardinal's Delegate to the Review Board  
Rev. Larry McBrady, Vicar for Priests

AOC 019059

Office of Professional Fitness Review  
676 N. St. Clair, Suite 1910  
Chicago, IL 60611  
312-751-5205


**COPY**

**INDIVIDUAL SPECIFIC PROTOCOL**  
**For**  
**Rev. James Ray**

The Individual Specific Protocol (ISP) reflects the primary goal of protecting minors and the integrity of the Church. Additionally, the ISP serves as a safeguard for the individual priest/deacon with regard to the possibility of subsequent allegations.

Professional Fitness Review clients will be subject to appropriate restrictions and monitoring by the Professional Fitness Review Administrator throughout the life of the individual as a priest/deacon in the Archdiocese of Chicago.

The ISP for **James Ray** includes but is not limited to the following:

1. Restricted from being alone with minors without the presence of another responsible adult.
2. 
3. Prior approval required from PFRA for vacations, business travel and any overnight spent away from residence.
4. Prior approval required from PFRA and VP for public celebration of sacraments (Mass, Weddings, and Funerals).
5. Maintain a daily log of work/social activities. Submit to PFRA monthly with receipts, ticket stubs, etc.
6. Meet with PFRA twice a year.
7. This is a working document which can be changed, altered or superceded when there is an indicated need to do so.
8. In order to change this protocol, prior approval must be obtained from the Professional Fitness Review Board.
9. A copy of this Protocol will be kept on file in Professional Fitness Review and Vicar for Priests Offices.

I have reviewed, understand, and agree to all requirements of this Protocol.

Signed: James M. Ray

Date: 22 September, 2000

Printed Name: James M. Ray

Signature of PFRA: Kathleen Legg

Date: 9-22-00

ARCHDIOCESE OF CHICAGO

Office of the Archbishop



Post Office Box 1979  
Chicago, Illinois 60690

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

September 27, 2000

Ms. Kathleen Leggdas  
Professional Fitness Review Administrator  
676 N. St. Clair, Suite 1910  
Chicago, IL 60611

Dear Kathleen,

I am writing for the record in response to your letter of September 18, 2000 regarding the matter of **Reverend James Ray**, following the meeting conducted by the Review Board on August 16, 2000 regarding the proposed residence for Father Ray upon the closing of [REDACTED]

I accept the Board's recommendation that Father Ray be allowed to stay at the Augustinian Residence at St. John Stone Priory, 1165 E. 54<sup>th</sup> Place, Chicago, Illinois 60615, with Father [REDACTED] serving as Father Ray's monitor.

I am grateful to you and the members of the Review Board for your assistance.

Sincerely yours in Christ,

A handwritten signature in cursive script that reads "Francis Cardinal George".

Francis Cardinal George, O.M.I.  
Archbishop of Chicago

Given at the Chancery

A handwritten signature in cursive script that reads "Thomas J. Paprocki".

Rev. Thomas J. Paprocki  
Ecclesiastical Notary

cc: Most Reverend Raymond E. Goedert, Vicar General  
✓ Reverend Thomas J. Paprocki, Archbishop's Delegate for Professional Review  
Reverend Lawrence P. McBrady, Vicar for Priests  
Reverend [REDACTED] Superior, St. John Stone Priory  
Mr. Ralph Bonaccorsi, Victim Assistance Minister  
Mr. John C. O'Malley, Director of Legal Services

AOC 019061

# COPY

## ARCHDIOCESE OF CHICAGO

Office of Professional Fitness Review  
676 N. St. Clair, Suite 1910  
Chicago, IL 60611



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

September 18, 2000

Francis Cardinal George, O.M.I.  
Archbishop of Chicago  
155 E. Superior Street  
Chicago, IL 60611

Dear Cardinal George,

Please be advised that the Review Board met on August 16, 2000 to consider all verbal and written information available on the proposed residence for Father James Ray upon the closing of [REDACTED]

Father Larry McBrady and I met with Father Ray and Father [REDACTED] Superior of the Augustinian Residence being proposed. Father [REDACTED] was informed of Father Ray's protocol restrictions and agreed to serve as on-site monitor. There are no minors in residence and there is no school in the immediate area.

The Review Board subsequently recommends approval of Father Ray's new residence at St. John Stone Priory, 1165 E. 54th Place, Chicago, Illinois 60615.

If you have questions, please contact me at your convenience.

Sincerely,

A handwritten signature in cursive script, appearing to read "Kathleen Leggdas".

Kathleen Leggdas  
Professional Fitness Review Administrator

KL/lmp

Cc: Members of the Review Board  
Rev. Thomas J. Paprocki, Cardinal's Delegate to the Review Board  
Rev. Larry McBrady, Vicar for Priests

AOC 019062



**ARCHDIOCESE OF CHICAGO**

VICAR FOR PRIESTS

645 NORTH MICHIGAN AVENUE, SUITE 543

CHICAGO, ILLINOIS 60611

Off: (312) 642-1837

Fax: (312) 642-4933

October 16, 2000

████████████████████  
Chancellor  
425 Summit Street  
Joliet, IL 60435

Dear ██████████:

I am writing to ask your approval for one of our priests, Father James Ray, to be permitted to celebrate a wedding at St. Elizabeth Seton Parish, Naperville, on ██████████ 2001. Jim has faculties here in our diocese.

In 1992 Jim was removed from parish ministry because of several allegations regarding sexual misconduct with minors. Over the years he has made great progress and currently resides with the Augustinian Community in Hyde Park. He also works full time as our liaison to our Catholic hospitals. In this position he works closely with Bishop Edwin Conway, who has great confidence and trust in Jim's abilities.

Periodically Jim will request permission to celebrate a sacrament outside of our diocese and it is our procedure to notify the diocese of Jim's past. I wish to emphasize that Jim is working on his program faithfully. I strongly support his request to celebrate this wedding and would be happy to have you contact me if you would like to discuss this matter further.

Thank you for giving this request your consideration.

Sincerely,

Rev. Lawrence P. McBrady  
Vicar for Priests



# Diocese of Joliet

---

Chancery

425 Summit St.  
Joliet, Illinois 60435

815-722-6606  
Fax 815-722-6602

October 17, 2000

Reverend Lawrence P. McBrady  
Vicar for Priests  
Archdiocese of Chicago  
645 North Michigan Avenue, Suite 543  
Chicago, IL 60611

Dear Larry,

Father James Ray has permission to celebrate a wedding at St. Elizabeth Seton Parish in Naperville on [REDACTED], 2001.

May God bless you and your work for the Church!

With every best wish, I am

Sincerely yours in Christ,

[REDACTED]

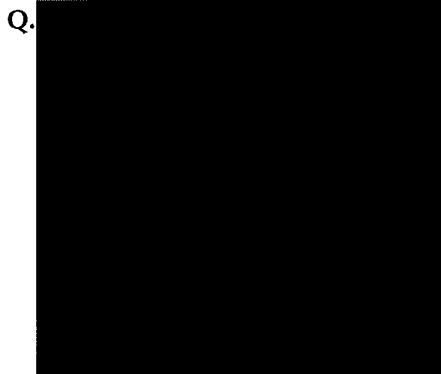
Chancellor



[Redacted]	[Redacted]	[Redacted]	[Redacted]
			[Redacted]
			[Redacted]
			[Redacted]
			[Redacted]
			[Redacted]
			[Redacted]
			[Redacted]
			[Redacted]
			[Redacted]
			[Redacted]
			[Redacted]
			[Redacted]
Jim Ray	[Redacted]	[Redacted]	[Redacted]
[Redacted]	[Redacted]	[Redacted]	[Redacted]



The Vicars for Priests have removed 16 people from these lists





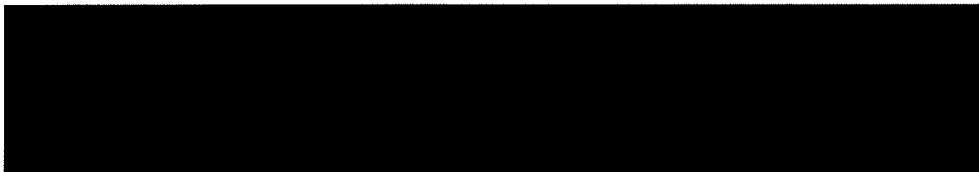
**PRIESTS IN NON PAROCHIAL WORK WITHIN THE ARCHDIOCESE**

Priest	Priest	Priest
[Redacted]	[Redacted]	[Redacted]
Jim Ray	[Redacted]	[Redacted]
[Redacted]	[Redacted]	[Redacted]



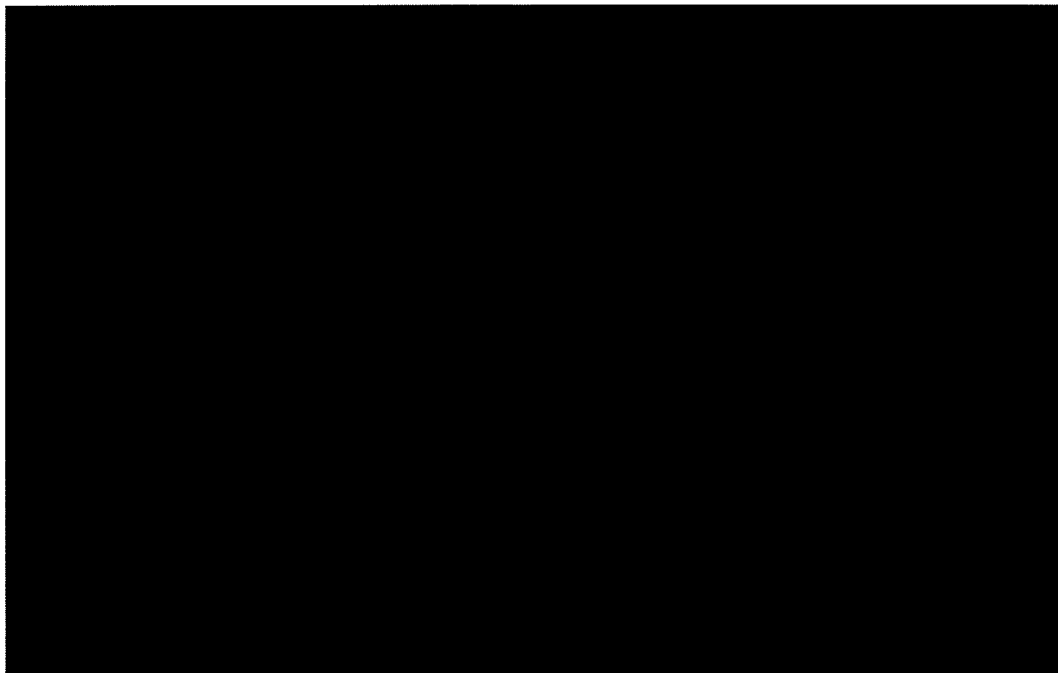
The Vicars for Priests have removed 16 people from these lists

Q. [Redacted]



**PRIESTS IN NON PAROCHIAL WORK WITHIN THE ARCHDIOCESE**

Priest	Priest	Priest
[Redacted]	[Redacted]	[Redacted]
Jim Ray	[Redacted]	[Redacted]
[Redacted]	[Redacted]	[Redacted]




The Vicars for Priests have removed 16 people from these lists

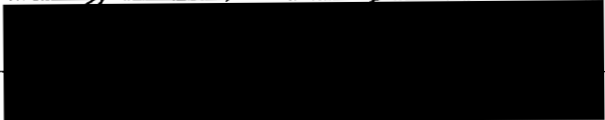
- L. [Redacted]

## TRAVEL/VACATION AGREEMENT

Permission to go on vacation to to Meeting in Las Vegas from/to 3/3 - 3/7  
(Destination) (Dates)

this year has been granted to Jim Ray provided the following conditions  
will be met by him and  :

1. The designated companion agrees to accompany the client at all his activities. Client is not allowed to be by himself.
2. No contacts with minors are allowed unless companion is present.
3. Client is required to call in \_\_\_\_\_, to keep a daily log: proofs/tickets, receipts, etc., regarding resident's activities are to be submitted to PFR Administrator for verification.  
(Frequency)
4. If any of the above conditions are violated both the client and the travel companion(s) will be held accountable by the Archdiocese of Chicago.
5. The date of return to the residence has been set for 7 March, 2001, however due to weather conditions or emergencies that may arise, the date can be changed. Approval from the PFR Administrator must be granted for any changes in this statement.

Signature(s): James M. Ray  


Date: 28 February, 2001

A copy of this agreement will be kept on file at Professional Fitness Review Board Administrator's Office and the Vicar for Priests' Office.

# ARCHDIOCESE OF CHICAGO

Office of Professional Fitness Review  
676 N. St. Clair, Suite 1910  
Chicago, IL 60611



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

## Memorandum

To: File – PFR-36  
From: Kathleen Leggdas, Administrator  
Re: **Rev. James Ray**  
Date: March 17, 2001

---

Summary of discussion from the Professional Fitness Review Board Meeting on March 17, 2001:

A Board member reminded us that we never did get a follow up report on Father Ray. The chair informed us that she believed one should be coming soon [REDACTED]



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

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

April 6, 2001

[REDACTED]

12615 Parallel Parkway  
Kansas City, KS 66109

Dear [REDACTED]

I hope this letter finds you well. I am writing to ask your approval for one of our priests, Father James Ray, to be permitted to celebrate a wedding at Corpus Christi Parish, Lawrence, on [REDACTED]. [REDACTED] are the couple.

You may know that in 1992 Jim was removed from parish ministry because of several allegations regarding sexual misconduct with minors. Over the years he has made great progress and currently resides with the Augustinian Community in Hyde Park. He also works full time as our liaison to our Catholic hospitals. In this position he works closely with Ed Conway, who has great confidence and trust in Jim's abilities.

Periodically Jim will request permission to celebrate a sacrament outside of our diocese and it is our procedure to notify the diocese of Jim's past. I wish to emphasize that Jim is working on his program faithfully. I strongly support his request to celebrate this wedding and would be happy to have you contact me if you would like to discuss this matter in more detail.

Thank you for giving this matter your consideration. Have a great Easter!

Fraternally,

Rev. Lawrence P. McBrady  
Vicar for Priests



CATHOLIC CHURCH OFFICES  
ARCHDIOCESE OF KANSAS CITY IN KANSAS  
12615 PARALLEL PARKWAY  
KANSAS CITY, KANSAS 66109  
(913) 721-1570 . FAX (913) 721-1577

OFFICE OF THE ARCHBISHOP

April 18, 2001

Rev. Lawrence P. McBrady  
Vicar for Priests  
645 North Michigan Ave, Suite 543  
Chicago, IL 60611

Dear Father McBrady,

Greetings and best wishes from Kansas City in Kansas. Thank you for your recent letter relative to Fr. Jim Ray and his desire to perform a wedding at Corpus Christi in Lawrence. I know Jim very well from seminary days and think quite highly of him. I have no problem with Jim doing the wedding and he has my approval and delegation. Thank you for the fine work you are doing for the Archdiocese. God bless and keep you.

Your friend,



*[Faint, illegible text, likely bleed-through from the reverse side of the page]*

# ARCHDIOCESE OF CHICAGO

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676 N. St. Clair, Suite 1910  
Chicago, Illinois 60611



Post Office Box 1979  
Chicago, Illinois 60690-1979

(312)751-5205  
Fax: (312)751-5279

## Memorandum

To: File – PFR-36

From: Kathleen Leggdas, Administrator

Re: Rev. James Ray

Date: April 21, 2001

---

Summary of the discussion from the Professional Fitness Review Board Meeting on April 21, 2001:

The Review Board recommended that Father Ray's travel be more closely supervised and suggested that Kathleen Leggdas follow-up on this with Bishop Edwin Conway, Father Ray's supervisor. The Board would like more information about Father Ray's travel schedule, the business necessity of his trips, his arrangements when traveling, etc.





# ARCHDIOCESE OF CHICAGO

Office of Professional Fitness Review  
676 N. St. Clair, Suite 1910  
Chicago, Illinois 60611



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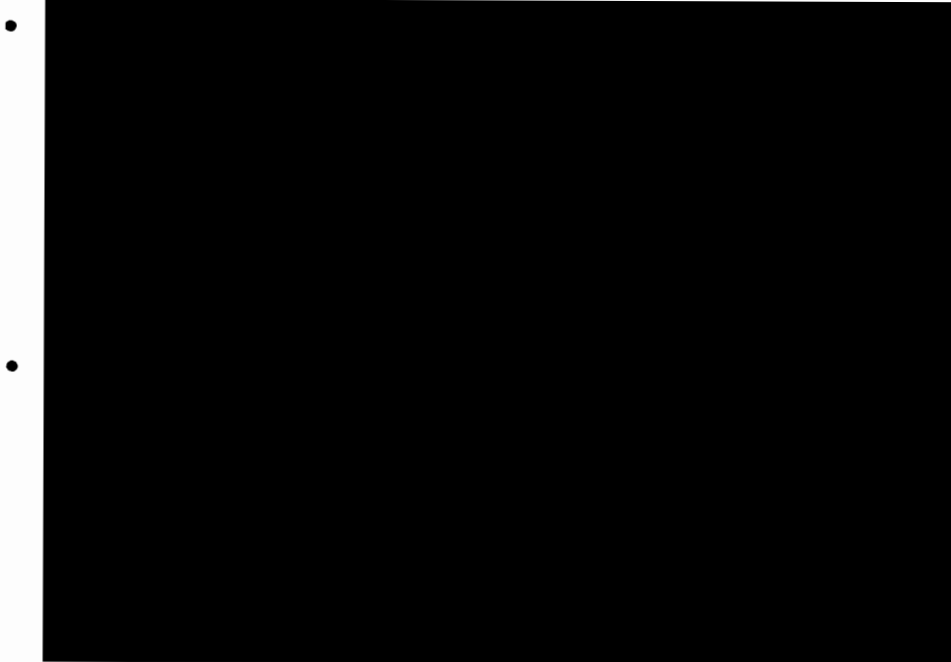
## Professional Fitness Review Board

Saturday, April 21, 2001  
10:00 – 12:00

### MINUTES

I. Approval of March 17, 2001 minutes

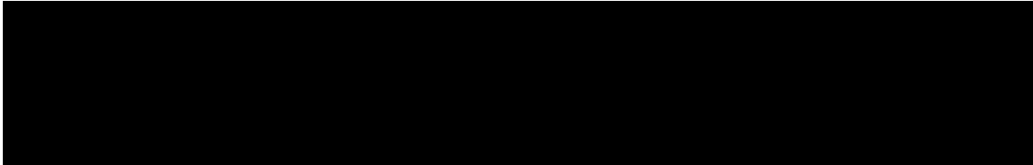
II. Case Reviews



- In the matter of Rev. James Ray – PFR-36

The Review Board recommended that Father Ray's travel be more closely supervised and suggested that Kathleen Leggdas follow-up on this with Bishop Edwin Conway, Father Ray's supervisor. The Board would like more information about Father Ray's travel schedule, the business necessity of his trips, his arrangements when traveling, etc.



- 

III. Other

- 
- 

Cc: Members of the Review Board  
Rev. Thomas J. Paprocki, Cardinal's Delegate to Review Board  
Rev. Larry McBrady, Vicar for Priests  
Rev. James Kaczorowski, Vicar for Priests

# ARCHDIOCESE OF CHICAGO

Office of Professional Fitness Review  
676 N. St. Clair, Suite 1910  
Chicago, Illinois 60611



Post Office Box 1979  
Chicago, Illinois 60690-1979

(312)751-5205  
Fax: (312)751-5279

## Professional Fitness Review Board

Saturday, April 21, 2001  
10:00 – 12:00

### AGENDA

I. Approval of Minutes from March 17, 2001

II. Case Reviews

A. 

B. 

C. In the Matter of Rev. James Ray, PFR-36

• 

III. 

IV. Other Business

# COPY

## TRAVEL/VACATION AGREEMENT

Permission to go <sup>To Meeting in</sup> on vacation to Atlanta, GA from/to 6/8/01 - 6/14/01  
(Destination) (Dates)

this year has been granted to Jim Ray provided the following conditions  
(Client name)  
will be met by him and Fr. Mark Holihan :  
(Companion)

1. The designated companion agrees to accompany the client at all his activities. Client is not allowed to be by himself.
2. No contacts with minors are allowed unless companion is present.
3. Client is required to call in NA, to keep a daily log: proofs/tickets, receipts, etc., regarding resident's activities are to be submitted to PFR Administrator for verification.  
(Frequency)
4. If any of the above conditions are violated both the client and the travel companion(s) will be held accountable by the Archdiocese of Chicago.
5. The date of return to the residence has been set for 14 June, 2012, however due to weather conditions or emergencies that may arise, the date can be changed. Approval from the PFR Administrator must be granted for any changes in this statement.

Signature(s):

Jim Ray

Daniel M Holihan

received  
5-30-01

KL

Date:

28 May, 2001

A copy of this agreement will be kept on file at Professional Fitness Review Board Administrator's Office and the Vicar for Priests' Office.

**COPY**

**ARCHDIOCESE OF CHICAGO**

Office of Professional Fitness Review  
676 N. St. Clair, Suite 1910  
Chicago, Illinois 60611



Post Office Box 1979  
Chicago, Illinois 60690-1979

(312)751-5205  
Fax: (312)751-5279

**Memorandum**

To: File- PFR-36  
From: Kathleen Leggdas, Administrator *KL*  
Re: **Father James Ray**  
Date: June 7, 2001

Father Ray's commitment to travel for his work at Catholic Charities would require a minimum/maximum of four trips annually.

- Conference of Diocesan Coordinators of Health Affairs, in January and March
- National Association of Catholic Chaplains once annually
- Catholic Health Association once annually

Father generally goes on a winter ski trip with his family in January of each year and annually visits brother in Portland, Oregon.

Cc: Members of the Review Board  
✓ Rev. Larry McBrady, Vicar for Priests  
Rev. Thomas J. Paprocki, Cardinal's Delegate to the Review Board

AOC 019077

**COPY**

ARCHDIOCESE OF CHICAGO

Office of Professional Fitness Review  
676 N. St. Clair, Suite 1910  
Chicago, Illinois 60611



Post Office Box 1979  
Chicago, Illinois 60690-1979

(312)751-5205  
Fax: (312)751-5279

June 26, 2001

Most Rev. Edwin M. Conway  
1651 W. Diversey  
Chicago, IL 60614

Dear Bishop Conway,

Approximately one year ago Father James Ray became a client of the Professional Fitness Review Board as a result of an allegation made against him. The allegation involved sexual misconduct with a minor over 15 years ago.

As a result, Father Ray has been placed under a standard monitoring protocol which is reviewed annually.

[REDACTED]

The Board has requested that I meet with you [REDACTED]

Their specific concerns relate to unmonitored travel of Father Ray for professional and personal purposes.

Rev. Larry McBrady, Vicar for Priests has agreed to attend that meeting since Jim is his client as well.

Please contact me at your convenience to set a date and time to meet and discuss Board concerns.

Sincerely,

Handwritten signature of Kathleen Leggdas in cursive script.

Kathleen Leggdas  
Professional Fitness Review Administrator

KL/lmp

Enclosure

Cc: Rev. James Ray  
Rev. Larry McBrady

AOC 019078

# ARCHDIOCESE OF CHICAGO

# COPY

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676 N. St. Clair, Suite 1910  
Chicago, Illinois 60611



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Chicago, Illinois 60690-1979

(312)751-5205  
Fax: (312)751-5279

## Memorandum

To: File – PFR-36

From: Kathleen Leggdas, Professional Fitness Review Administrator [PFRA] *KL*

Re: Meeting with Bishop Conway regarding Rev. James Ray

Date: July 10, 2001

PFRA, as requested by the Board, met with Bishop Conway on July 10, 2001 to discuss [REDACTED] in light of these concerns. Bishop Conway recalled that Father Ray had travel restrictions in his original protocol prior to becoming a Review Board Case. The restrictions were removed [REDACTED]

Bishop Conway's primary concern regarding travel restrictions is that as Father Ray shows progress his protocol becomes more restrictive. PFRA recommended restrictions, if placed, would be evaluated in six months to a year [REDACTED] not be "life-long."

Bishop Conway indicated that he himself travels to some of these conferences and would be willing to serve as a monitor. Previously, when there was no designated "travel monitor" someone from the particular conference would be designated during conference days.

Cc: Review Board Members  
Rev. Thomas J. Paprocki, Cardinal's Delegate to the Review Board  
Rev. Larry McBrady, Vicar for Priests

AOC 019079

ARCHDIOCESE OF CHICAGO

**COPY**

Office of Professional Fitness Review  
676 N. St. Clair, Suite 1910  
Chicago, Illinois 60611



Post Office Box 1979  
Chicago, Illinois 60690-1979

(312)751-5205  
Fax: (312)751-5279

July 16, 2001

Rev. James Ray  
St. John Stone Priory  
1165 E. 54th Place  
Chicago, IL 60615-5109

Dear Father Ray,

Your check for July reflects an increase in salary based on the Salary Scale for Priests of the Archdiocese of Chicago.

Professional Fitness Review salaries are calculated by using an Associate Pastor base salary and adding the years since ordination. Ten percent is deducted for expenses you incur as a PFR client. That total is then divided by 12 to produce the monthly wage figure.

If you have questions regarding the amount, please call me at 312-751-5205.

Sincerely,

A handwritten signature in cursive script that reads "Kathleen Leggdas".

Kathleen Leggdas  
Professional Fitness Review Administrator

KL/lmp

Enclosure:

Cc: Rev. Larry McBrady, Vicar for Priests  
Rev. James Kaczorowski, Vicar for Priests

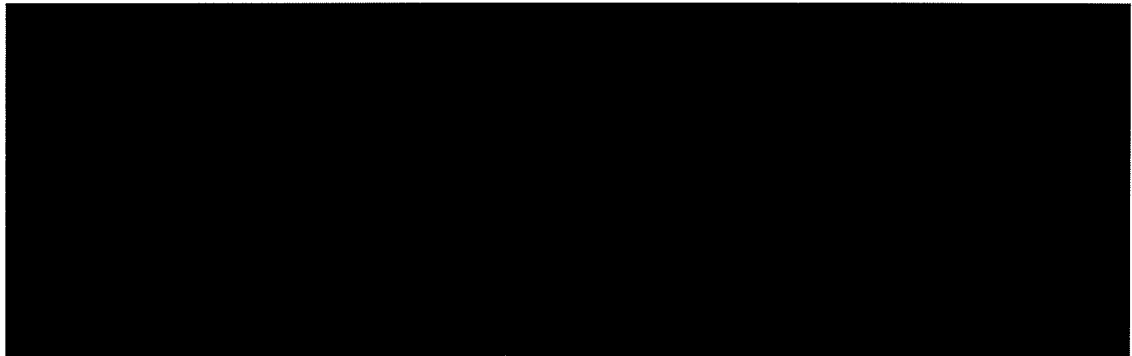
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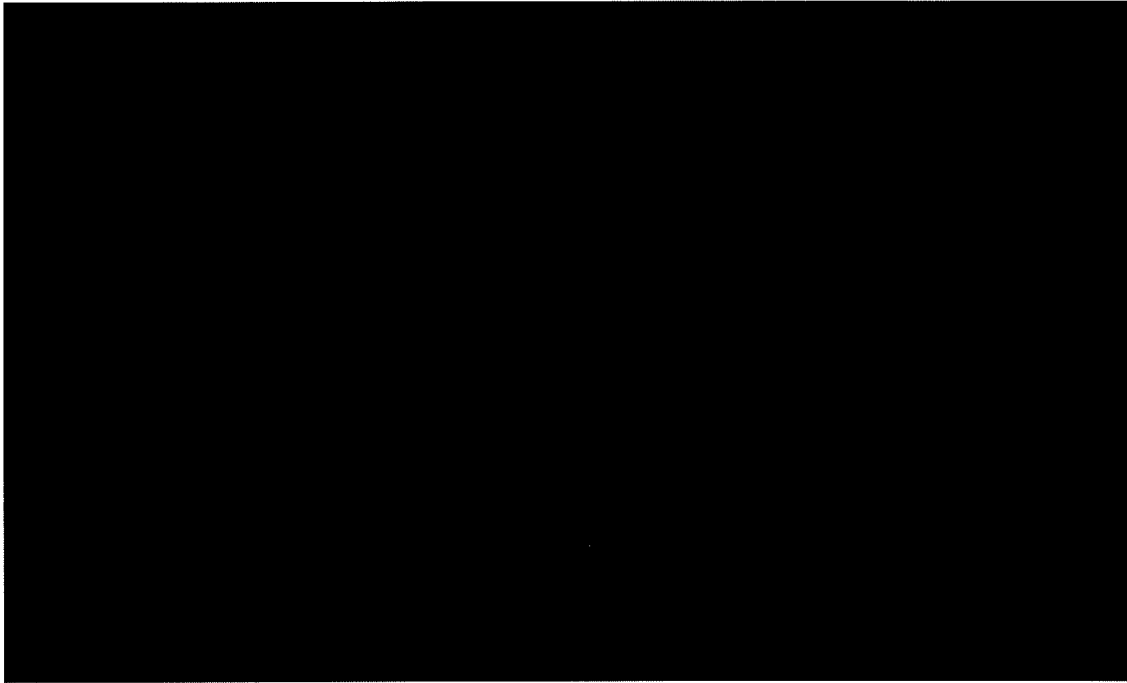
PRIESTS IN NON PAROCHIAL WORK WITHIN THE ARCHDIOCESE

Priest	NO		NO		NO
[REDACTED]		[REDACTED]		Jim Ray	
[REDACTED]		[REDACTED]		[REDACTED]	
[REDACTED]		[REDACTED]		[REDACTED]	
[REDACTED]		[REDACTED]		[REDACTED]	
[REDACTED]		[REDACTED]		[REDACTED]	
[REDACTED]		[REDACTED]		[REDACTED]	
[REDACTED]		[REDACTED]		[REDACTED]	
[REDACTED]		[REDACTED]		[REDACTED]	
[REDACTED]		[REDACTED]		[REDACTED]	
[REDACTED]		[REDACTED]		[REDACTED]	
[REDACTED]		[REDACTED]		[REDACTED]	
[REDACTED]		[REDACTED]		[REDACTED]	
[REDACTED]		[REDACTED]		[REDACTED]	
[REDACTED]		[REDACTED]		[REDACTED]	
[REDACTED]		[REDACTED]		[REDACTED]	
[REDACTED]		[REDACTED]		[REDACTED]	
[REDACTED]		[REDACTED]		[REDACTED]	
[REDACTED]		[REDACTED]		[REDACTED]	



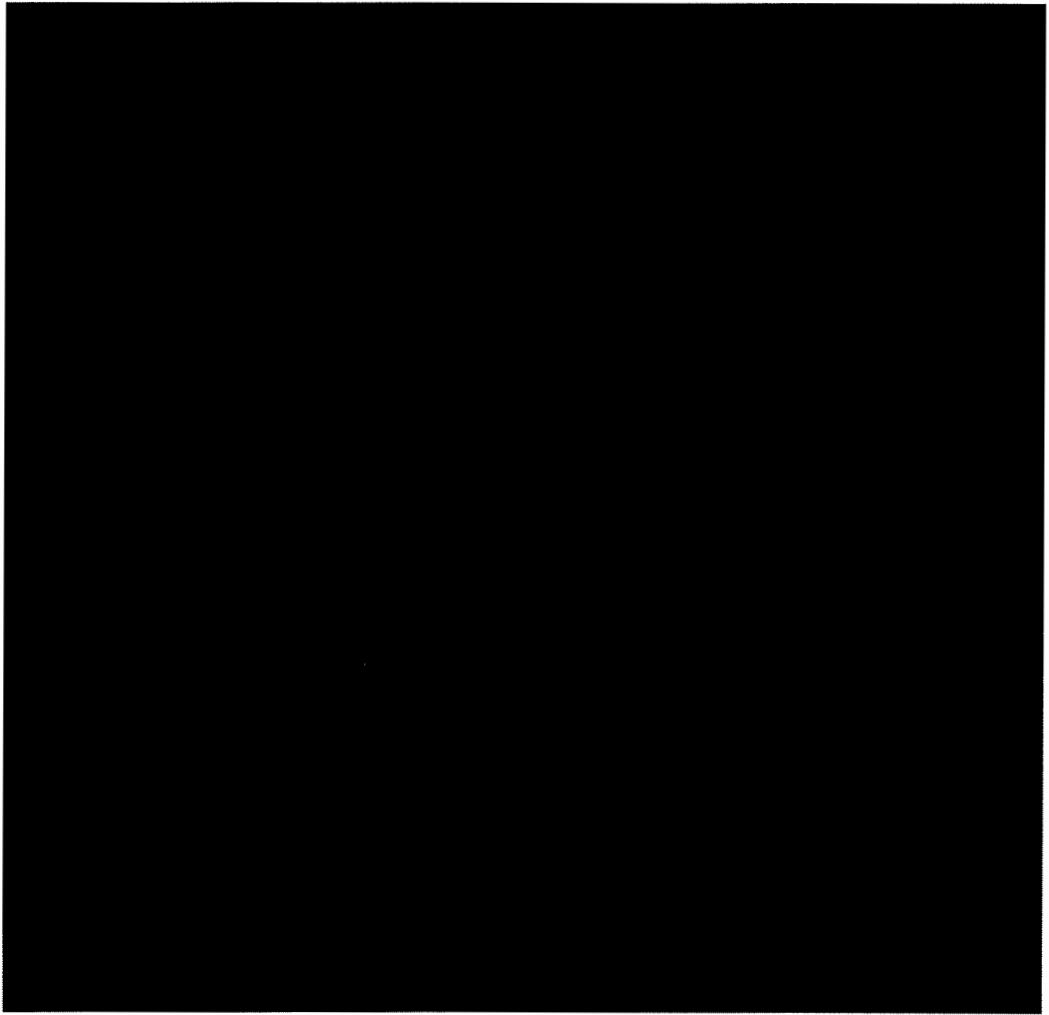
PRIESTS IN NON PAROCHIAL WORK WITHIN THE ARCHDIOCESE

Priest	NO	NO	NO
[Redacted]			
Jim Ray			
[Redacted]			



The Vicars for Priests have removed 16 people from these lists

- N. [Redacted]



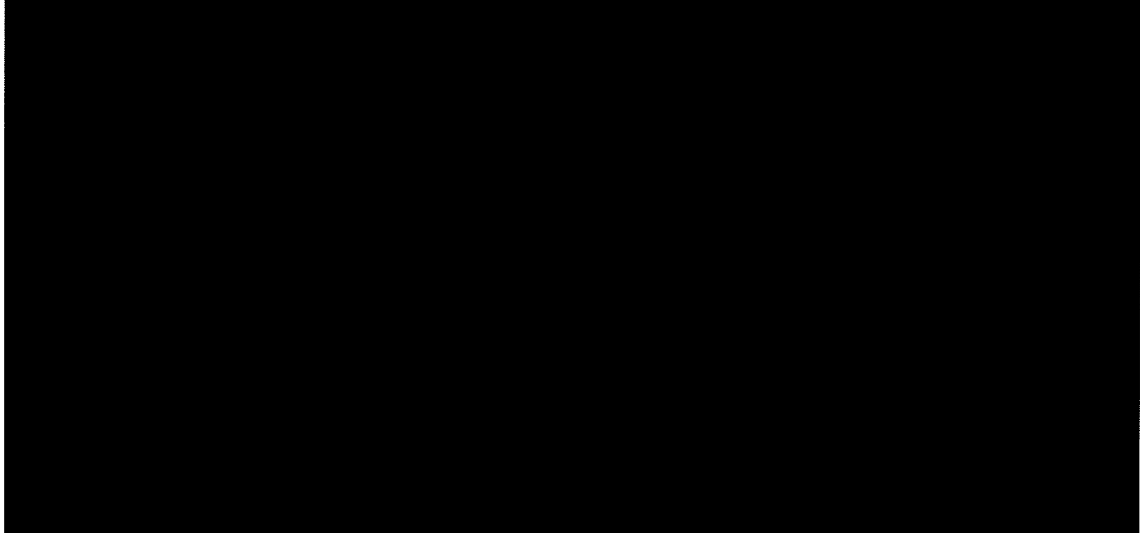
**PRIESTS IN NON PAROCHIAL WORK WITHIN THE ARCHDIOCESE**

Priest	NO		NO		NO
[REDACTED]		[REDACTED]		[REDACTED]	
Jim Ray		[REDACTED]		[REDACTED]	
[REDACTED]		[REDACTED]		[REDACTED]	



**PRIESTS IN NON PAROCHIAL WORK WITHIN THE ARCHDIOCESE**

Priest	NO		NO		NO
Jim Ray					



# ARCHDIOCESE OF CHICAGO

Office of Professional Fitness Review  
676 N. St. Clair, Suite 1910  
Chicago, Illinois 60611



Post Office Box 1979  
Chicago, Illinois 60690-1979

(312)751-5205  
Fax: (312)751-5279

## Memorandum

To: File – PFR-36  
From: Kathleen Leggdas, Administrator  
Re: **Rev. James Ray**  
Date: August 18, 2001

---

The following is a summary from the Professional Fitness Review Board meeting August 18, 2001:

[REDACTED]

Bishop Conway and Vicar Rev. Larry McBrady will attend next Review Board meeting to discuss travel and other protocol items for Father Ray.

# ARCHDIOCESE OF CHICAGO

Office of Professional Fitness Review  
676 N. St. Clair, Suite 1910  
Chicago, Illinois 60611



Post Office Box 1979  
Chicago, Illinois 60690-1979

(312)751-5205  
Fax: (312)751-5279

## Professional Fitness Review Board

Saturday, August 18, 2001  
10:00 – 12:00

### MINUTES

Review Board Members Present:



Absent:

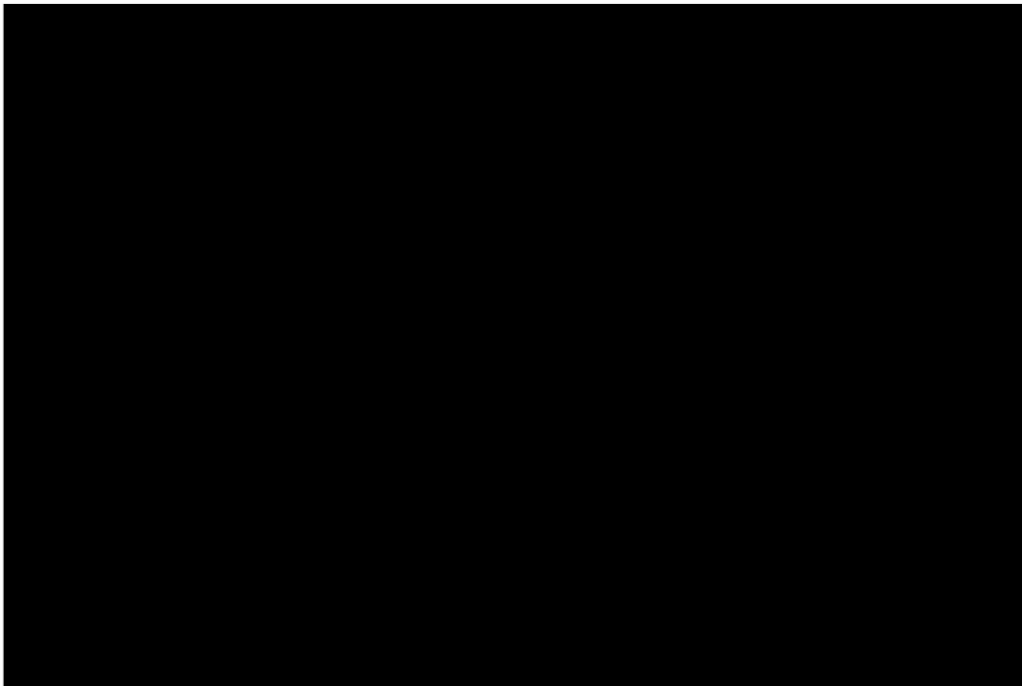


Non-members present:

Rev. Thomas J. Paprocki, Cardinal's Delegate to the Review Board  
Kathleen Leggdas, Professional Fitness Review Administrator

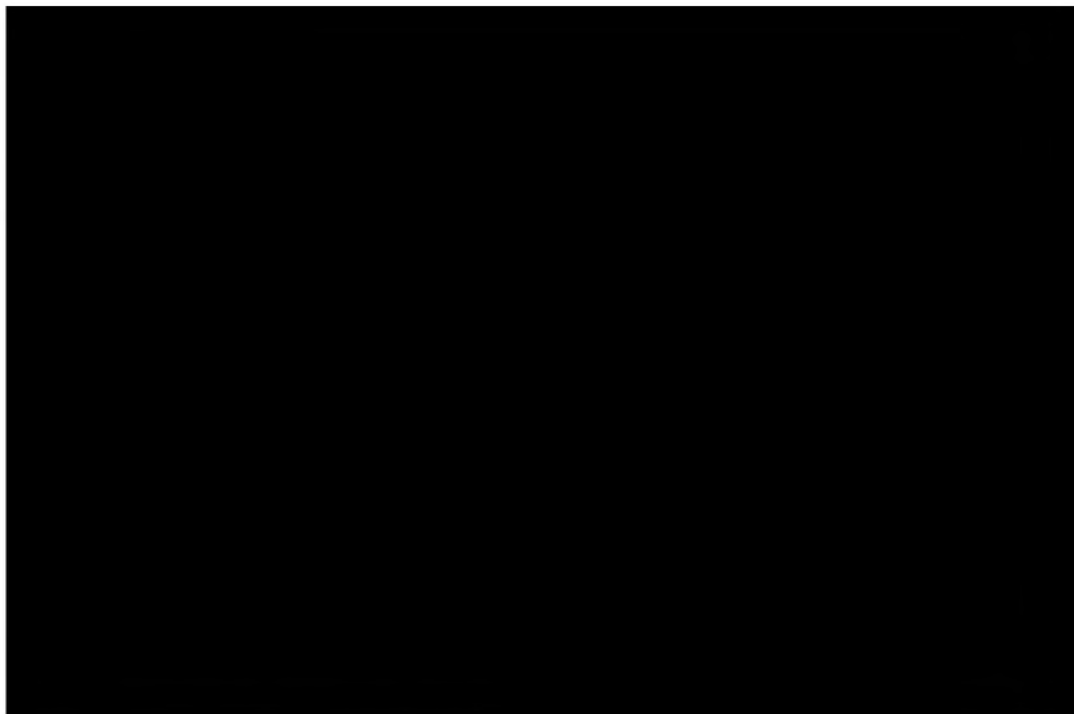
- 
- I. Approval of minutes from April 21, 2001 and June 30, 2001 First Stage Review on Rev. Kealy
  - II. Case Reviews

A.



B.

C.



D. In the Matter of Rev. James Ray, PFR-36



Bishop Conway and Vicar Rev. Larry McBrady will attend next Review Board meeting to discuss travel and other protocol items for Father Ray.

III. Other Business

 terms are up in September of 2001.

Both  and  will serve another term.

 will serve until a replacement is found.

Cc: Members of the Review Board  
Rev. Thomas J. Paprocki, Cardinal's Delegate to Review Board  
Rev. Larry McBrady, Vicar for Priests

# ARCHDIOCESE OF CHICAGO

Office of Professional Fitness Review  
676 N. St. Clair, Suite 1910  
Chicago, Illinois 60611



Post Office Box 1979  
Chicago, Illinois 60690-1979

(312)751-5205  
Fax: (312)751-5279

## Professional Fitness Review Board

**Saturday, August 18, 2001**  
**10:00 – 12:00**

I. Approval of Minutes from April 21, 2001 and Special Session, June 30, 2001

II. Case Reviews

- A. In the Matter of Rev. James Ray, PFR-36
- Review of meeting with Bishop Conway

B.

C.

D.



III. Other Business

- Board Membership



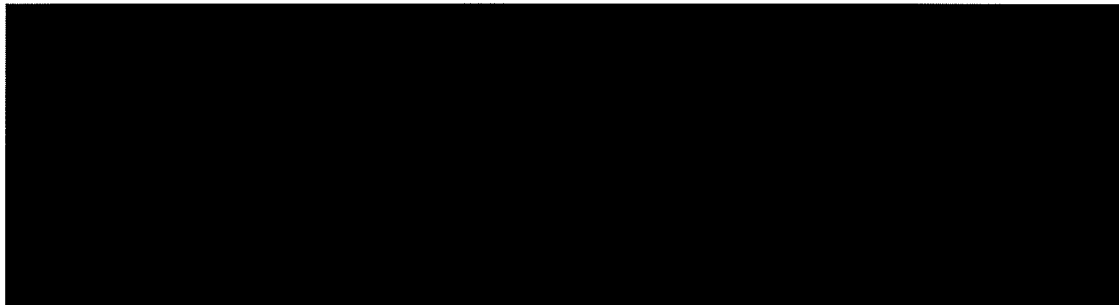




The Board worked on this. Clem will try to set up a meeting with Jean Welter [Research and Planning], Mike Shanahan, Marty O'Donovan, and himself to look at these numbers before presenting them to the Cardinal and Vicars.

**PRIESTS IN NON PAROCHIAL WORK WITHIN THE ARCHDIOCESE**

Priest	NO	NO	NO	NO
[Redacted]		[Redacted]	[Redacted]	
Jim Ray		[Redacted]	[Redacted]	
[Redacted]		[Redacted]	[Redacted]	

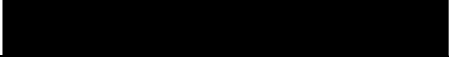





**COPY**

**TRAVEL/VACATION AGREEMENT**

Permission to ~~go on vacation to~~ perform a wedding in Lawrence, Kansas from/to Sept. 20-24, 2008  
(Destination) (Dates)

this year has been granted to FR JIM RAY provided the following conditions will be met by him and :

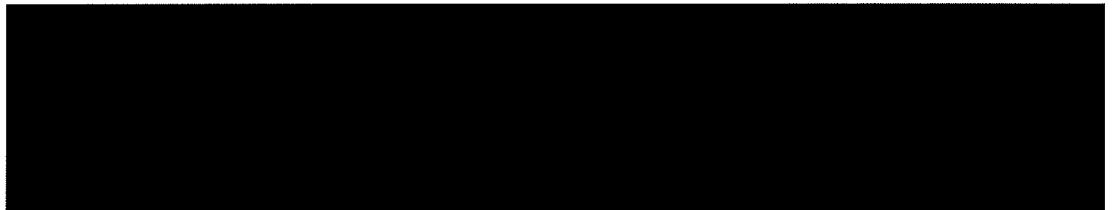
1. The designated companion agrees to accompany the client at all his activities. Client is not allowed to be by himself.
2. No contacts with minors are allowed unless companion is present.
3. Client is required to call in N/A, to keep a daily log: proofs/tickets, receipts, etc., regarding resident's activities are to be submitted to PFR Administrator for verification.  
(Frequency)
4. If any of the above conditions are violated both the client and the travel companion(s) will be held accountable by the Archdiocese of Chicago.
5. The date of return to the residence has been set for 24 September, 2008 however due to weather conditions or emergencies that may arise, the date can be changed. Approval from the PFR Administrator must be granted for any changes in this statement.

Signature(s): Fr. Jim Ray  
 \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Date: \_\_\_\_\_

**received**  
9-5-01

A copy of this agreement will be kept on file at Professional Fitness Review Board Administrator's Office and the Vicar for Priests' Office.



The Board worked on this. Clem will try to set up a meeting with Jean Welter [Research and Planning], Mike Shanahan, Marty O'Donovan, and himself to look at these numbers before presenting them to the Cardinal and Vicars.

**PRIESTS IN NON PAROCHIAL WORK WITHIN THE ARCHDIOCESE**

Priest	NO	NO	NO
[Redacted]			
[Redacted]			
[Redacted]			
[Redacted]			
[Redacted]			
[Redacted]			
[Redacted]			
[Redacted]			
[Redacted]			
[Redacted]			
Jim Ray			
[Redacted]			
[Redacted]			
[Redacted]			
[Redacted]			
[Redacted]			
[Redacted]			
[Redacted]			
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[Redacted]			
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[Redacted]			

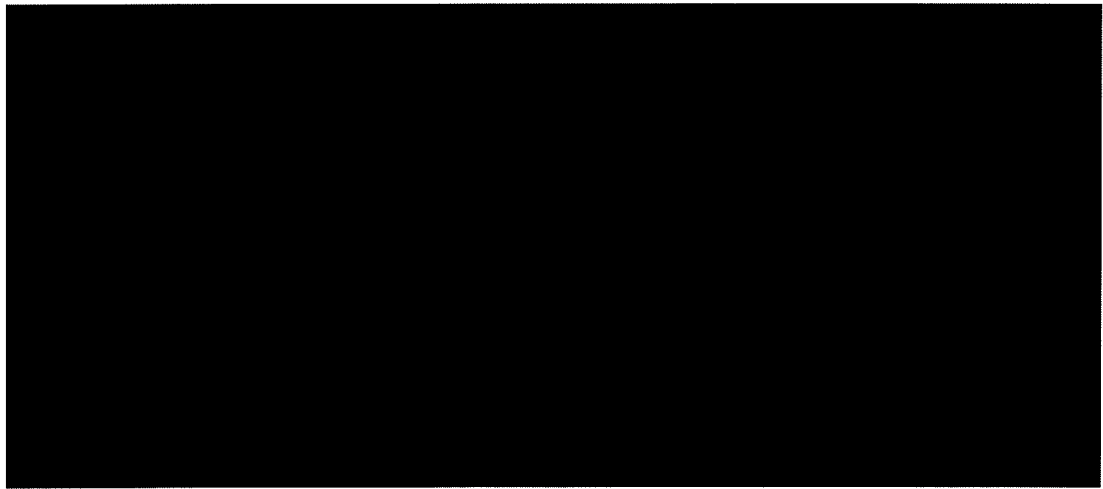




The Board worked on this. Clem will try to set up a meeting with Jean Welter [Research and Planning], Mike Shanahan, Marty O'Donovan, and himself to look at these numbers before presenting them to the Cardinal and Vicars.

**PRIESTS IN NON PAROCHIAL WORK WITHIN THE ARCHDIOCESE**

Priest	NO		NO		NO
[Redacted]		[Redacted]		[Redacted]	
[Redacted]		[Redacted]		[Redacted]	
[Redacted]		[Redacted]		[Redacted]	
[Redacted]		[Redacted]		[Redacted]	
[Redacted]		[Redacted]		[Redacted]	
[Redacted]		[Redacted]		[Redacted]	
[Redacted]		[Redacted]		[Redacted]	
[Redacted]		[Redacted]		[Redacted]	
[Redacted]		[Redacted]		[Redacted]	
[Redacted]		[Redacted]		[Redacted]	
[Redacted]		[Redacted]		[Redacted]	
Jim Ray		[Redacted]		[Redacted]	
[Redacted]		[Redacted]		[Redacted]	
[Redacted]		[Redacted]		[Redacted]	



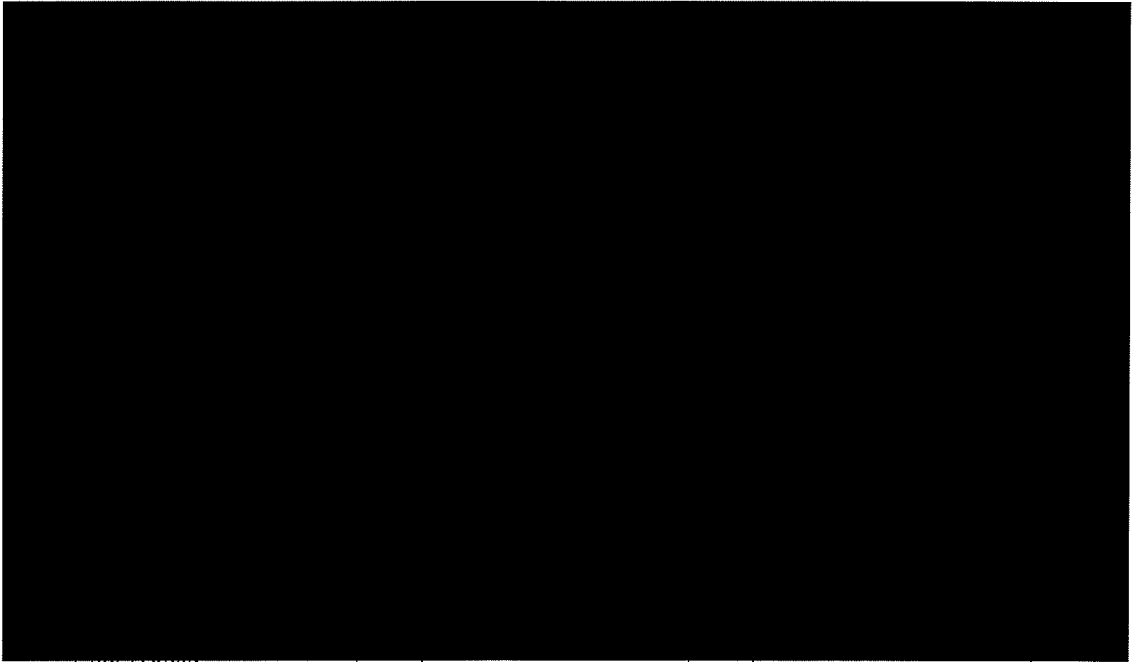




The Board worked on this. Clem will try to set up a meeting with Jean Welter [Research and Planning], Mike Shanahan, Marty O'Donovan, and himself to look at these numbers before presenting them to the Cardinal and Vicars.

**PRIESTS IN NON PAROCHIAL WORK WITHIN THE ARCHDIOCESE**

Priest	NO		NO		NO
[Redacted]					
Jim Ray					
[Redacted]					





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Chicago, Illinois 60611



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(312)751-5205  
Fax: (312)751-5279

## Memorandum

To: File – PFR-36  
From: Kathleen Leggdas, Administrator  
Re: Rev. James Ray  
Date: September 17, 2001

---

A summary of the discussion from the Professional Fitness Review Board Meeting September 15, 2001:

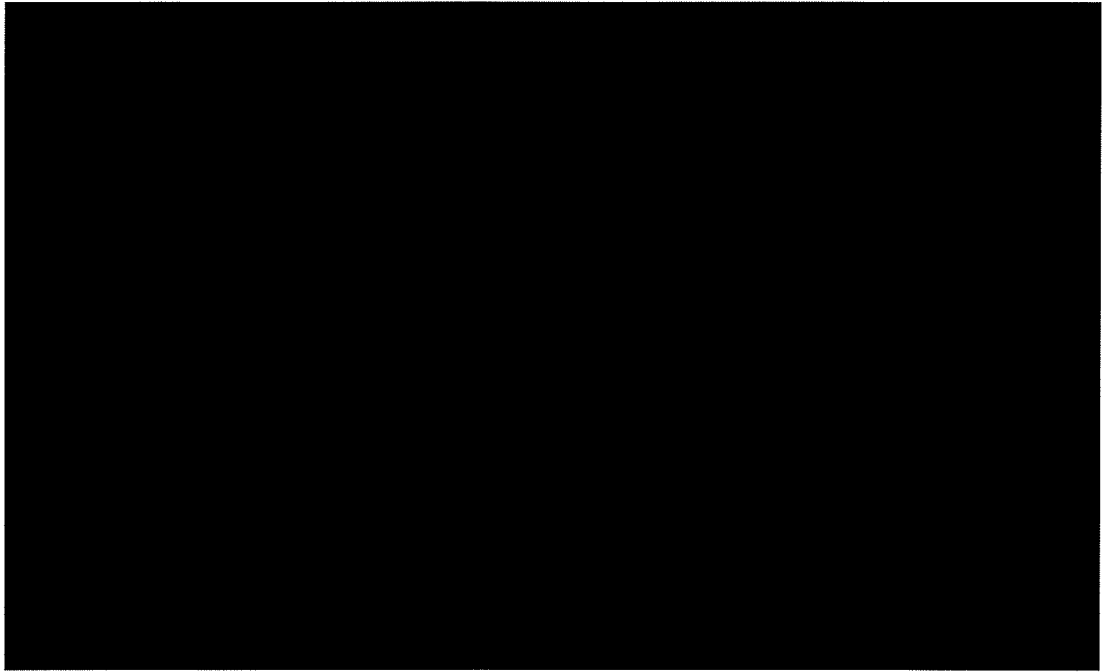
Next regularly scheduled meeting of the Review Board is October 20, 2001 at 10:00 a.m.  
Bishop Conway and Vicar for Priests Rev. Larry McBrady will attend to discuss Rev. James Ray Protocol.





**PRIESTS IN NON PAROCHIAL WORK WITHIN THE ARCHDIOCESE**

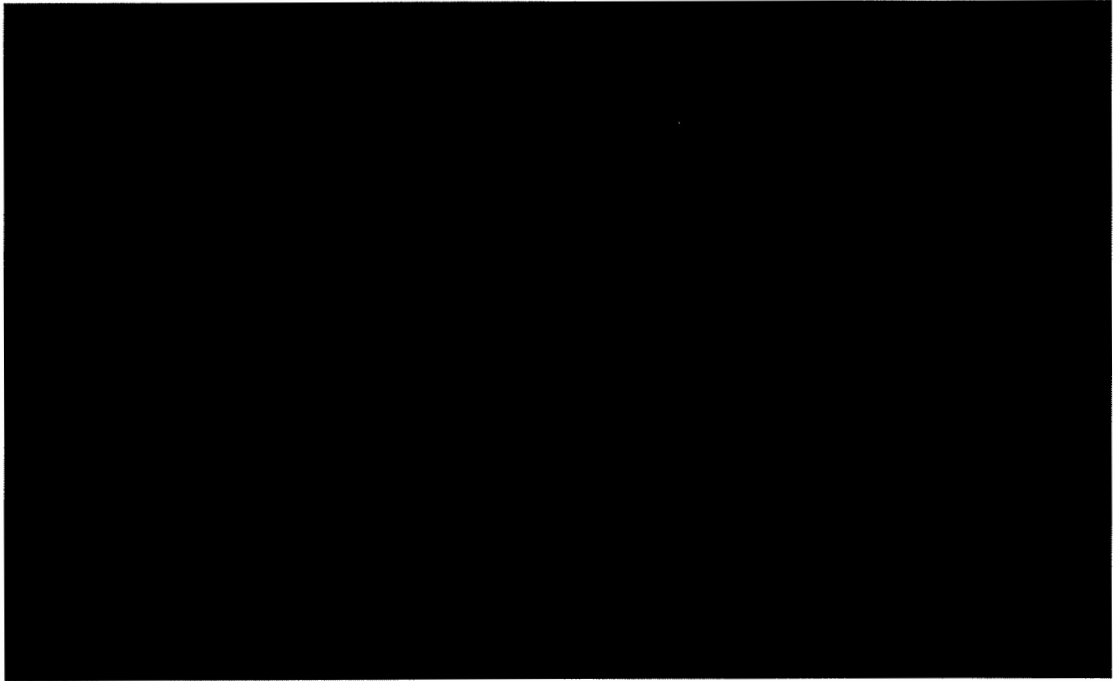
Priest	NO		NO		NO
[REDACTED]		[REDACTED]		[REDACTED]	
[REDACTED]		[REDACTED]		[REDACTED]	
[REDACTED]		[REDACTED]		[REDACTED]	
[REDACTED]		[REDACTED]		[REDACTED]	
[REDACTED]		[REDACTED]		[REDACTED]	
[REDACTED]		[REDACTED]		[REDACTED]	
[REDACTED]		[REDACTED]		[REDACTED]	
[REDACTED]		[REDACTED]		[REDACTED]	
[REDACTED]		[REDACTED]		[REDACTED]	
[REDACTED]		[REDACTED]		[REDACTED]	
[REDACTED]		[REDACTED]		[REDACTED]	
[REDACTED]		[REDACTED]		[REDACTED]	
[REDACTED]		[REDACTED]		[REDACTED]	
[REDACTED]		[REDACTED]		[REDACTED]	
[REDACTED]		[REDACTED]		[REDACTED]	
[REDACTED]		[REDACTED]		[REDACTED]	
[REDACTED]		[REDACTED]		[REDACTED]	
[REDACTED]		[REDACTED]		[REDACTED]	
[REDACTED]		[REDACTED]		[REDACTED]	
[REDACTED]		[REDACTED]		[REDACTED]	
Jim Ray		[REDACTED]		[REDACTED]	
[REDACTED]		[REDACTED]		[REDACTED]	
[REDACTED]		[REDACTED]		[REDACTED]	
[REDACTED]		[REDACTED]		[REDACTED]	
[REDACTED]		[REDACTED]		[REDACTED]	



The Vicars for Priests have removed 16 people from these lists

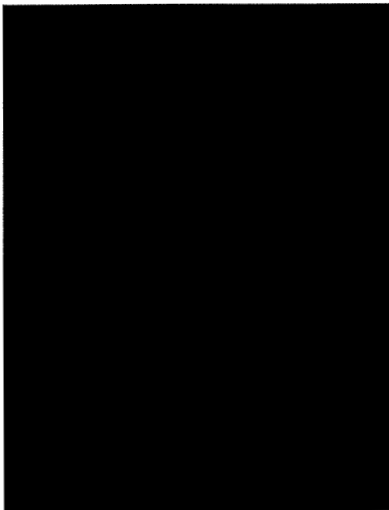
K. [REDACTED]

Priest	NO		NO		NO
[REDACTED]		[REDACTED]		[REDACTED]	
Jim Ray		[REDACTED]		[REDACTED]	
[REDACTED]		[REDACTED]		[REDACTED]	

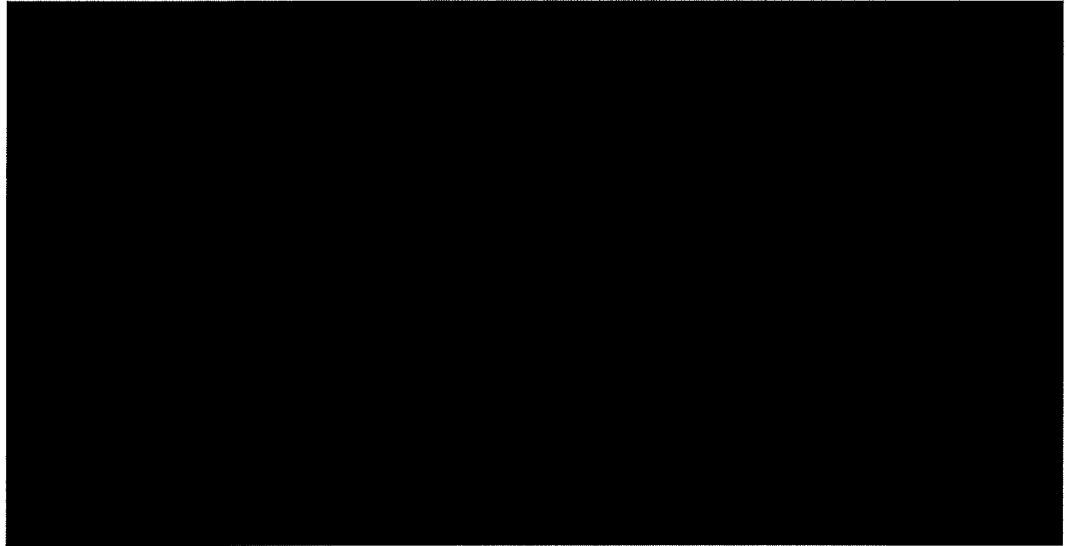


The Vicars for Priests have removed 16 people from these lists

K.



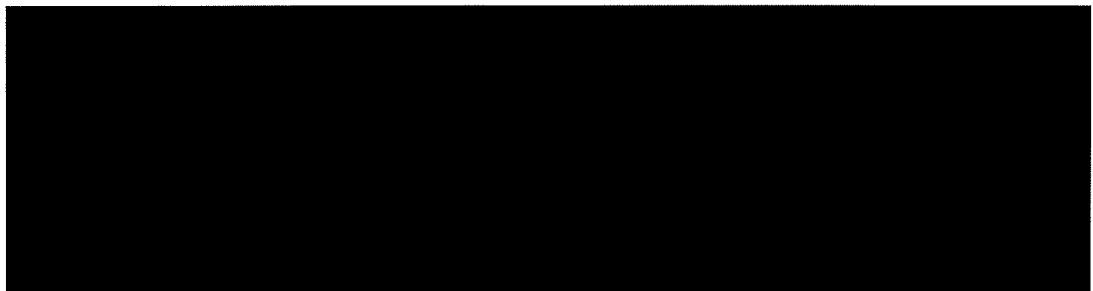
L.



The Board worked on this. Clem will try to set up a meeting with Jean Welter [Research and Planning], Mike Shanahan, Marty O'Donovan, and himself to look at these numbers before presenting them to the Cardinal and Vicars.

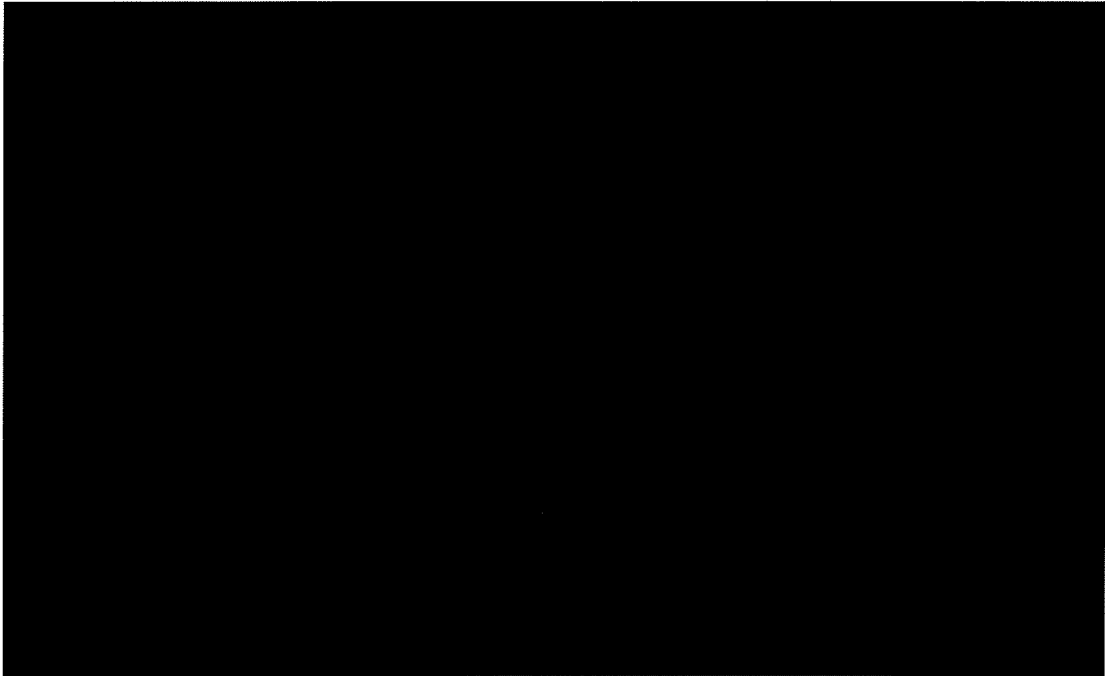
**PRIESTS IN NON PAROCHIAL WORK WITHIN THE ARCHDIOCESE**

Priest	NO	NO	NO
[Redacted]	[Redacted]	[Redacted]	[Redacted]
[Redacted]	[Redacted]	[Redacted]	[Redacted]
[Redacted]	[Redacted]	[Redacted]	[Redacted]
[Redacted]	[Redacted]	[Redacted]	[Redacted]
[Redacted]	[Redacted]	[Redacted]	[Redacted]
[Redacted]	[Redacted]	[Redacted]	[Redacted]
[Redacted]	[Redacted]	[Redacted]	[Redacted]
[Redacted]	[Redacted]	[Redacted]	[Redacted]
[Redacted]	[Redacted]	[Redacted]	[Redacted]
[Redacted]	[Redacted]	[Redacted]	[Redacted]
[Redacted]	[Redacted]	[Redacted]	[Redacted]
Jim Ray	[Redacted]	[Redacted]	[Redacted]
[Redacted]	[Redacted]	[Redacted]	[Redacted]
[Redacted]	[Redacted]	[Redacted]	[Redacted]





[Redacted]				[Redacted]				[Redacted]			
Jim Ray											
[Redacted]											



The Vicars for Priests have removed 16 people from these lists

- K. [Redacted]
- L. [Redacted]





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Chicago, Illinois 60611



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(312)751-5205  
Fax: (312)751-5279

October 16, 2001

Rev. James Ray  
St. John Stone Priory  
1165 E. 54th Place  
Chicago, Illinois 60615-5109

Dear Father Ray,

October marks a period of one year since you signed your Individual Protocol for the Office of Professional Fitness Review. As these need to be reviewed and revised annually, please call at your earliest convenience so that a meeting date and time can be designated. The Vicar for Priests will again be in attendance.

There are standard protocol items for all priests monitored by this office. These include the following:

- Restriction from being alone with minors without the presence of another responsible adult
- Meet with Professional Fitness Review Administrator twice annually (PFRA)
- Submit copy of all sites visited on the Internet to PFRA monthly

And recently added to all protocols by the Review Board:

- [REDACTED]

The Review Board determines other protocol items based on the individual priest and the nature of the allegations brought against him.

I can be reached by telephone at 312-751-5205.

Thank you for your prompt attention to this matter.

Sincerely,

A handwritten signature in cursive script that reads "Kathleen Leggdas".

Kathleen Leggdas  
Professional Fitness Review Administrator

KL/lmp

Cc: Rev. Larry McBrady, Vicar for Priests  
Rev. James Kaczorowski, Vicar for Priests

AOC 019106

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## Memorandum

To: File

From: Rev. Thomas J. Paprocki, Archbishop's Delegate *THP*  
to the Professional Fitness Review Board

Re: **Review Board Meeting – Case Review**  
**Rev. James Ray**

Date: October 20, 2001

---

The Review Board conducted a case review in the matter of Rev. James Ray. Present for this review were Bishop Edwin Conway, Archdiocesan Director of Healthcare Ministry, and Father Lawrence McBrady, Vicar for Priests. [REDACTED]

The key question for the Review Board was whether Fr. Ray needs to be accompanied by another adult when he travels. Such travels are becoming more frequent, i.e., six per year, in light of his duties involving Catholic healthcare ministry.

[REDACTED]

By a vote of six to one, the Board recommended that Fr. Ray be permitted to take supervised travel, i.e. accompanied by a reasonable adult with very tight restrictions and monitoring. The Board further encouraged that [REDACTED] this matter be reviewed again in six months [REDACTED]. There was one dissenting opinion from a Board member who thought that Fr. Ray should not be allowed to travel at all pending a report [REDACTED] in six months.

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## Professional Fitness Review Board

Saturday, October 20, 2001  
10:00 – 12:00

### MINUTES

#### Review Board Members Present:

[REDACTED]

#### Absent:

[REDACTED]

#### Non-members present:

Rev. Thomas J. Paprocki, Cardinal's Delegate to the Review Board  
Kathleen Leggdas, Professional Fitness Review Administrator

---

#### I. Approval of Minutes from September 15, 2001 Meeting

- Add: [REDACTED] will be vice-chairperson of Board

#### II. Case Reviews

- A. Board members reviewed resume of [REDACTED]  
Recommendation that Father Paprocki interview him before accepting to the Board.
- B. Victim Assistance Office provided names of two parents of victims of clerical sexual misconduct. Board recommended that Father Paprocki interview each prior to choosing for Board membership.

#### III. Case Reviews

- A. In the Matter of Rev. James Ray, PFR-36  
The Review Board conducted a case review in the matter of Rev. James Ray. Present for this review were Bishop Edwin Conway, Archdiocesan Director of Healthcare Ministry, and Father Lawrence McBrady, Vicar for Priests. [REDACTED]

The key question for the Review Board was whether Fr. Ray needs to be accompanied by another adult when he travels. Such travels are becoming more frequent, i.e., six per year, in light of his duties involving Catholic healthcare ministry.



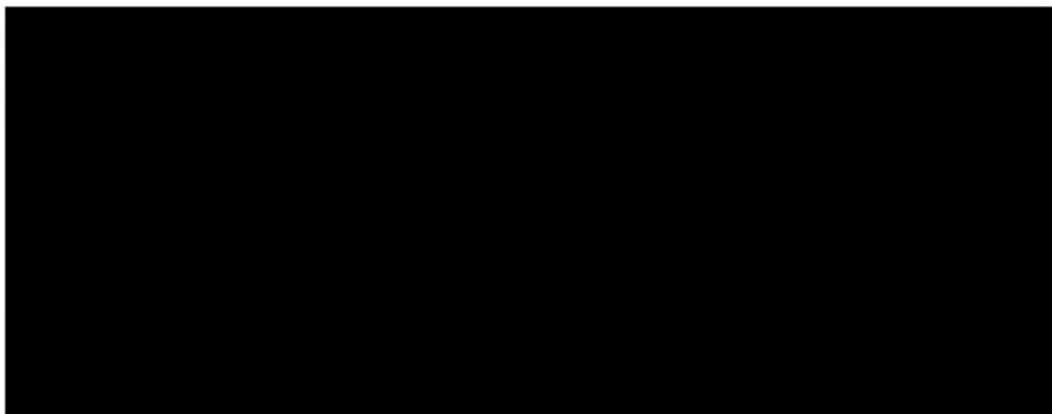
By a vote of six to one, the Board recommended that Fr. Ray be permitted to take supervised travel, i.e. accompanied by a reasonable adult with very tight restrictions and monitoring. The Board further encouraged [REDACTED] that this matter be reviewed again in six months [REDACTED]. There was one dissenting opinion from a Board member who thought that Fr. Ray should not be allowed to travel at all pending a report [REDACTED].

B.

C.



D.



**Next regularly scheduled meeting is November 17, 2001 at 10:00 a.m.**

Cc: Members of the Review Board  
Rev. Thomas J. Paprocki, Cardinal's Delegate to Review Board  
Rev. Larry McBrady, Vicar for Priests

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## Professional Fitness Review Board

Saturday, October 20, 2001  
10:00 – 12:00

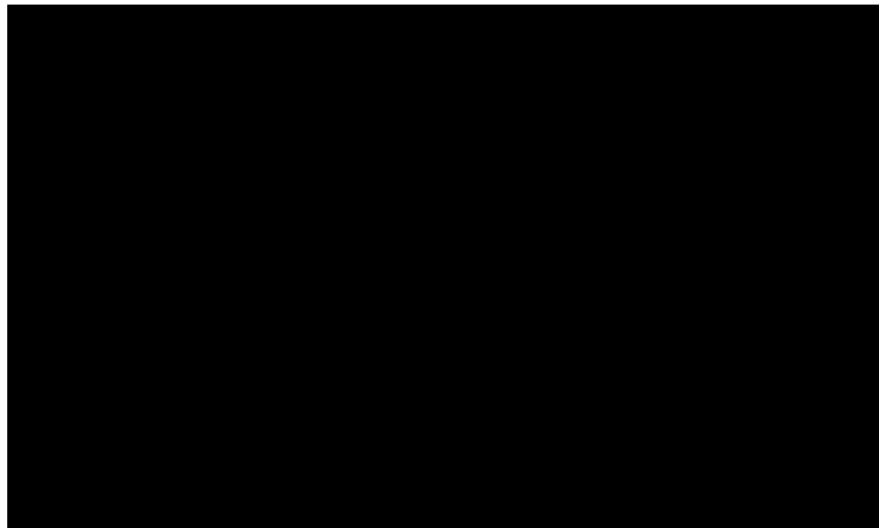
### AGENDA

- I. Approval of Minutes from September 15, 2001
  
- II. Case Reviews
  - A. In the Matter of Rev. James Ray, PFR-36
    - Bishop Conway and Father Larry McBrady to attend meeting

B.

C.

D.



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## Memorandum

To: File – PFR-36

From: Kathleen Leggdas, Professional Fitness Review Administrator [PFRA]

Re: **Rev. James Ray**

Date: October 24, 2001

---

On October 24, 2001 Father Larry McBrady, Vicar for Priests, and I met with Father James Ray regarding the recommendations made by the Review Board at the October 20, 2001 meeting.

Travel restrictions were discussed in relation to the recommendation that Father Ray have a monitor with him for any out of state travel. For each trip both PFRA and Vicar for Priests Office will be contacted. Father Ray will complete Request to Travel Form (see attached) and have monitor sign form. PFRA will discuss monitor duties and responsibilities with individual designated prior to approval of trip. If adequate monitoring cannot be insured, Father Ray will not travel.

Father Ray is Chairperson Elect of the Conference of Diocesan Coordinators of Health Affairs. This is effective January 1, 2002. He will serve as Chairperson Elect for two years and then as Chairperson for two years. This is a small National Organization comprised of approximately 90 members. The annual National Conference is attended by 25-30 members.

Father Ray has disclosed his status as a client of the Review Board to one member of the Conference Board but not to the chairperson.

Cc: Members of the Review Board  
Rev. Thomas J. Paprocki, Cardinal's Delegate to the Review Board  
Rev. Larry McBrady, Vicar for Priests  
Dr. Michael Bland, Victim Assistance Ministry  
Rev. James Ray  
Bishop Edwin Conway



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## Memorandum

To: File – PFR-36  
From: Kathleen Leggdas, Administrator  
Re: **Rev. James Ray**  
Date: October 25, 2001

---

A summary of the discussion from the Professional Fitness Review Board Meeting on October 20, 2001:

The Review Board conducted a case review in the matter of Rev. James Ray. Present for this review were Bishop Edwin Conway, Archdiocesan Director of Healthcare Ministry, and Father Lawrence McBrady, Vicar for Priests. [REDACTED]

The key question for the Review Board was whether Fr. Ray needs to be accompanied by another adult when he travels. Such travels are becoming more frequent, i.e., six per year, in light of his duties involving Catholic healthcare ministry.

[REDACTED]

By a vote of six to one, the Board recommended that Fr. Ray be permitted to take supervised travel, i.e. accompanied by a reasonable adult with very tight restrictions and monitoring. The Board further encouraged that [REDACTED] this matter be reviewed again in six months [REDACTED] There was one dissenting opinion from a Board member who thought that Fr. Ray should not be allowed to travel at all pending a report [REDACTED]

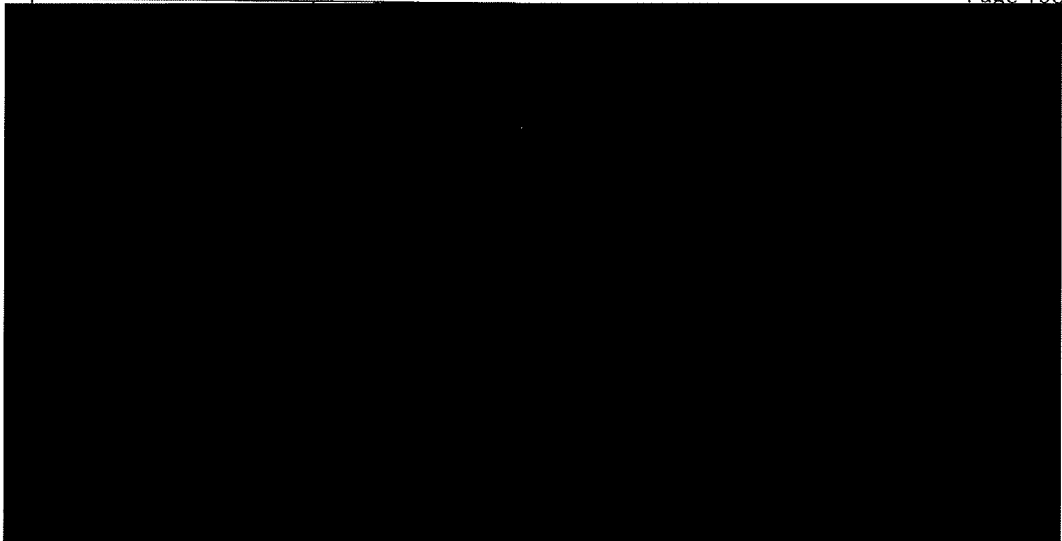
[REDACTED]



PRIESTS IN NON PAROCHIAL WORK WITHIN THE ARCHDIOCESE

Priest		NO		NO		NO
[Redacted]	[Redacted]		[Redacted]		[Redacted]	
[Redacted]	[Redacted]		[Redacted]		[Redacted]	
[Redacted]	[Redacted]		[Redacted]		[Redacted]	
[Redacted]	[Redacted]		[Redacted]		[Redacted]	
[Redacted]	[Redacted]		[Redacted]		[Redacted]	
[Redacted]	[Redacted]		[Redacted]		[Redacted]	
[Redacted]	[Redacted]		[Redacted]		[Redacted]	
[Redacted]	[Redacted]		[Redacted]		[Redacted]	
[Redacted]	[Redacted]		[Redacted]		[Redacted]	
[Redacted]	[Redacted]		[Redacted]		[Redacted]	
[Redacted]	[Redacted]		[Redacted]		[Redacted]	
Jim Ray	[Redacted]		[Redacted]		[Redacted]	
[Redacted]	[Redacted]		[Redacted]		[Redacted]	
[Redacted]	[Redacted]		[Redacted]		[Redacted]	
[Redacted]	[Redacted]		[Redacted]		[Redacted]	
[Redacted]	[Redacted]		[Redacted]		[Redacted]	





**PRIESTS IN NON PAROCHIAL WORK WITHIN THE ARCHDIOCESE**

Priest	NO		NO		NO
[Redacted]		[Redacted]		[Redacted]	
[Redacted]		[Redacted]		[Redacted]	
[Redacted]		[Redacted]		[Redacted]	
[Redacted]		[Redacted]		[Redacted]	
[Redacted]		[Redacted]		[Redacted]	
[Redacted]		[Redacted]		[Redacted]	
[Redacted]		[Redacted]		[Redacted]	
[Redacted]		[Redacted]		[Redacted]	
[Redacted]		[Redacted]		[Redacted]	
Jim Ray		[Redacted]		[Redacted]	
[Redacted]		[Redacted]		[Redacted]	
[Redacted]		[Redacted]		[Redacted]	
[Redacted]		[Redacted]		[Redacted]	
[Redacted]		[Redacted]		[Redacted]	



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Fax: (312)751-5279

November 1, 2001

Rev. James Ray  
St. John Stone Priory  
1165 E. 54th Place  
Chicago, Illinois 60615-5109

Dear Father Ray,

You, Father McBrady, and I met to discuss Review Board recommendations regarding your travel. Since this conversation included review of your Protocol, no additional meeting need be held.

I have enclosed the original for you to sign and return to me. Retain a copy for your files.

Thanks in advance for your attention to this matter.

Sincerely,

A handwritten signature in cursive script that reads "Kathleen Leggdas".

Kathleen Leggdas  
Professional Fitness Review Administrator

Enclosure:

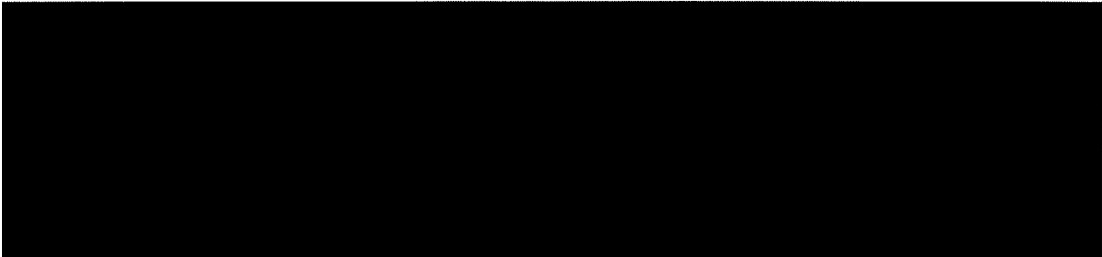
Cc: Rev. Larry McBrady, Vicar for Priests

AOC 019116



**PRIESTS IN NON PAROCHIAL WORK WITHIN THE ARCHDIOCESE**

Priest	NO	NO	NO
Jim Ray			



Priest	NO		NO		NO
[Redacted]		[Redacted]		[Redacted]	
[Redacted]		[Redacted]		[Redacted]	
[Redacted]		[Redacted]		[Redacted]	
[Redacted]		[Redacted]		[Redacted]	
Jim Ray		[Redacted]		[Redacted]	
[Redacted]		[Redacted]		[Redacted]	
[Redacted]		[Redacted]		[Redacted]	
[Redacted]		[Redacted]		[Redacted]	
[Redacted]		[Redacted]		[Redacted]	
[Redacted]		[Redacted]		[Redacted]	
[Redacted]		[Redacted]		[Redacted]	
[Redacted]		[Redacted]		[Redacted]	
[Redacted]		[Redacted]		[Redacted]	
[Redacted]		[Redacted]		[Redacted]	
[Redacted]		[Redacted]		[Redacted]	

[Redacted]

The Vicars for Priests have removed 16 people from these lists

- P. [Redacted]
- [Redacted]

Office of Professional Fitness Review  
676 N. St. Clair, Suite 1910  
Chicago, IL 60611  
312-751-5205


COPY

INDIVIDUAL SPECIFIC PROTOCOL  
For  
Rev. James Ray

The Individual Specific Protocol (ISP) reflects the primary goal of protecting minors and the integrity of the Church. Additionally, the ISP serves as a safeguard for the individual priest/deacon with regard to the possibility of subsequent allegations.

Professional Fitness Review clients will be subject to appropriate restrictions and monitoring by the Professional Fitness Review Administrator (PFRA) throughout the life of the individual as a priest/deacon in the Archdiocese of Chicago.

The ISP for **Father James Ray** includes but is not limited to the following:

1. Restricted from being alone with minors without the presence of another responsible adult.
2. 
3. Prior approval required from PFRA for vacations, business travel and any overnight spent away from residence.
4. Prior approval required from PFRA and VP for public celebration of sacraments (Mass, Weddings, and Funerals).
5. Maintain a daily log of work/social activities. Submit to PFRA monthly with receipts, ticket stubs, etc.
6. A responsible adult must accompany Father Ray on all out of state travel.
7. Meet with PFRA twice a year.
8. This is a working document which can be changed, altered or superceded when there is an indicated need to do so. In order to change this protocol, prior approval must be obtained from the Professional Fitness Review Board.

I have reviewed, understand, and agree to all requirements of this Protocol.

Signed: James M. Ray

Date: 5 November 2001

Printed Name: James M. Ray

Signature of PFRA: Kathleen Leysden

Date: Nov 9, 2001

A copy of this Protocol will be kept on file in Professional Fitness Review and Vicar for Priests Offices.

# ARCHDIOCESE OF CHICAGO

Office of Professional Fitness Review  
676 N. St. Clair, Suite 1910  
Chicago, Illinois 60611



Post Office Box 1979  
Chicago, Illinois 60690-1979

(312)751-5205  
Fax: (312)751-5279

March 25, 2002

Francis Cardinal George, O.M.I.  
Archbishop of Chicago  
155 E. Superior Street  
Chicago, IL 60611

Dear Cardinal George,

Please be advised that the Review Board met on March 16, 2002. The Board fully considered all oral and written reports in the matter of Rev. James Ray. The Board conducted a Supplementary Review pursuant to Article 1104.11 of the Policies and Procedure for Determination of Fitness for Ministry.

Based on that review the Board recommends the following:

- That Father Ray's travel restrictions remain in place.

If you have questions or comments, please call at your convenience.

Sincerely,

A handwritten signature in cursive script that reads "Kathleen Leggdas".

Kathleen Leggdas  
Professional Fitness Review Administrator

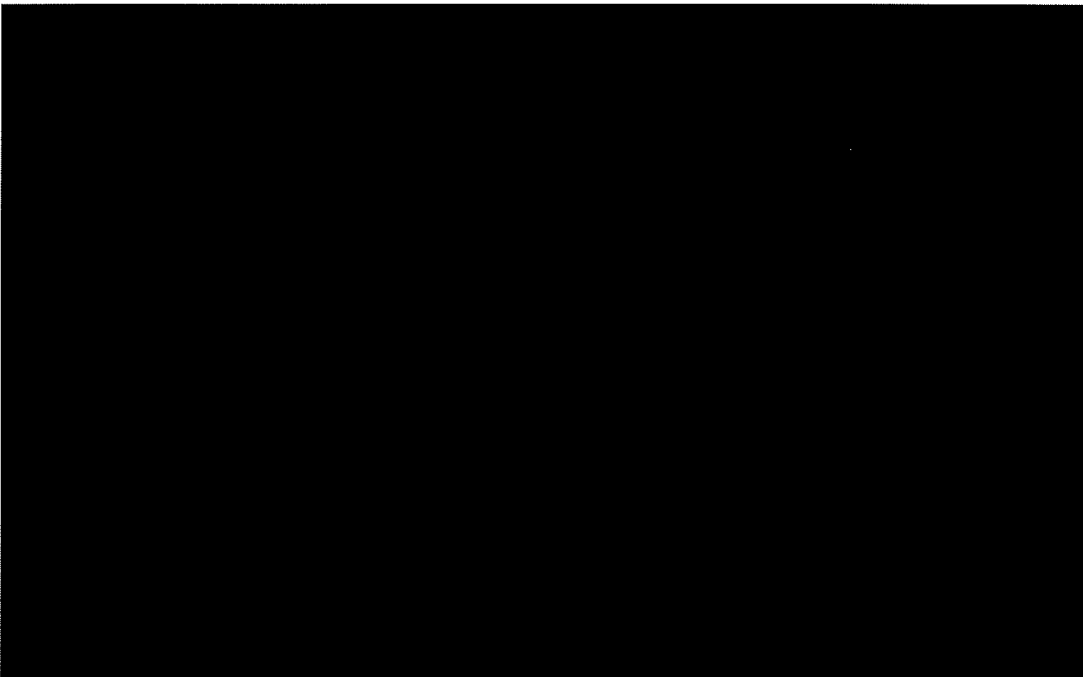
Cc: Rev. Thomas J. Paprocki, Cardinal's Delegate to the Review Board  
Rev. Larry McBrady, Vicar for Priests

AOC 019120



PRIESTS IN NON PAROCHIAL WORK WITHIN THE ARCHDIOCESE

Priest	NO		NO		NO
[Redacted]		[Redacted]		[Redacted]	
[Redacted]		[Redacted]		[Redacted]	
[Redacted]		[Redacted]		[Redacted]	
[Redacted]		[Redacted]		[Redacted]	
[Redacted]		[Redacted]		[Redacted]	
[Redacted]		[Redacted]		[Redacted]	
[Redacted]		[Redacted]		[Redacted]	
[Redacted]		[Redacted]		[Redacted]	
[Redacted]		[Redacted]		[Redacted]	
[Redacted]		[Redacted]		[Redacted]	
[Redacted]		[Redacted]		[Redacted]	
[Redacted]		[Redacted]		[Redacted]	
[Redacted]		[Redacted]		[Redacted]	
[Redacted]		[Redacted]		[Redacted]	
[Redacted]		[Redacted]		[Redacted]	
[Redacted]		[Redacted]		[Redacted]	
Jim Ray		[Redacted]		[Redacted]	
[Redacted]		[Redacted]		[Redacted]	
[Redacted]		[Redacted]		[Redacted]	



The Vicars for Priests have removed 16 people from these lists

Q. 

PRIESTS IN NON PAROCHIAL WORK WITHIN THE ARCHDIOCESE

Priest	NO	NO	NO
[Redacted]			
[Redacted]			
[Redacted]			
[Redacted]			
[Redacted]			
[Redacted]			
[Redacted]			
[Redacted]			
[Redacted]			
[Redacted]			
[Redacted]			
[Redacted]			
[Redacted]			
[Redacted]			
[Redacted]			
Jim Ray			
[Redacted]			
[Redacted]			
[Redacted]			
[Redacted]			
[Redacted]			
[Redacted]			
[Redacted]			
[Redacted]			
[Redacted]			

The Vicars for Priests have removed 16 people from these lists

Q.

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**Memorandum**

To: File – PFR-36

From: Kathleen Leggdas, Administrator *KL*

Re: **Rev. James Ray**

Date: November 21, 2001

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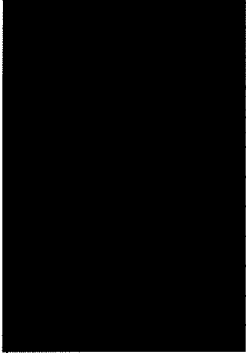
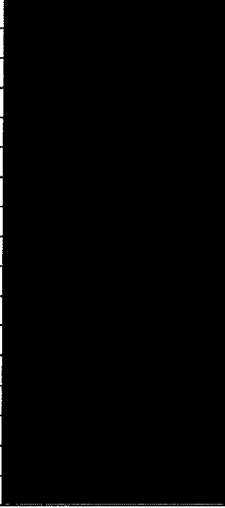
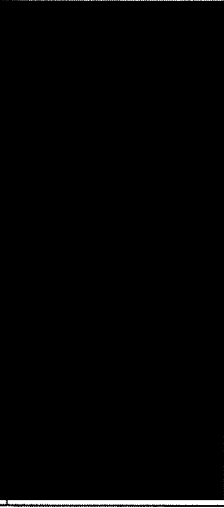
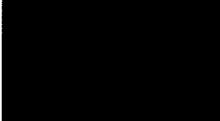
Rev. James Ray called today with the following information:

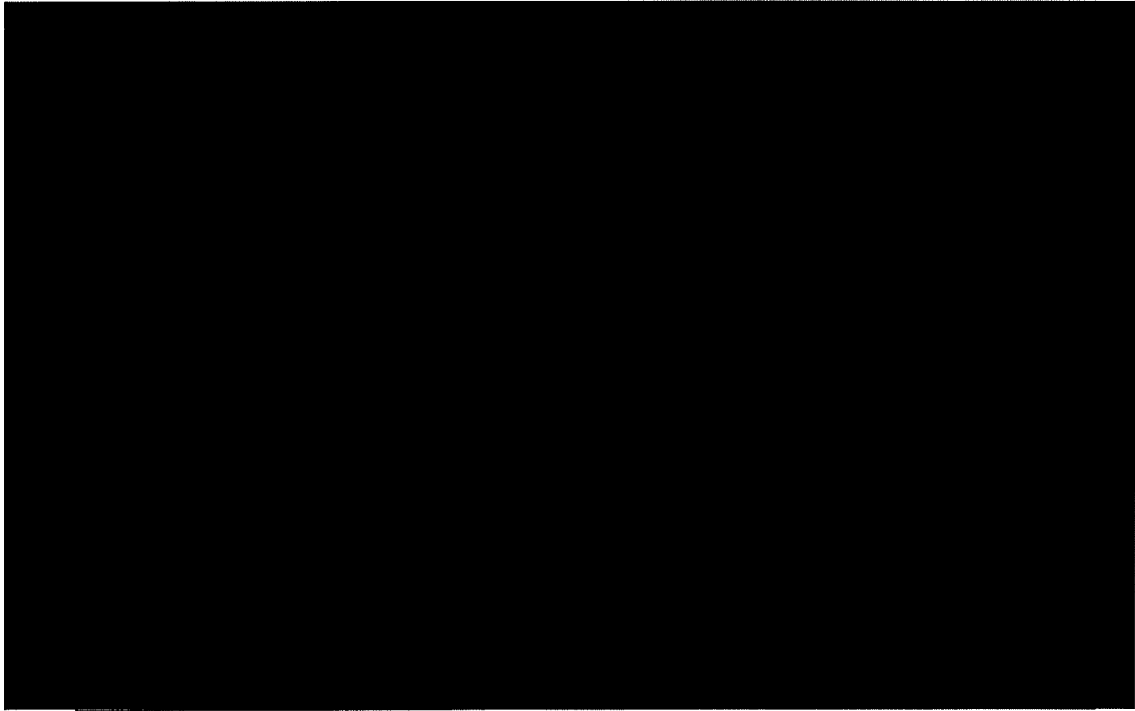
- Approved to perform Baptism for past parishioner's child on 11/21/01 at Our Lady of Humility in Zion, Illinois
- Approved for Baptism in Wauconda in December 2001
- Informed PFRA of decision to withdraw his name as chairperson of Conference of Diocesan Coordinators of Health Affairs.
- Travel plans for January skiing trip with his brother. Approved pending final information on designated traveling companion.

Cc: Rev. Larry McBrady, Vicar for Priests

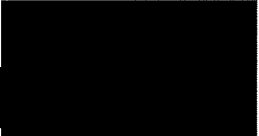


PRIESTS IN NON PAROCHIAL WORK WITHIN THE ARCHDIOCESE

Priest	NO	NO	NO	NO
				
Jim Ray				
				



The Vicars for Priests have removed 16 people from these lists

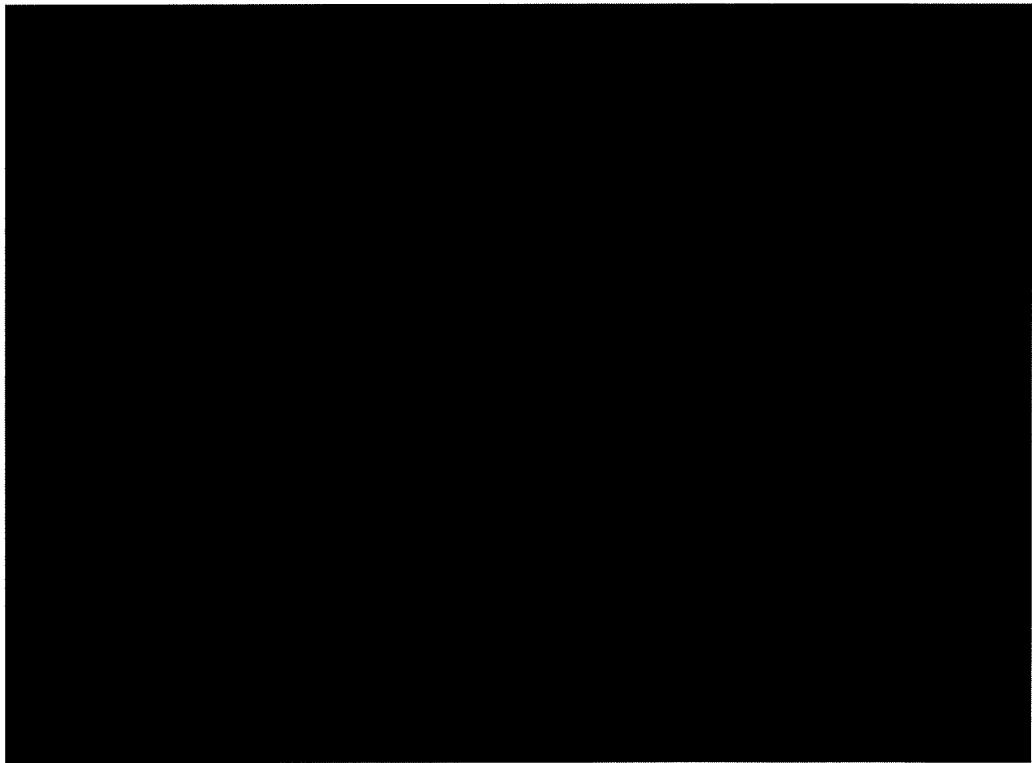
R. 





PRIESTS IN NON PAROCHIAL WORK WITHIN THE ARCHDIOCESE

Priest			
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Jim Ray	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

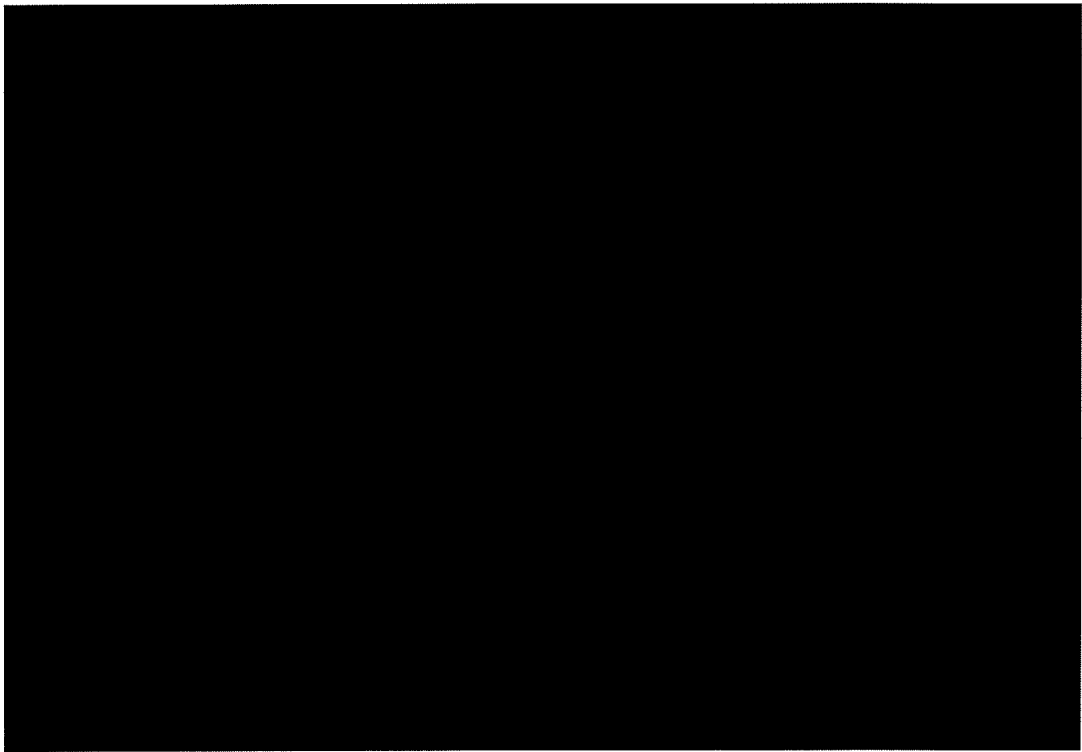


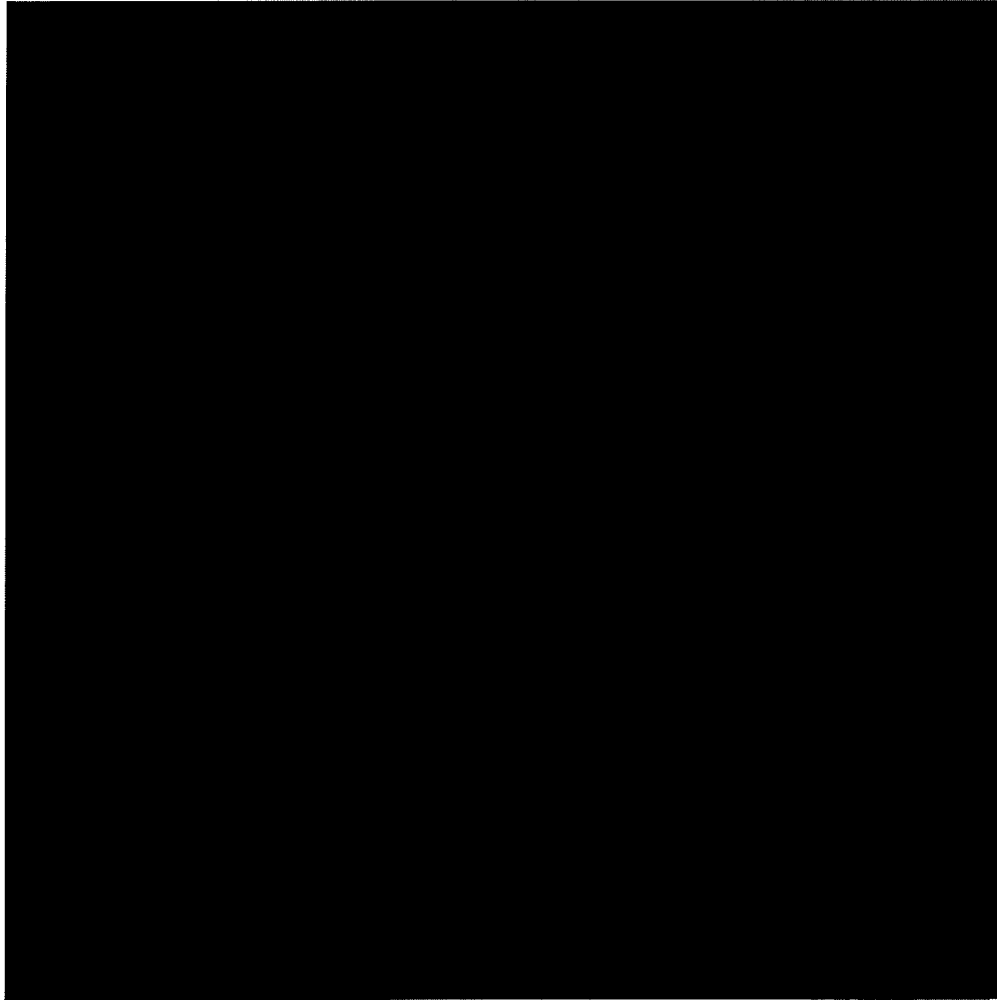
The Vicars for Priests have removed 16 people from these lists



**PRIESTS IN NON PAROCHIAL WORK WITHIN THE ARCHDIOCESE**

Priest		
[Redacted]	[Redacted]	[Redacted]
Jim Ray		
[Redacted]		



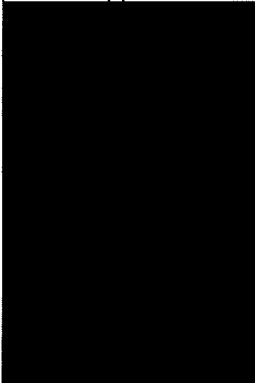
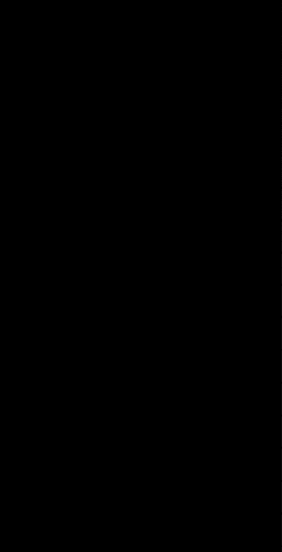
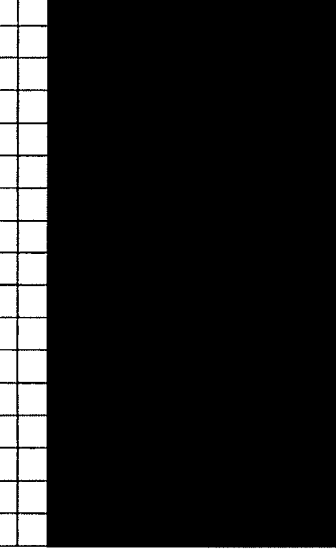
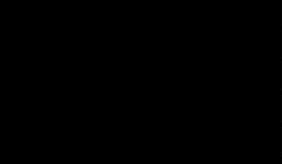


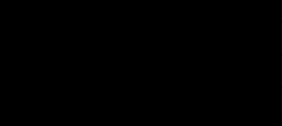



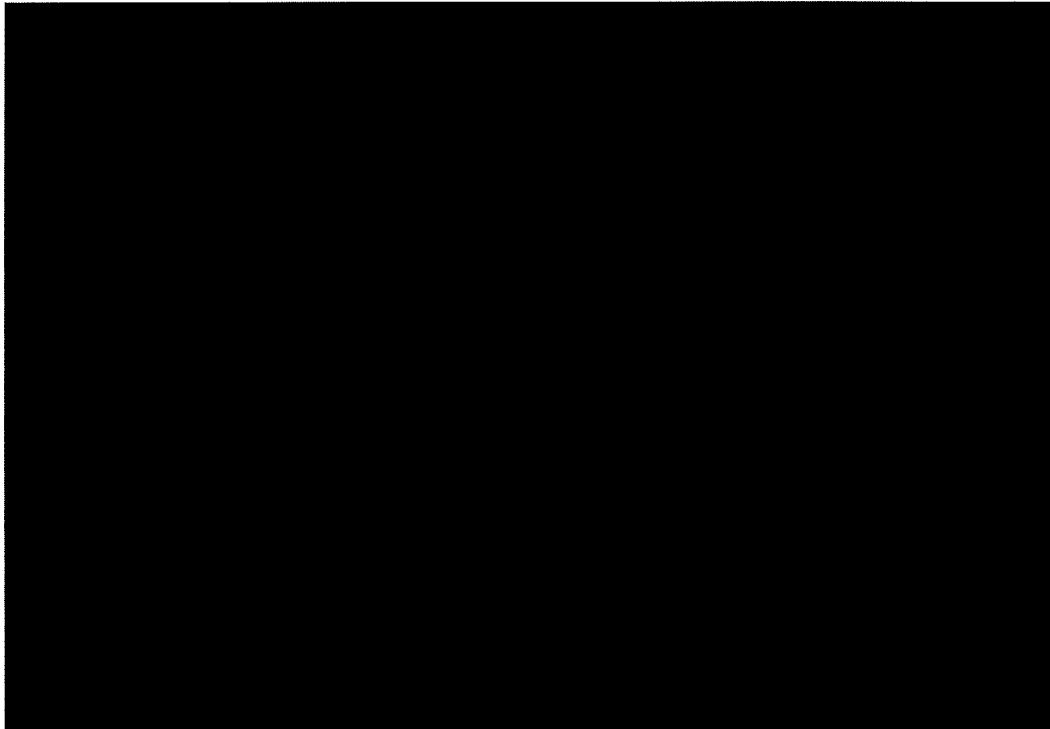
**PRIESTS IN NON PAROCHIAL WORK WITHIN THE ARCHDIOCESE**

Priest		
[Redacted]	[Redacted]	[Redacted]
Jim Ray	[Redacted]	[Redacted]



**PRIESTS IN NON PAROCHIAL WORK WITHIN THE ARCHDIOCESE**

Priest	Priest	Priest
		
Jim Ray		
		



The Vicars for Priests have removed 16 people from these lists

# ARCHDIOCESE OF CHICAGO

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## Memorandum

To: File -

From: Rev. Thomas J. Paprocki, Archbishop's Delegate *TJP*  
to the Professional Fitness Review Board

Re: Rev. James Ray  
Review Board Meeting – Supplementary Review

Date: December 15, 2001

---

Father Ray withdrew his name as chair of Catholic Health Administrator's Association. He is currently Treasurer; should resign if more than a couple of months.

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## Professional Fitness Review Board

Saturday, December 15, 2001  
10:00 – 12:00

### MINUTES

#### Review Board Members Present:

[REDACTED]

#### Absent:

[REDACTED]

#### Non-members present:

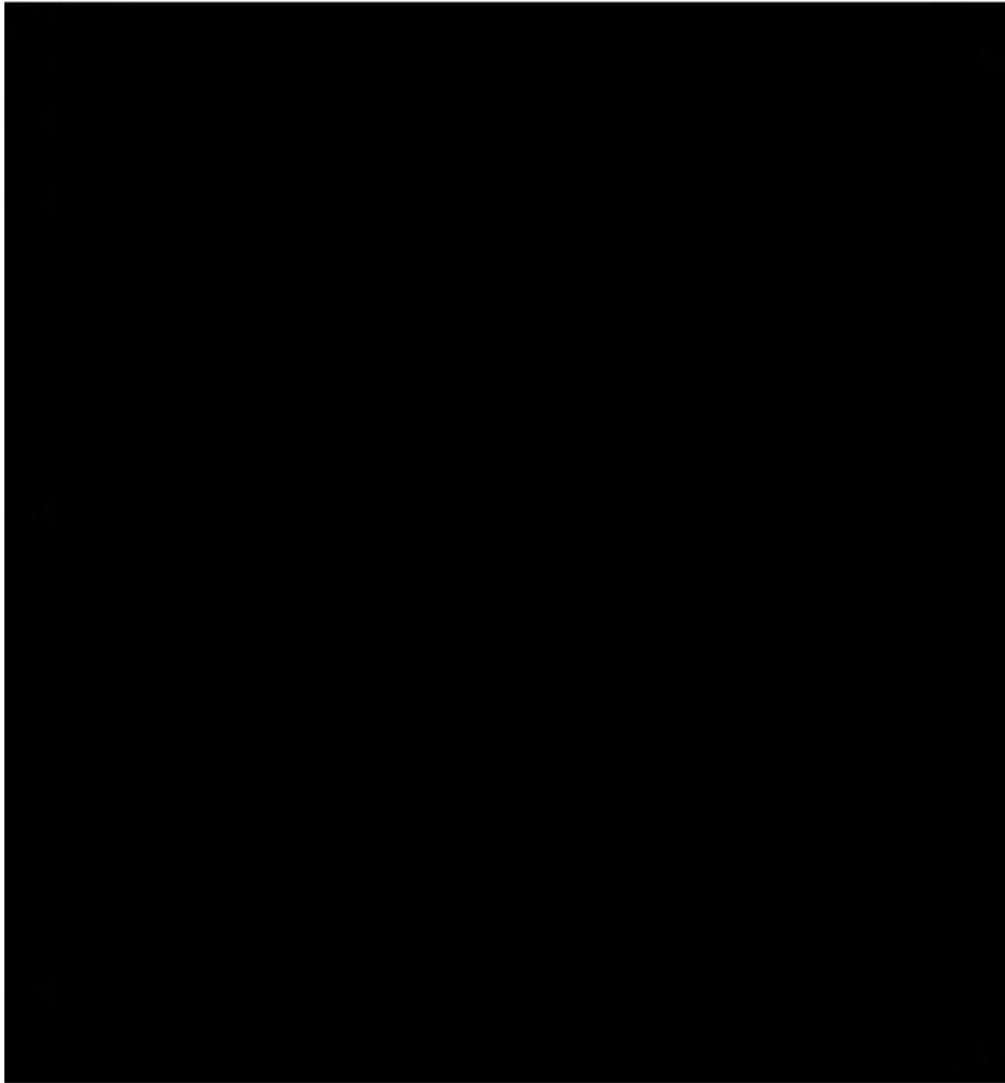
Rev. Thomas J. Paprocki, Cardinal's Delegate to the Review Board  
Kathleen Leggdas, Professional Fitness Review Administrator

- 
- I. Approval of Minutes from October 20, 2001 Meeting
  
  - II. Case Reviews
    - A. In the Matter of Rev. James Ray, PFR-36  
Father Ray withdrew his name as chairperson elect of the Association of Catholic Health Care. Board recommended that if he has more than a couple of months left to serve as treasurer that he resign because of the public nature of the position.
  
    - B. [REDACTED]
  
    - C. [REDACTED]

D.

E.

F.



**Next regularly scheduled meeting is January 19, 2002 at 10:00 a.m.**

Cc: Members of the Review Board  
Rev. Thomas J. Paprocki, Cardinal's Delegate to Review Board  
Rev. Larry McBrady, Vicar for Priests  
Rev. James Kaczorowski, Vicar for Priests

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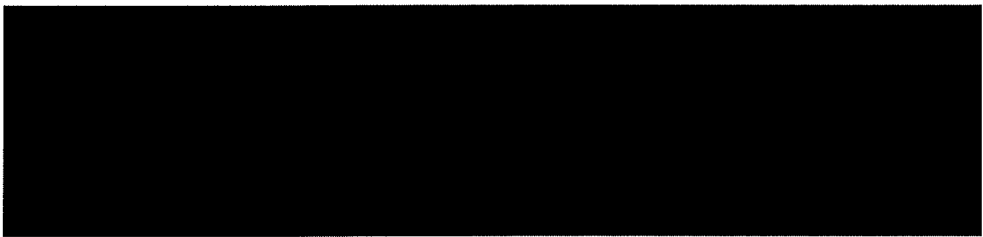
## Memorandum

To: File – PFR-36  
From: Kathleen Leggdas, Administrator  
Re: **Rev. James Ray**  
Date: December 20, 2001

---

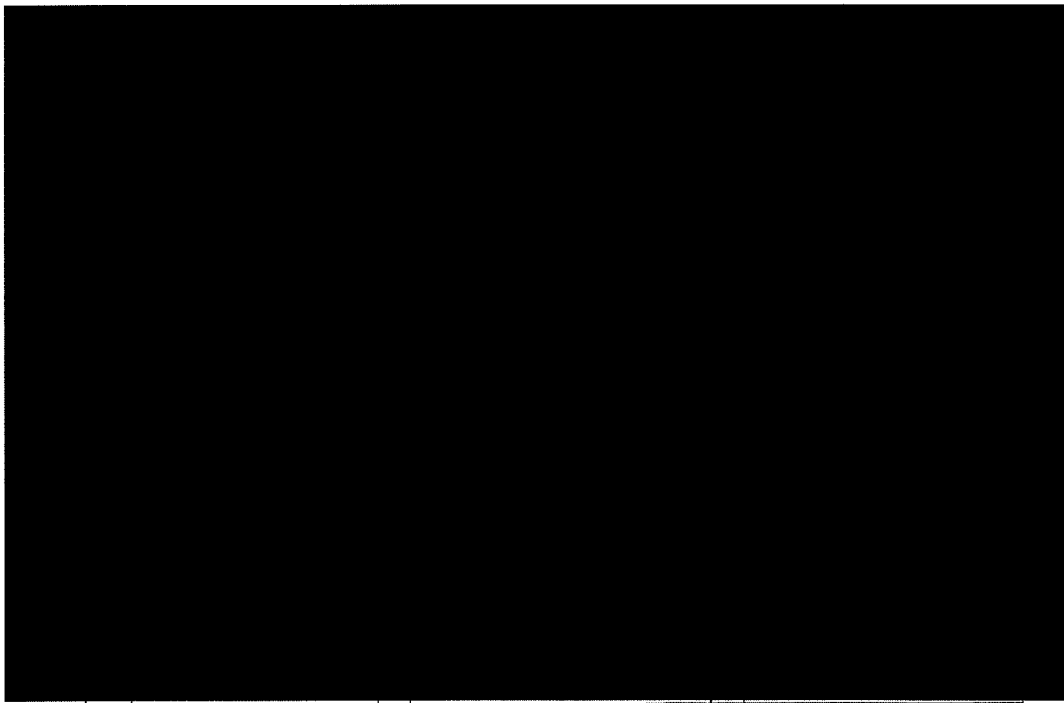
A summary of the discussion from the Professional Fitness Review Board Meeting on December 15, 2001:

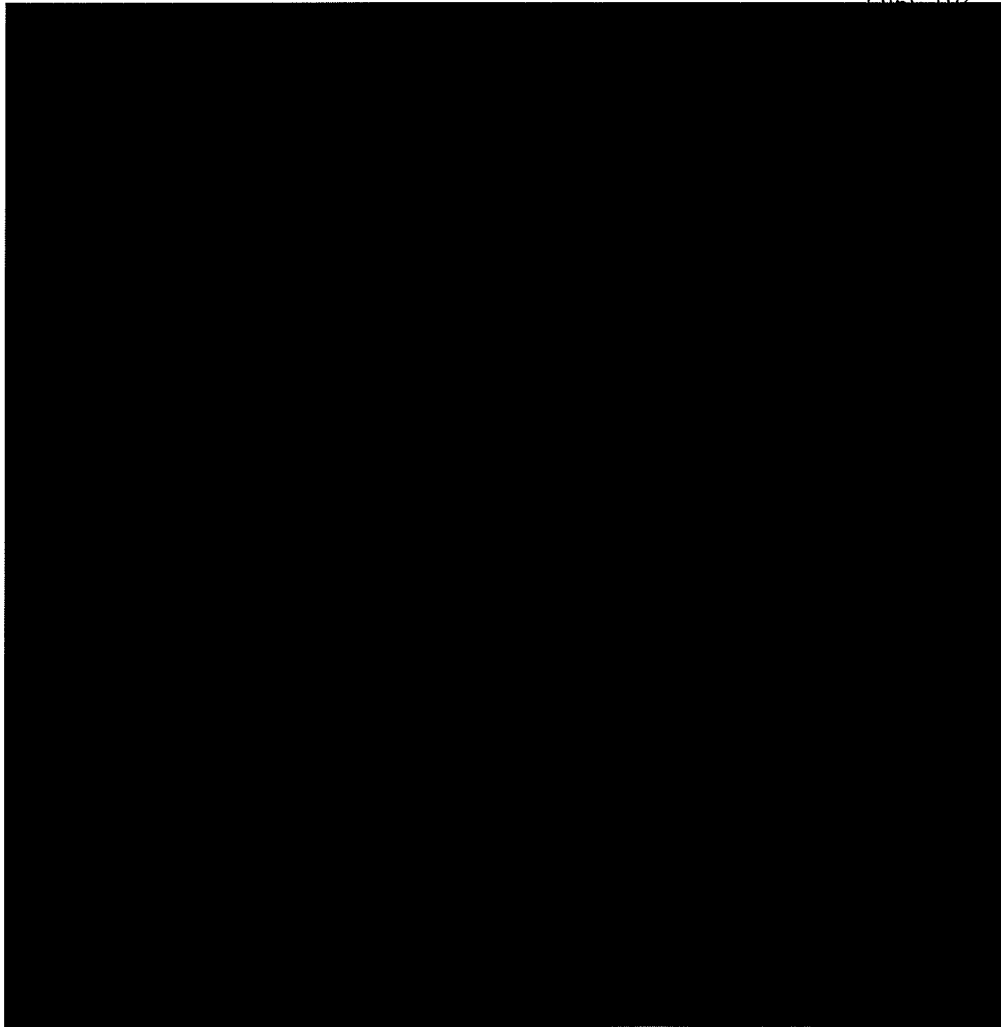
Father Ray withdrew his name as chairperson elect of the Association of Catholic Health Care. Board recommended that if he has more than a couple of months left to serve as treasurer that he resign because of the public nature of the position.



PRIESTS IN NON PAROCHIAL WORK WITHIN THE ARCHDIOCESE

Priest	Priest	Priest
[REDACTED]	[REDACTED]	[REDACTED]
Jim Ray	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]





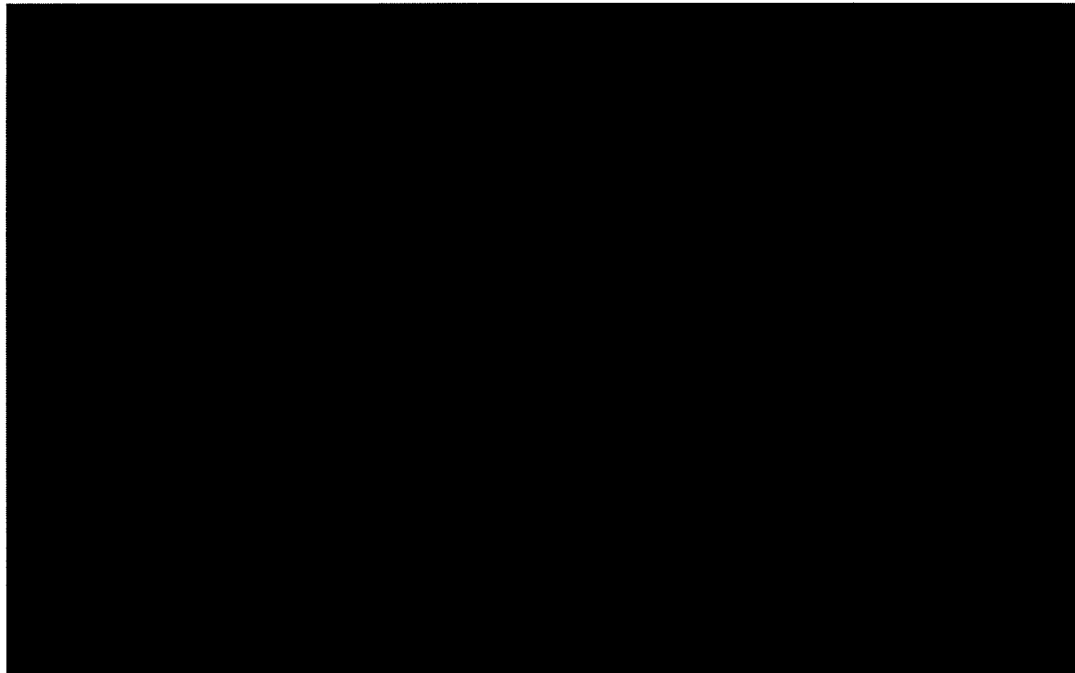
**PRIESTS IN NON PAROCHIAL WORK WITHIN THE ARCHDIOCESE**

Priest	Priest	Priest
[Redacted]	[Redacted]	[Redacted]
Jim Ray	[Redacted]	[Redacted]



**PRIESTS IN NON PAROCHIAL WORK WITHIN THE ARCHDIOCESE**

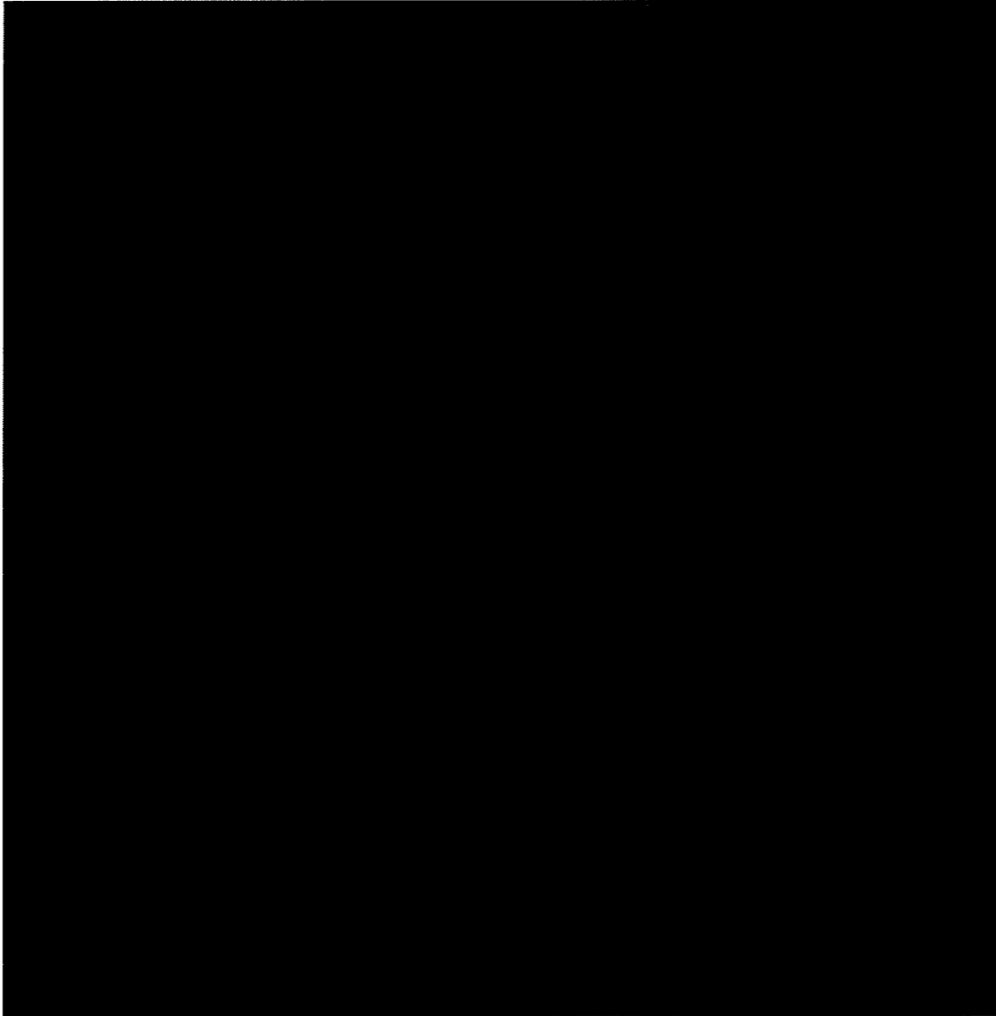
Priest	Priest	Priest
[Redacted]	[Redacted]	[Redacted]
Jim Ray	[Redacted]	[Redacted]
[Redacted]	[Redacted]	[Redacted]



The Vicars for Priests have removed 16 people from these lists



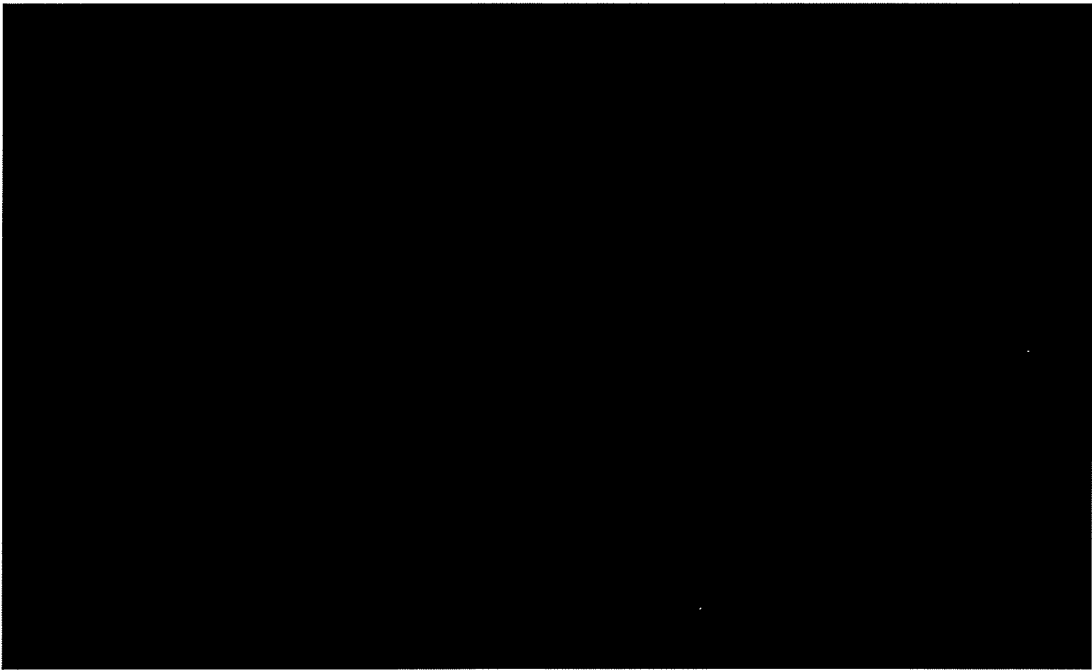




**PRIESTS IN NON PAROCHIAL WORK WITHIN THE ARCHDIOCESE**

Priest	Priest	Priest
[REDACTED]	[REDACTED]	[REDACTED]
Jim Ray [REDACTED]		

[REDACTED]			[REDACTED]
[REDACTED]			[REDACTED]
[REDACTED]			[REDACTED]
[REDACTED]			[REDACTED]
[REDACTED]			[REDACTED]
Jim Ray			[REDACTED]
[REDACTED]			[REDACTED]
[REDACTED]			[REDACTED]
[REDACTED]			[REDACTED]
[REDACTED]			[REDACTED]
[REDACTED]			[REDACTED]



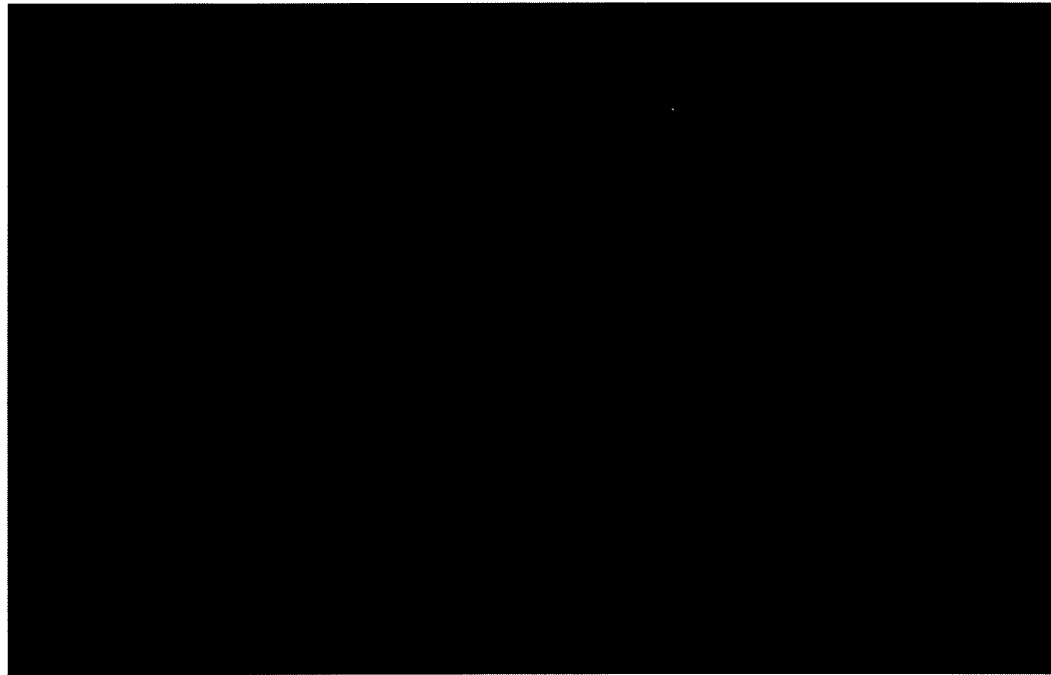
The Vicars for Priests have removed 16 people from these lists

N. [REDACTED]

O. [REDACTED]

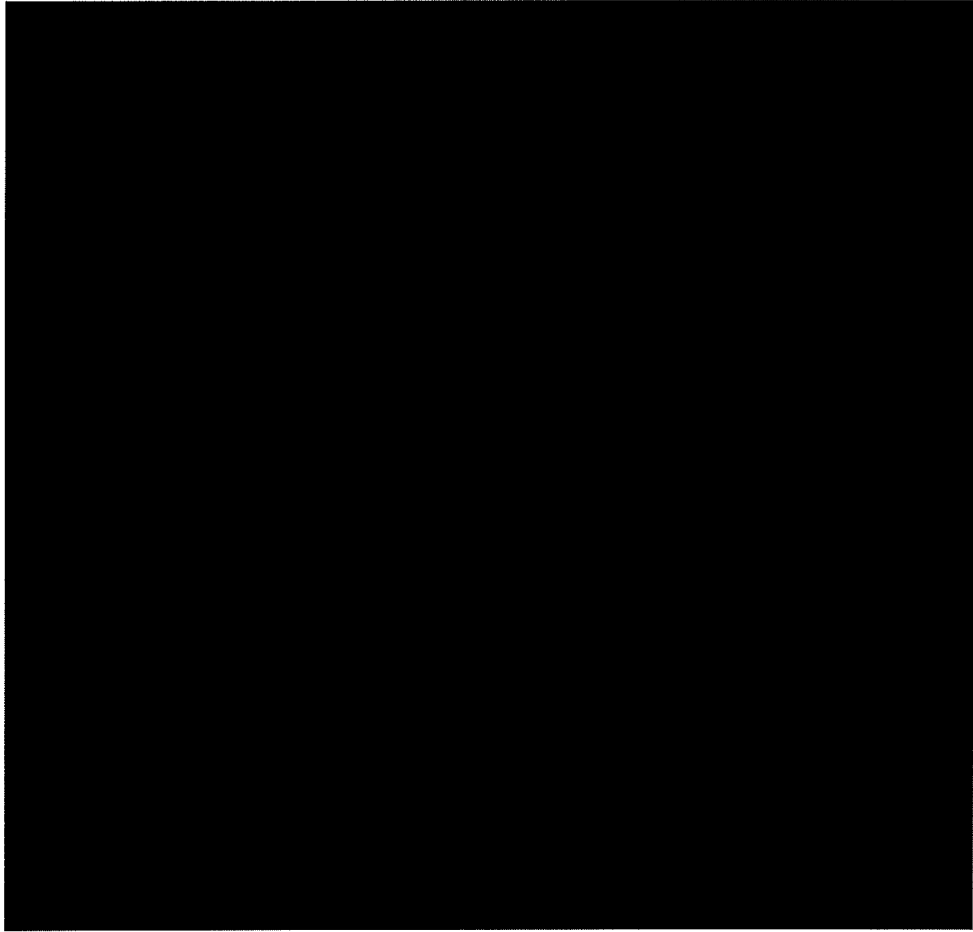
PRIESTS IN NON PAROCHIAL WORK WITHIN THE ARCHDIOCESE

Priest	Priest	Priest
[REDACTED]	[REDACTED]	[REDACTED]
Jim Ray	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]



The Vicars for Priests have removed 16 people from these lists

L. [REDACTED]



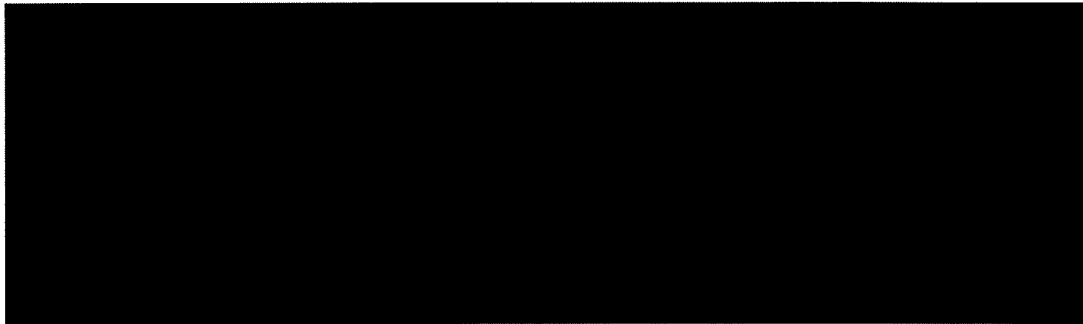
**PRIESTS IN NON PAROCHIAL WORK WITHIN THE ARCHDIOCESE**

Priest	Priest	Priest
[Redacted]	[Redacted]	[Redacted]
Jim Ray	[Redacted]	[Redacted]
[Redacted]	[Redacted]	[Redacted]

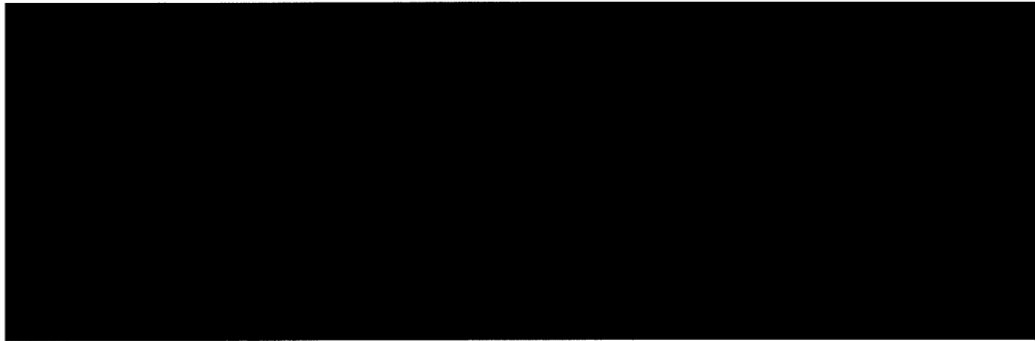
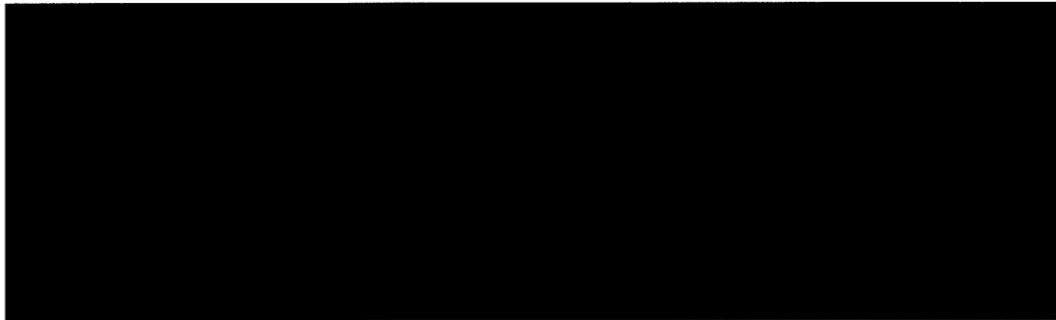


**PRIESTS IN NON PAROCHIAL WORK WITHIN THE ARCHDIOCESE**

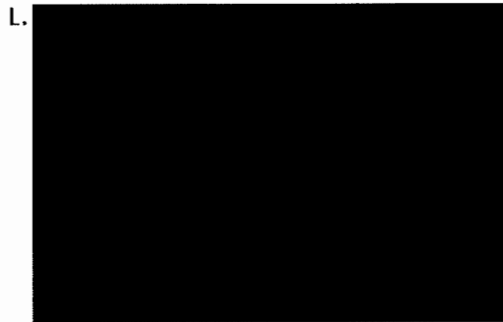
Priest	Priest	Priest
[Redacted]	[Redacted]	[Redacted]
Jim Ray		
[Redacted]		

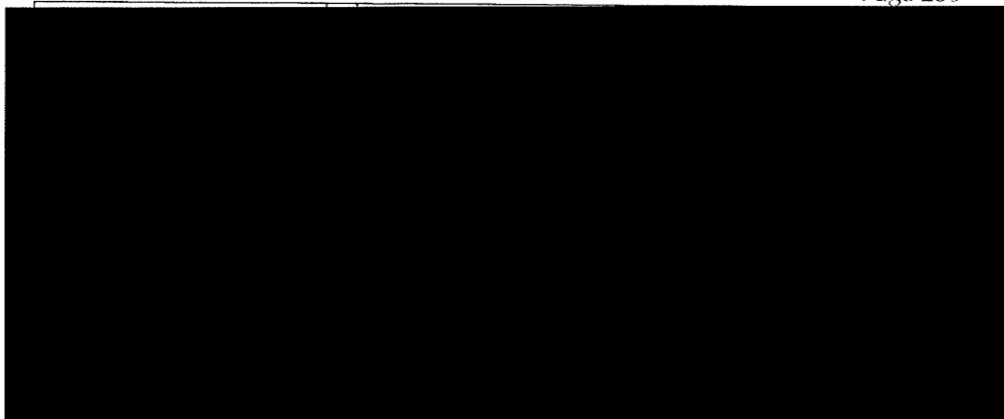


[Redacted]	[Redacted]	[Redacted]
Jim Ray	[Redacted]	[Redacted]
[Redacted]	[Redacted]	[Redacted]



The Vicars for Priests have removed 16 people from these lists





PRIESTS IN NON PAROCHIAL WORK WITHIN THE ARCHDIOCESE

Priest	Priest	Priest
[Redacted]	[Redacted]	[Redacted]
Jim Ray	[Redacted]	[Redacted]
[Redacted]	[Redacted]	[Redacted]





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## Professional Fitness Review Board

Saturday, February 16, 2002  
10:00 – 12:00

### MINUTES

#### Review Board Members Present:

[REDACTED]

#### Absent:

[REDACTED]

#### Non-members present:

Rev. Thomas J. Paprocki, Cardinal's Delegate to the Review Board  
Kathleen Leggdas, Professional Fitness Review Administrator

---

#### I. Approval of December minutes with correction:

[REDACTED]

#### II. Introduction of new Board members:

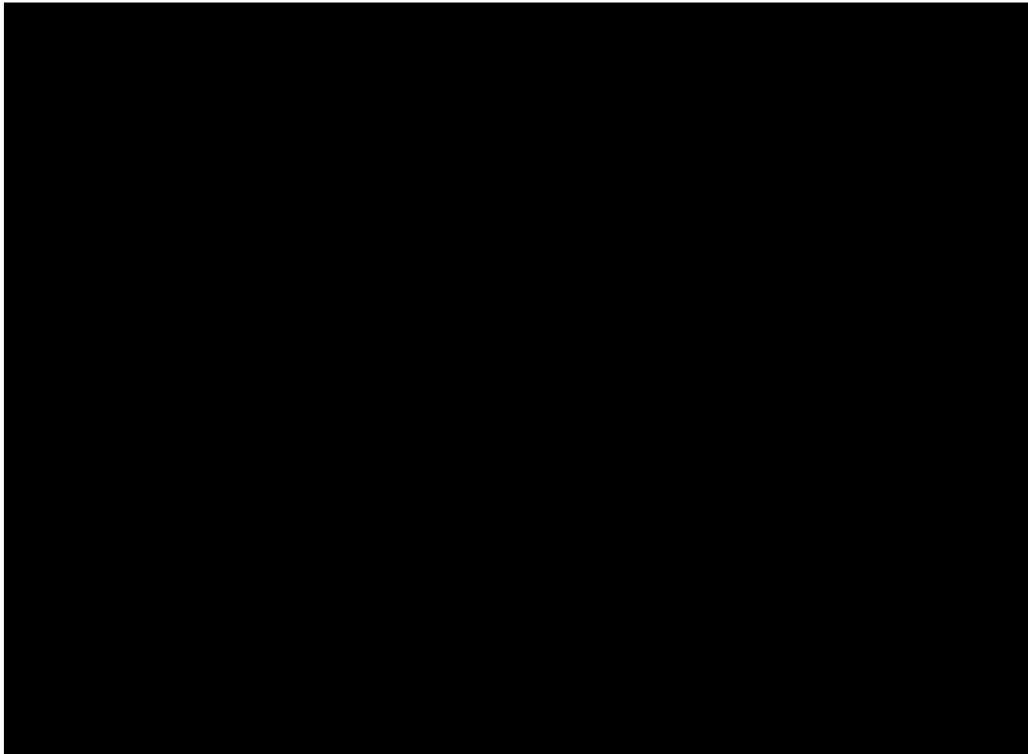
[REDACTED]

#### III. A. In the Matter of Rev. James Ray, PFR-36

The Board considered the request of Father James Ray to finish his term as Treasurer of the Association of Health Care Professionals, which is scheduled to last for another full year. Father Ray has already withdrawn his name as President-elect of this Association. The Board voted 6-1 that Father Ray should resign as Treasurer of the Association in order to protect the integrity of the church and of the priesthood.

Regarding the question of whether Father Ray may continue as a member of the Association's Board of Directors, the Review Board asked for more information about the activities of the Board of Directors.

The Review Board asked Kathleen Leggdas to ask Father McBrady to get more information from Cardinal George and Bishop Conway about Father Ray's appointment as Representative to the Archdiocesan Council of Catholic Nurses.

B. 

C.

D. 

IV. 

**Next regularly scheduled meeting is March 14, 2002 at 10:00 a.m.**

Cc: Members of the Review Board  
Rev. Thomas J. Paprocki, Cardinal's Delegate to Review Board  
Rev. Larry McBrady, Vicar for Priests  
Rev. James Kaczorowski, Vicar for Priests

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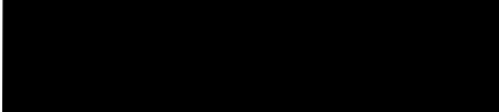



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## Professional Fitness Review Board

Saturday, February 16, 2002  
10:00 – 12:00

### AGENDA

- I. Approval of December 15, 2001 Minutes
- II. Introduction of new Board Members
  - A. In the Matter of Rev. James Ray, PFR-36
  - B. 
  - C. 
  - D. 
    - 
- III. 
- IV. Other

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## Memorandum

To: PFR-36  
From: Kathleen Leggdas, Administrator  
Re: **Rev. James Ray**  
Date: February 20, 2002

---

A summary of the discussion from the Professional Fitness Review Board Meeting, February 16, 2002:

The Board considered the request of Father James Ray to finish his term as Treasurer of the Association of Health Care Professionals, which is scheduled to last for another full year. Father Ray has already withdrawn his name as President-elect of this Association. The Board voted 6-1 that Father Ray should resign as Treasurer of the Association in order to protect the integrity of the church and of the priesthood.

Regarding the question of whether Father Ray may continue as a member of the Association's Board of Directors, the Review Board asked for more information about the activities of the Board of Directors.

The Review Board asked Kathleen Leggdas to ask Father McBrady to get more information from Cardinal George and Bishop Conway about Father Ray's appointment as Representative to the Archdiocesan Council of Catholic Nurses.





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## Memorandum

To: File - PFR-36

From: Kathleen Leggdas, Professional Fitness Review Administrator [PFRA] *KL*

Re: Rev. James Ray

Date: February 25, 2002

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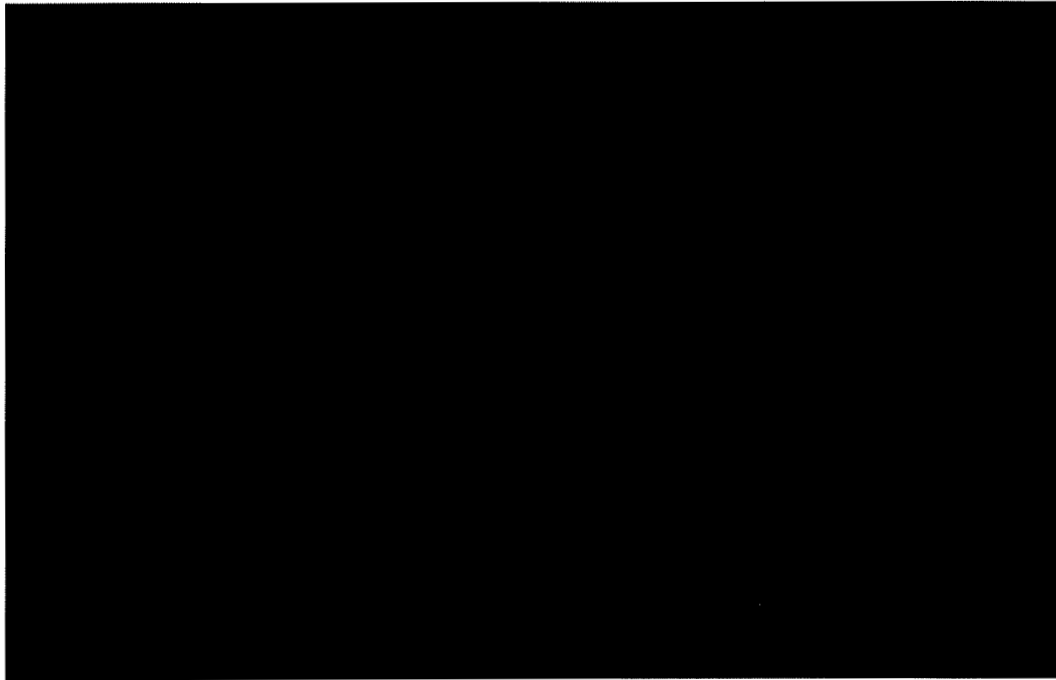
Present at the meeting were Father James Ray, Father Larry McBrady, Vicar for Priests and PFRA.

Review Board recommendations were discussed:

- Resign position as Treasurer of Catholic Health Care Association
- Question of remaining on the Board without office held deferred to March meeting after PFRA obtains additional information.
- Resign as Chaplain to the Archdiocesan Council of Catholic Nurses

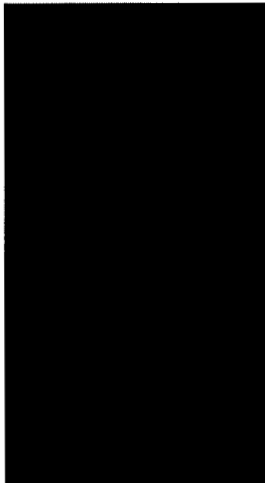
  
Cc: Rev. Larry McBrady, Vicar for Priests

Jim Ray							



The Vicars for Priests have removed 16 people from these lists

K.

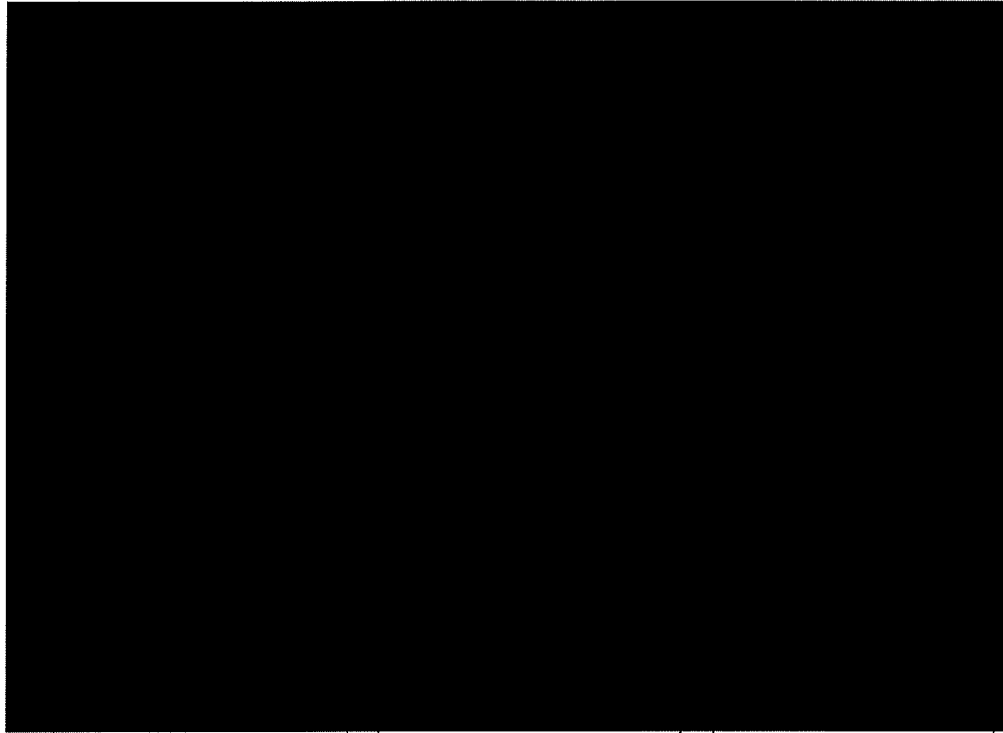


L.



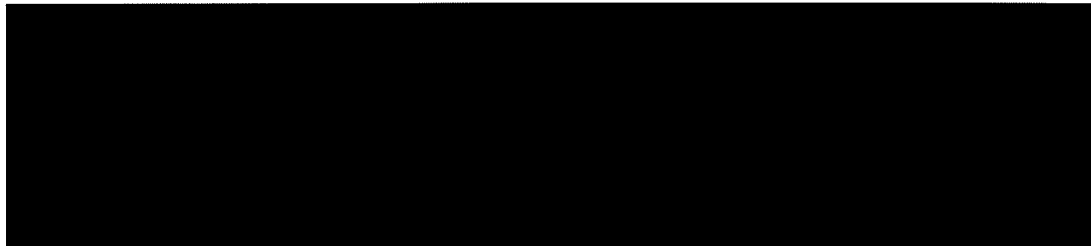






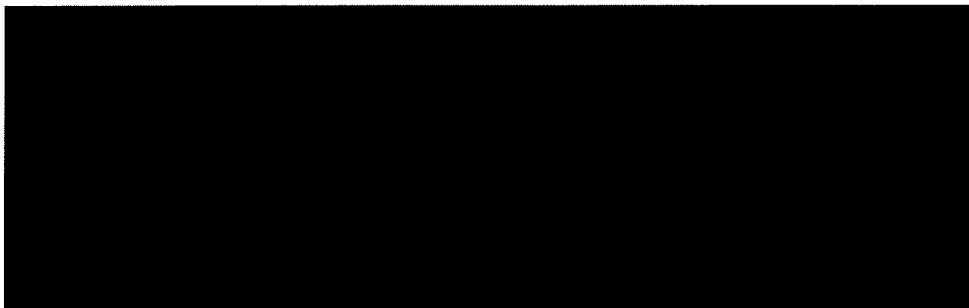
PRIESTS IN NON PAROCHIAL WORK WITHIN THE ARCHDIOCESE

Priest	Priest	Priest
[Redacted]	[Redacted]	[Redacted]
Jim Ray	[Redacted]	[Redacted]
[Redacted]	[Redacted]	[Redacted]



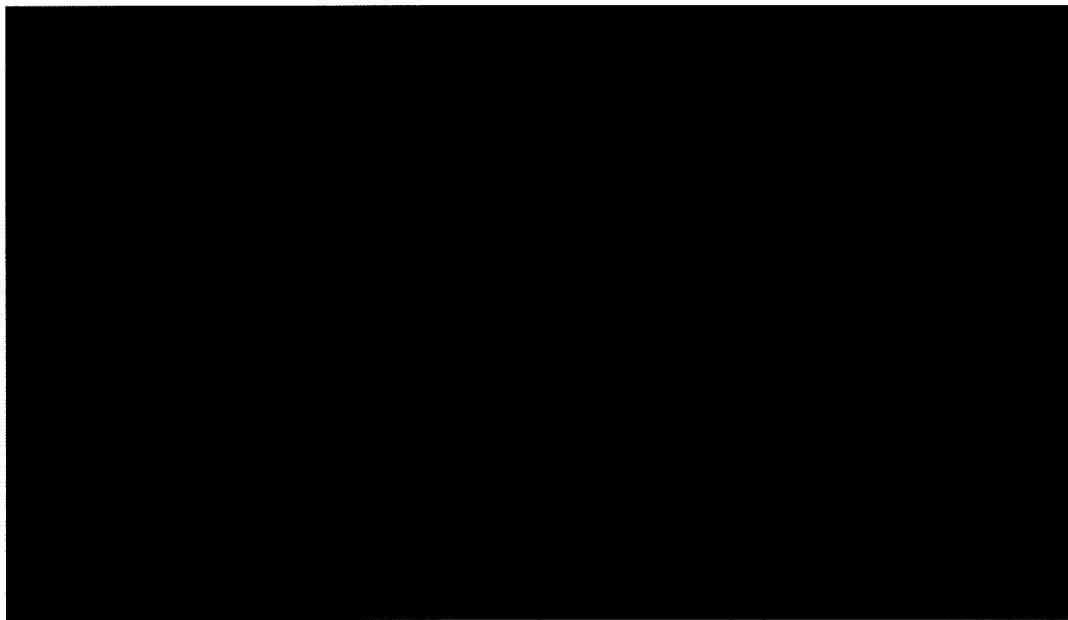






**PRIESTS IN NON PAROCHIAL WORK WITHIN THE ARCHDIOCESE**

Priest	Priest	Priest
[Redacted]	[Redacted]	[Redacted]
Jim Ray		
[Redacted]		



# ARCHDIOCESE OF CHICAGO

Office of Professional Fitness Review  
676 N. St. Clair, Suite 1910  
Chicago, Illinois 60611



Post Office Box 1979  
Chicago, Illinois 60690-1979

(312)751-5205  
Fax: (312)751-5279

## Memorandum

To: File

From: Rev. Thomas J. Paprocki, Archbishop's Delegate  
to the Professional Fitness Review Board *TJP*

Re: Rev. James Ray  
Review Board Meeting – Supplementary Review

Date: March 16, 2002

---

The Board conducted a supplemental review of Father Ray's monitoring protocol in light of the report from [REDACTED].

The Board recommended that Father Ray's travel restrictions remain in place.

The Board determined that the present monitoring protocol is adequate. The PFRA reports that Father Ray [REDACTED]

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## Professional Fitness Review Board

Saturday, March 16, 2002

### MINUTES

Review Board Members Present:

[REDACTED]

Absent:

[REDACTED]

Non-members present:

Rev. Thomas J. Paprocki, Cardinal's Delegate to the Review Board  
Kathleen Leggdas, Professional Fitness Review Administrator

---

#### I. Case Reviews in light of Cardinal's request for Supplementary Reviews

A.

[REDACTED]

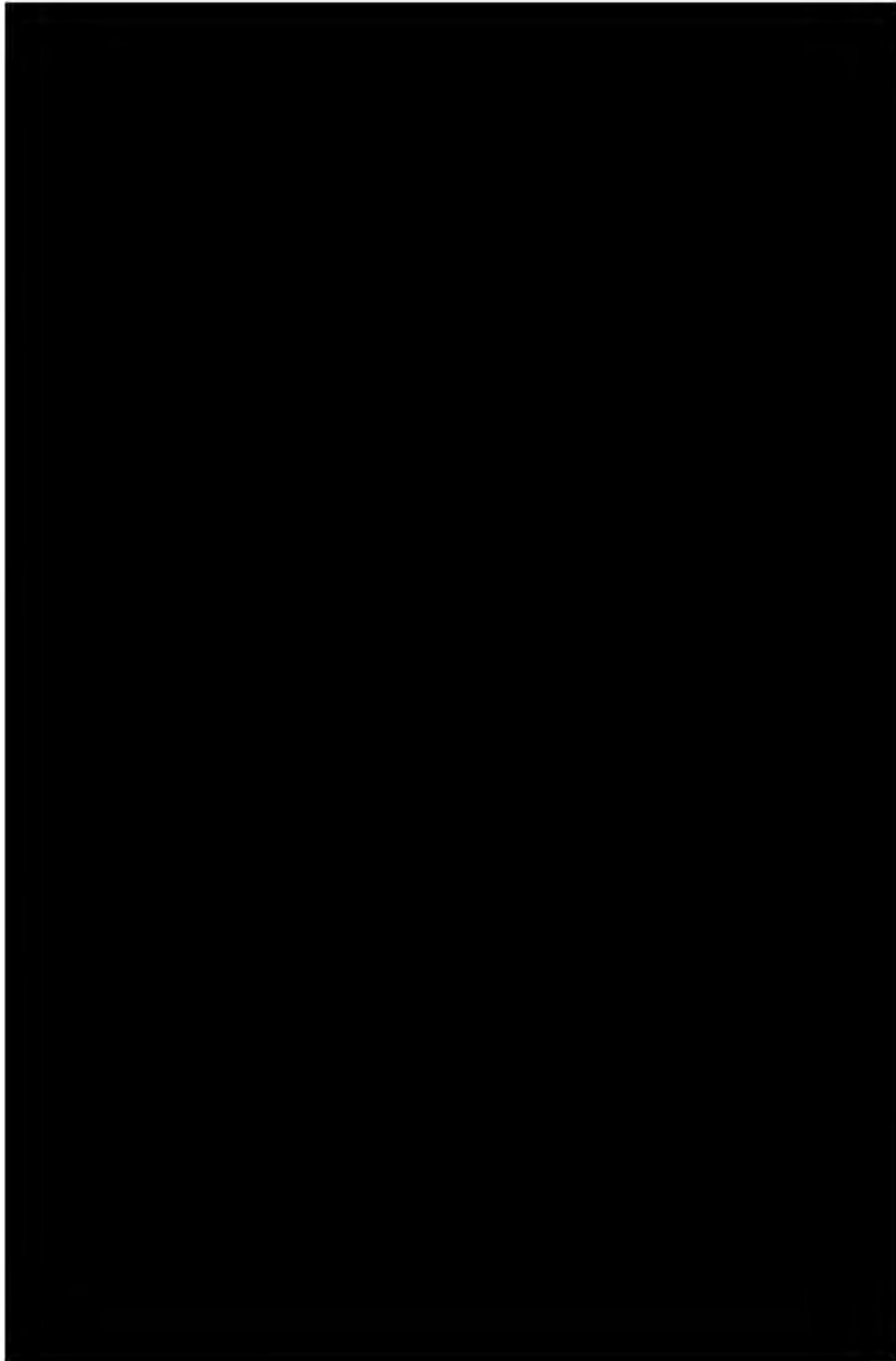
B.

C.

D.

E.

F.





[REDACTED]

G. In the Matter of Rev. James Ray, PFR-36

The Board conducted a Supplementary Review of Father Ray's monitoring protocol [REDACTED]

[REDACTED]

The Board recommended that Father Ray's travel restrictions remain in place.

The Board determined that the present monitoring protocol is adequate. The PFRA reports that Father Ray [REDACTED]

[REDACTED]

H.

[REDACTED]

I.

J.

K.



**II. Budget Review Postponed to April Meeting**

**Next regularly scheduled meeting is April 20, 2002**

Cc: Members of the Review Board  
Rev. Thomas J. Paprocki, Cardinal's Delegate to Review Board  
Rev. Larry McBrady, Vicar for Priests  
Rev. James Kaczorowski, Vicar for Priests

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## Professional Fitness Review Board

Saturday, March 16, 2002  
10:00 – 2:00

### AGENDA

I. Approval of Minutes from February 16, 2002

II. Case Reviews

A.

B.

C.

D.

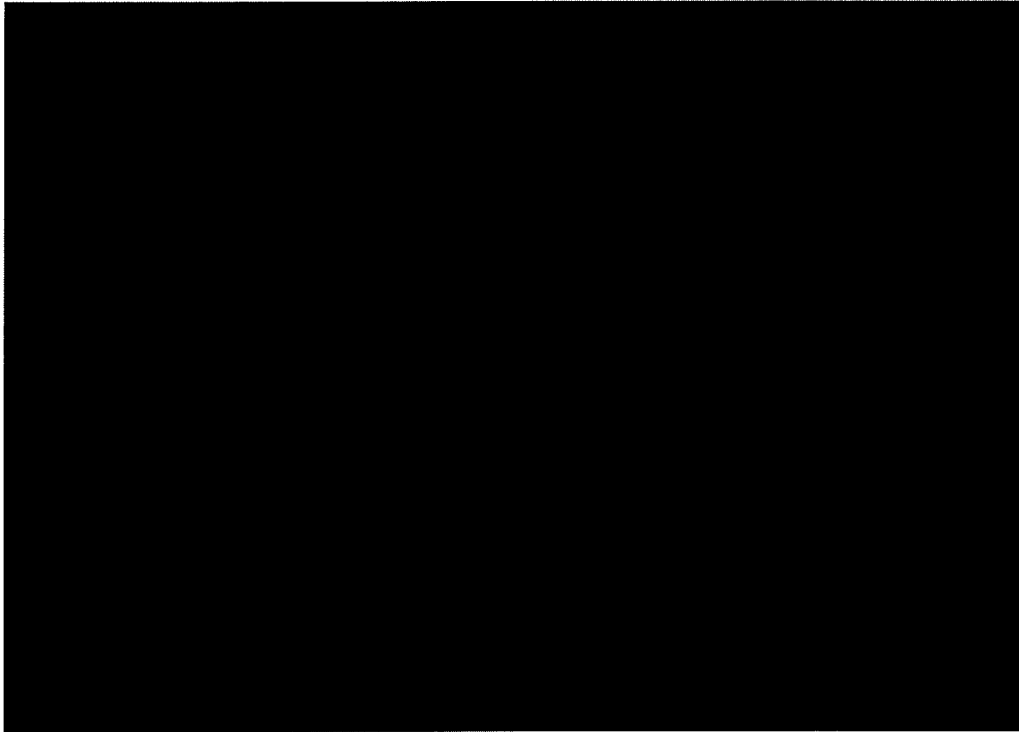
E. In the Matter of Rev. James Ray, PFR-36

III.

IV. Other Business

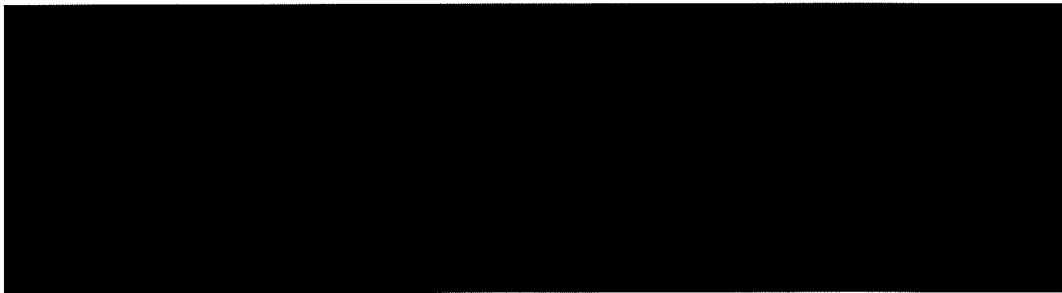
A.

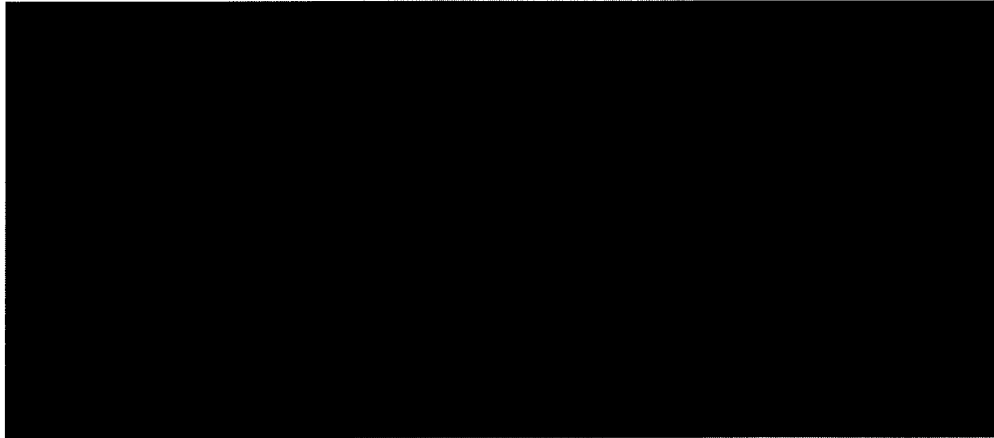
B.



**PRIESTS IN NON PAROCHIAL WORK WITHIN THE ARCHDIOCESE**

Priest	Priest	Priest
[Redacted]	[Redacted]	[Redacted]
Jim Ray		
[Redacted]		





**PRIESTS IN NON PAROCHIAL WORK WITHIN THE ARCHDIOCESE**

Priest	Priest	Priest
[Redacted]	[Redacted]	[Redacted]
Jim Ray '75		
[Redacted]		



# ARCHDIOCESE OF CHICAGO

COPY

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676 N. St. Clair, Suite 1910  
Chicago, Illinois 60611



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Fax: (312)751-5279

March 25, 2002

Francis Cardinal George, O.M.I.  
Archbishop of Chicago  
155 E. Superior Street  
Chicago, IL 60611

Dear Cardinal George,

Please be advised that the Review Board met on March 16, 2002. The Board fully considered all oral and written reports in the matter of Rev. James Ray. The Board conducted a Supplementary Review pursuant to Article 1104.11 of the Policies and Procedure for Determination of Fitness for Ministry.

Based on that review the Board recommends the following:

- That Father Ray's travel restrictions remain in place.

If you have questions or comments, please call at your convenience.

Sincerely,

A handwritten signature in cursive script that reads "Kathleen Leggdas".

Kathleen Leggdas  
Professional Fitness Review Administrator

Cc: Rev. Thomas J. Paprocki, Cardinal's Delegate to the Review Board  
Rev. Larry McBrady, Vicar for Priests

AOC 019166

**● COPY**

ARCHDIOCESE OF CHICAGO

Office of the Cardinal



Post Office Box 1979  
Chicago, Illinois 60690-1979

*re: Monitoring*

April 1, 2002

Ms. Kathleen Leggdas  
Administrator  
Office of Professional Fitness Review  
676 N. St. Clair, Suite 1910  
Chicago, IL 60611

Dear Ms. Leggdas,

I received from you the review of all the outstanding cases of reported sexual misconduct with minors by members of the Archdiocesan clergy. I thank you sincerely for the good work of the Office and your own dedication to a task so important for the Church's ministry.

I accept all the recommendations in the letters that you sent me, dated March 25, 2002. In the case of accusations against priests who are now deceased, I would like to know how it is that we are going to be of service to the victims who have brought the allegations forward at this time.

This acceptance of all recommendations made will be seconded to all parties concerned, so that the recommendations can be implemented as quickly as possible. Again, thank you for your dedication and for the help you bring to victims and clergy.

Sincerely,

A handwritten signature in cursive script that reads "Francis Cardinal George".

Francis Cardinal George, O.M.I.  
Archbishop of Chicago

cc: Most Rev. Raymond Goedert  
Rev. Thomas Paprocki  
Rev. James Kaczorowski  
Rev. Lawrence McBrady  
Mr. Jimmy Lago

AOC 019167

# ARCHDIOCESE OF CHICAGO

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676 N. St. Clair, Suite 1910  
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Fax: (312)751-5279

## Memorandum

To: File - PFR-36

From: Kathleen Leggdas, Professional Fitness Review Administrator [PFRA]

Re: **Rev. James Ray**

Date: April 5, 2002

---

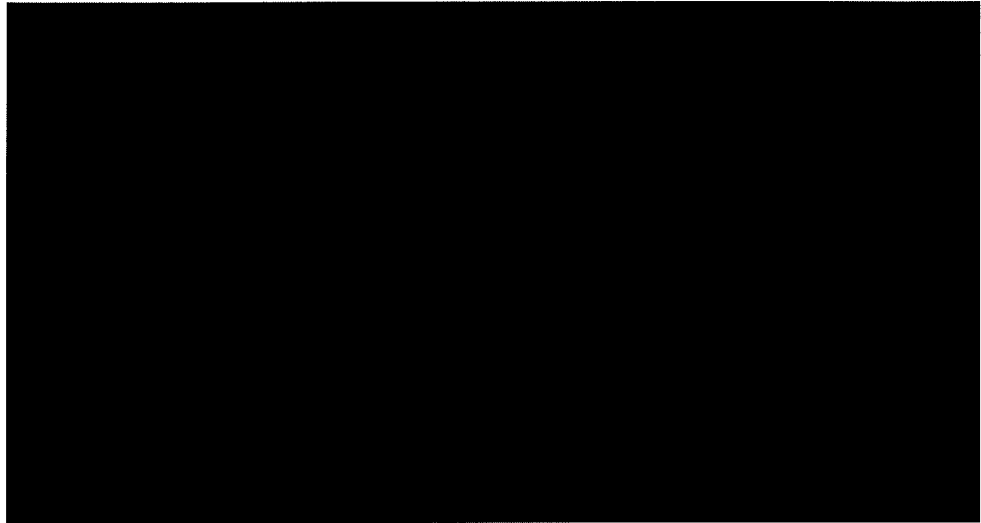
A summary of the discussion from the Professional Fitness Review Meeting on March 16, 2002:

The Board conducted a Supplementary Review of Father Ray's monitoring protocol [REDACTED]

The Board recommended that Father Ray's travel restrictions remain in place.

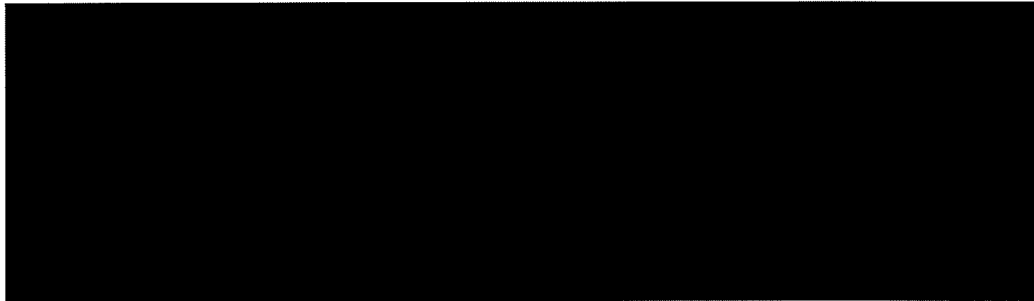
The Board determined that the present monitoring protocol is adequate. [REDACTED]





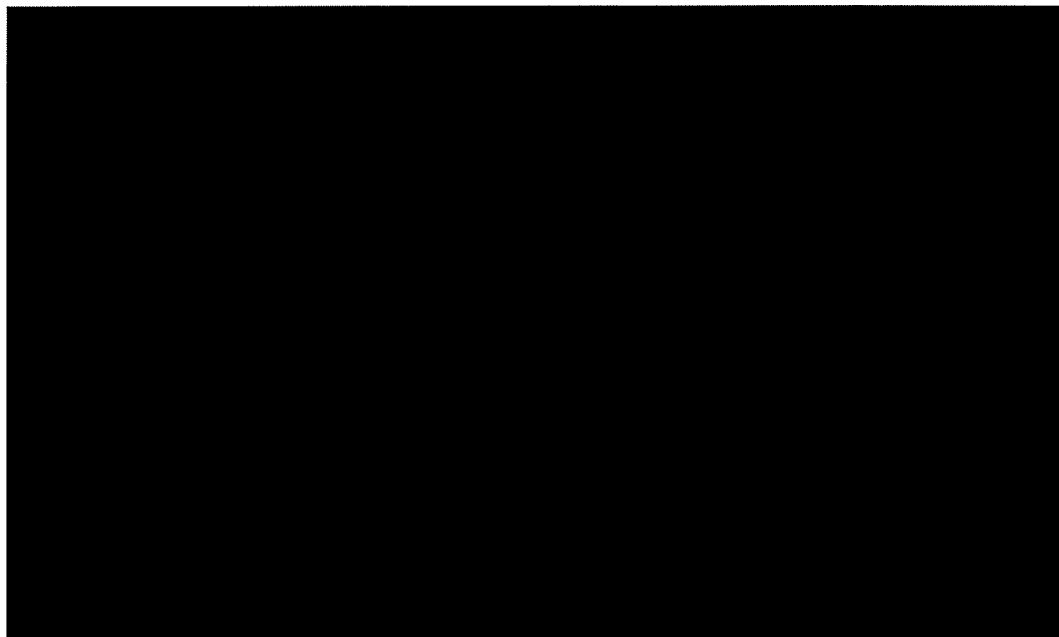
**PRIESTS IN NON PAROCHIAL WORK WITHIN THE ARCHDIOCESE**

Priest	Priest	Priest
[Redacted]	[Redacted]	[Redacted]
Jim Ray '75		
[Redacted]		





[REDACTED]	[REDACTED]	[REDACTED]
Jim Ray '75	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]



The Vicars for Priests have removed 16 people from these lists

VI Old Business: [REDACTED]

VII New Business:  
[REDACTED]

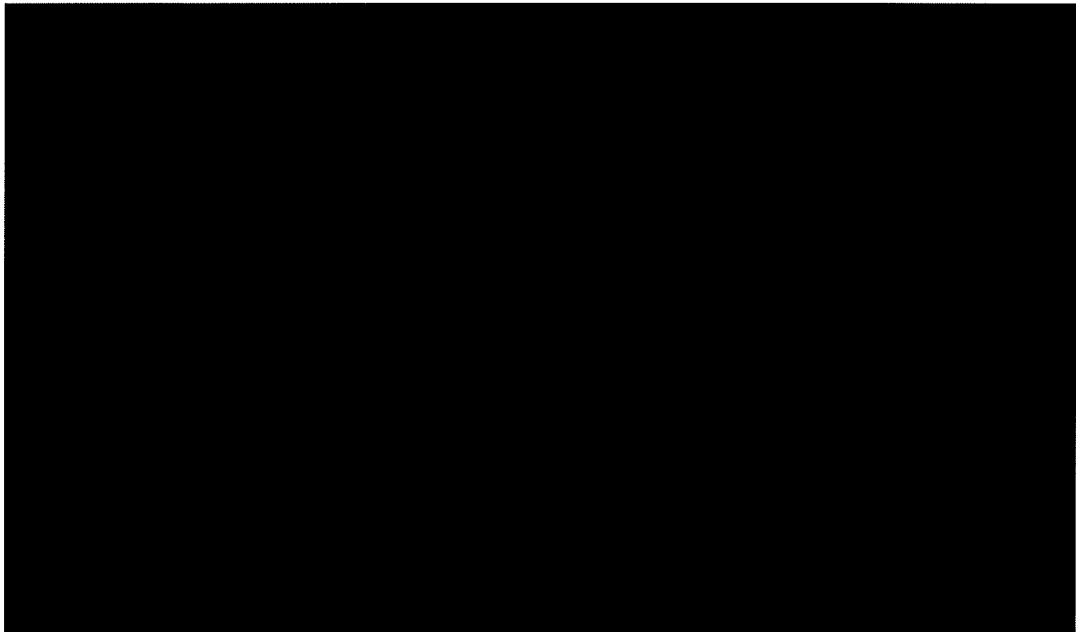
VIII Adjournment: \_\_\_\_\_ p.m.

MOTION: \_\_\_\_\_



**PRIESTS IN NON PAROCHIAL WORK WITHIN THE ARCHDIOCESE**

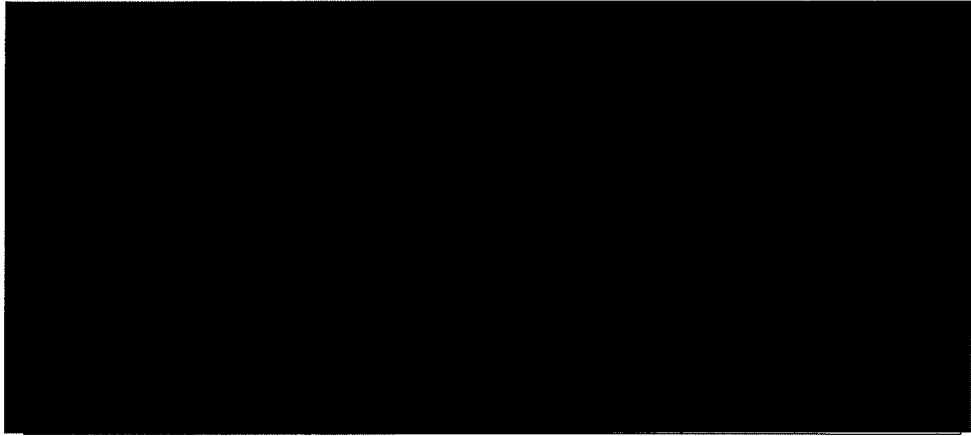
Priest	Priest	Priest
[Redacted]	[Redacted]	[Redacted]
Jim Ray '75	[Redacted]	[Redacted]
[Redacted]	[Redacted]	[Redacted]



The Vicars for Priests have removed 16 people from these lists

VI Old Business: [Redacted]

VII New Business:  
[Redacted]



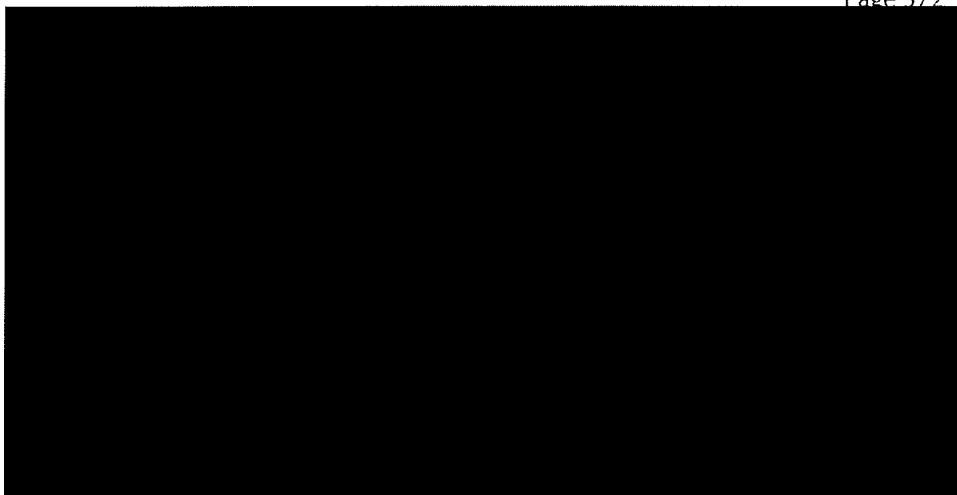
**PRIESTS IN NON PAROCHIAL WORK WITHIN THE ARCHDIOCESE**

Priest	Priest	Priest
[Redacted]	[Redacted]	[Redacted]
Jim Ray '75		
[Redacted]		









**PRIESTS IN NON PAROCHIAL WORK WITHIN THE ARCHDIOCESE**

Priest	Priest	Priest
[Redacted]	[Redacted]	[Redacted]
Jim Ray '75	[Redacted]	[Redacted]
[Redacted]	[Redacted]	[Redacted]
[Redacted]	[Redacted]	[Redacted]
[Redacted]	[Redacted]	[Redacted]
[Redacted]	[Redacted]	[Redacted]









**Professional Fitness Review  
May 14, 2002**

**Client Case Review: Father James Ray  
PFR-36**

Two allegations of sexual abuse with a minor have been brought against Father Ray. One, in 1990 (pre-Review Board), one, in 1999. At the time of the second allegation a protocol was developed and implemented by the Board. Allegations include hugging, massages/back rubs, touching the boy's genitals under his clothing. Father Ray is in limited ministry at Catholic Charities. He resides at St. John Stone Priory of the Augustinians. The Prior serves as his on-site monitor.

The Review Board found reasonable cause to suspect misconduct occurred. Father Ray denies touching under clothing. He was removed from Parish ministry and left in limited ministry with restrictions.

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Fax: (312) 751-5279

## Memorandum

To: File – PFR-36

From: Kathleen Leggdas, Professional Fitness Review Administrator [PFRA] *KL*

Re: James Ray Vacation

Date: May 29, 2002

---

PFRA spoke with [REDACTED] who will serve as monitor for Jim Ray's trip to Oregon to visit his brother in June.

Vacation form will be completed and sent to PFR Office in advance of trip.

Cc: Rev. Larry McBrady, Vicar for Priests

redacted Page















# ARCHDIOCESE OF CHICAGO

Office of the Archbishop



Post Office Box 1979  
Chicago, Illinois 60690-1979

June 25, 2002

Dear Father Ray,

As you know, the United States Conference of Catholic Bishops on June 14, 2002 in Dallas, Texas, adopted a "Charter for the Protection of Children and Young People" as well as "Essential Norms for Diocesan/Eparchial Policies Dealing with Allegations of Sexual Abuse of Minors by Priests, Deacons, and other Church Personnel." Although the latter of these two documents is awaiting the *recognitio* of the Holy See before it becomes particular law for the entire episcopal conference, diocesan bishops can adopt particular laws for their own dioceses. I have done this by adopting and incorporating the Dallas protocols into our Archdiocesan policies and procedures effective as of yesterday, when I signed the decree.

Accordingly, while your case is being reviewed in light of these policies, you are temporarily being withdrawn from all ministry and are required to report to Koenig Hall in Mundelein where you are to take up residence, effective immediately. While acknowledging your canonical rights, canon 223 also requires those exercising their rights to take into account the common good of the Church and the rights of others as well as their own duties towards others. This same canon also authorizes ecclesiastical authority to regulate the exercise of rights in the interest of the common good.

Since the safety of minors is clearly in the interest of the common good, I invoke my authority under canon 223 and order you as a matter of obedience in accord with canon 273 to cease all ministry temporarily and report for residence at Koenig Hall immediately.

Personally, I appreciated very much the conversation we had. You are in my prayers; please keep me in yours.

Sincerely yours in Christ,

A handwritten signature in cursive script that reads "Francis Cardinal George".

Francis Cardinal George, O.M.I.  
Archbishop of Chicago

Given at the Chancery

A handwritten signature in cursive script, likely belonging to the Chancellor.

Chancellor

Rev. James M. Ray  
P.O. Box 167233  
Chicago, IL 60616

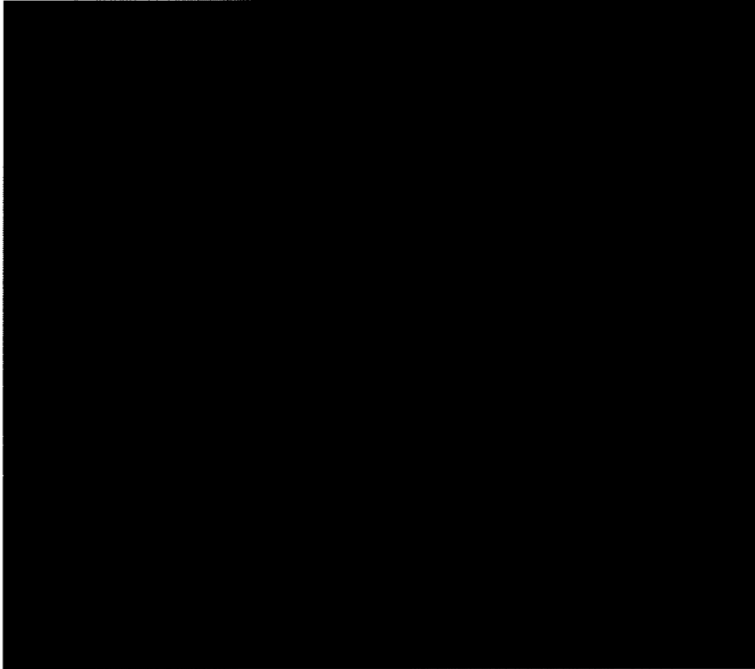
AOC 019187

- j) James Ray '75
- k) [REDACTED]
- l) [REDACTED]

II Parishes

III Issues

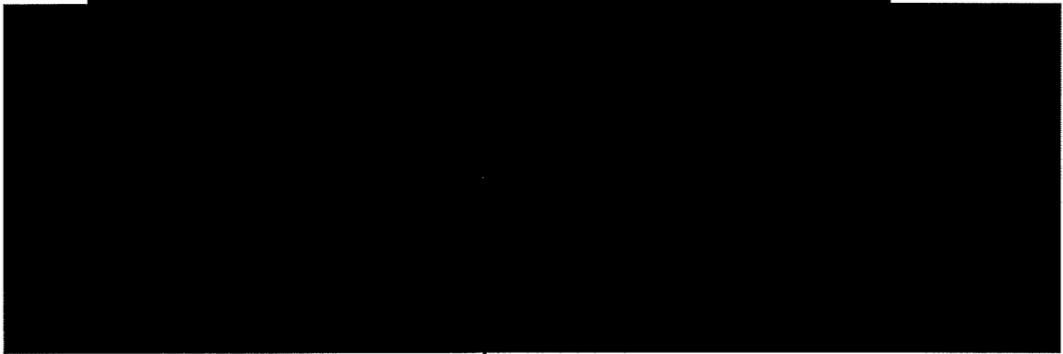
- H.
- I.
- J.



- K.



- L.



g)

h)

i)

j) James Ray '75: Jim is in the monitoring program.

k)

l)

m)

n)

H.

I.

J.

K.

L.




## MEMORANDUM

COMPASSION IN ACTION SINCE 1917

**DATE:** July 9, 2002

**TO:** Rev. James Kaczorowski  
Vicar for Priests

**FROM:** Rev. Charles T. Rubey 

**SUBJECT:** Fr. James Ray

This memo is to inform you that Fr. James Ray will no longer be employed at the Catholic Charities effective July 12, 2002 and he will no longer be receiving a salary check from the Catholic Charities.

If you have any questions, kindly call me at (312) 655-7280.



# ARCHDIOCESE OF CHICAGO

## COMPLIANCE WITH MONITORING PROTOCOLS

Name of cleric: James Ray Year of ordination: 1975 Age: 52

Current ministerial assignment (if any): Catholic Charities Hospital Liaison

Current place of residence: St. John Stone Priory, Augustinian Community

According to Archdiocesan policy §1104.12.2, a cleric who has engaged in sexual misconduct with a minor will be subject to appropriate monitoring for the remainder of his life as a cleric of the Archdiocese and his file shall remain open. Policy §1104.12.3 provides that monitoring programs and protocols should be applied on a case by case basis but must include certain essential components. This worksheet indicates whether there is compliance with these essential elements, as follows:

- Continuing jurisdiction and oversight by the Review Board with periodic evaluation and reports to the Archbishop: (circle one)  YES  NO

Description of continuing oversight: Meet with Professional Fitness Review Administrator semi-annually  
Date of last evaluation and report: November, 2001

- A written protocol signed by the cleric, which sets forth the particular requirements applicable to him: (circle one)  YES  NO

Date of current written and signed protocol: November 5, 2001

- Restrictions from being alone with anyone under the age of 18: (circle one)  YES  NO

- Periodic physical evaluation [redacted] determined by the Review Board: (Circle one) YES  NO

Date of most recent physical evaluation: [redacted]

- Regular individual spiritual direction: (circle one) YES  NO

Name of Spiritual Director: \_\_\_\_\_  
Frequency of meetings: \_\_\_\_\_ Date of most recent meeting: \_\_\_\_\_

- Communication with leaders and others as appropriate in the cleric's residence or place of ministry in order that they are meaningfully apprised and able to assist in the program:

(Circle one)  YES  NO

With whom? Rev. [redacted] - his residence  
Before Bishop Conway at Catholic Charities

- Does the cleric use the Internet? (circle one) YES  NO

If yes, does he provide the Professional Fitness Review Administrator with a monthly printout of Internet sites visited? (Circle one) YES  NO

Other monitoring provisions or restrictions: Completes a daily log

March 14, 2002

Signature of Professional Fitness Review Administrator

Date

3/14/02

**Client Case Review**  
**Professional Fitness Review Office**  
**March 14, 2002**

**PFR-36    Rev. James Ray**

Two allegations of sexual abuse with a minor have been brought against Father Ray. One, in 1990 (pre-Review Board), one, in 1999. At the time of the second allegation a protocol was developed and implemented by the Board. Allegations include hugging, massages/back rubs, touching the boy's genitals under his clothing. Father Ray is in limited ministry at Catholic Charities. He resides at St. John Stone Priory of the Augustinians. The Prior serves as his on-site monitor.



## Bailey, Janice

---

**From:** Burns, Linda  
**Sent:** Thursday, July 18, 2002 11:41 AM  
**To:** Bailey, Janice  
**Subject:** RE: Fr. James Ray #201323

Thank you, I will fix it.

-----Original Message-----

**From:** Bailey, Janice  
**Sent:** Thursday, July 18, 2002 11:21 AM  
**To:** Burns, Linda  
**Subject:** Fr. James Ray #201323

On June 25th you emailed me regarding changing his position, job code etc.....Because the pc paid was on I was unable to change. I see that it is now off and I confirmed with Ray that he hasn't been in 10359 for sometime now. It is o.k. for you to change his record to IN status etc.....I cannot change this without written and signed information.

## Bailey, Janice

---

**From:** Bailey, Janice  
**Sent:** Thursday, July 18, 2002 8:20 AM  
**To:** Vanderplow, Patricia  
**Cc:** Zelman, Genevieve  
**Subject:** FW: 201323

Patt,

I have not changed his record since he is still PC Paid. I also never responded back to Linda since he is in Interim. Until I get any paperwork he will remain in 10359 but you might want to contact Linda if you think its necessary. Thanks!

-----Original Message-----

**From:** Bums, Linda  
**Sent:** Tuesday, June 25, 2002 4:18 PM  
**To:** Bailey, Janice  
**Subject:** 201323

Fr. James Ray

I can't change his position, job code, P/L & dept because he is PC paid.  
Please change to P/L 10000, dept 99004, Position = nonstaff, job code is blank.  
Status is IN  
Everything else is blank.

This should be effective 06/24/02 per the Cardinal's press conference.

**COPY**

**ARCHDIOCESE OF CHICAGO**

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Fax: (312) 751-5279

**Memorandum**

To: File -PFR-36  
From: Laura A. Neri-Palomino, Administrative Assistant  
Re: Rev. James Ray  
Date: July 23, 2002

---

The following salary adjustment is effective July 1, 2002:

Rev. James Ray ordained in 1975

- Pay Father [REDACTED] - \$20,975.00 annually
- Less 10% for PFR expenses (\$2,098.) = \$18,877.00
- \$18,877.00 divided by 12 months = **\$1,573.00 per month**

Cc: Rev. James Ray ✓  
Vicar for Priests

AOC 019195

COPY

POSTED

ARCHDIOCESE OF CHICAGO  
PAYROLL AUTHORIZATION/CHANGE FORM/PAYROLL SET UP

ARCHDIOCESE PRIESTS

[Signature] Last Name, First, Middle Initial [Redacted] Social Security Number 8013237 Employee Number

Active F/T 1 Active P/T \_\_\_\_\_ Active P/T Benefits \_\_\_\_\_ Position \_\_\_\_\_

Ordination Date 1975 Transfer to P.C. \_\_\_\_\_ Date Transfer from Agency/Parish/School# \_\_\_\_\_

Dept. Name \_\_\_\_\_ No. \_\_\_\_\_ Agency \_\_\_\_\_ No. \_\_\_\_\_

Pay through payroll	Effective Date: _____		
Regular Salary (Compensation Book)	\$ _____	Non-Payroll Compensation Type	
Other: Type	\$ _____		\$ _____
	\$ _____		\$ _____
	\$ _____		\$ _____
	\$ _____		\$ _____
Total through Payroll	\$ _____	Total Non-Payroll	\$ _____

Comments \_\_\_\_\_

Birth Date \_\_\_\_\_ EEOC: OM \_\_\_\_\_ PR \_\_\_\_\_ OC \_\_\_\_\_ SW \_\_\_\_\_ SL \_\_\_\_\_ ADM \_\_\_\_\_ Other \_\_\_\_\_ Veteran \_\_\_\_\_

Home Phone \_\_\_\_\_ Work Phone \_\_\_\_\_ Handicap: Yes \_\_\_\_\_ No \_\_\_\_\_

Mailing Address \_\_\_\_\_

Street, City, State, Zip Code \_\_\_\_\_

Dental Insurance: Yes \_\_\_\_\_ No \_\_\_\_\_ Name of Dental Plan \_\_\_\_\_

Payroll Direct Deposit: Yes \_\_\_\_\_ No \_\_\_\_\_ Forms attached: Yes \_\_\_\_\_ No \_\_\_\_\_ Federal/State Taxes: Yes \_\_\_\_\_ No \_\_\_\_\_ Forms attached: Yes \_\_\_\_\_ No \_\_\_\_\_

Defined Contribution Plan (AETNA) Yes \_\_\_\_\_ No \_\_\_\_\_ Amount per year \$ \_\_\_\_\_

OCT -9 2002

TRANSFERS – EFFECTIVE DATE August 1, 2002

Transfer From 10119 Name Parish #, School #, or Agency # To 11359 Personnel Services – Interim Salary #

Transfer From \_\_\_\_\_ Personnel Services – Interim Salary # To \_\_\_\_\_ Name Parish #, School #, or Agency #

Transfer From \_\_\_\_\_ Location To \_\_\_\_\_ Location

Termination/Resignation/Date \_\_\_\_\_ Reason \_\_\_\_\_

Agency Director/Date \_\_\_\_\_ Department Director/Date \_\_\_\_\_ Director, Human Resources/Date \_\_\_\_\_

Chancellor/Date \_\_\_\_\_ Director, Personnel Services/Date \_\_\_\_\_

Original: Payroll Yellow: Human Resources Pink: Agency Gold: Benefits  
Created: July, 2000





# ARCHDIOCESE OF CHICAGO

Department of Personnel Services  
Human Resources Information Systems Manager



Post Office Box 1979  
Chicago, Illinois 60690-1979

(312) 751-5338  
Fax: (312) 751-9806

## MEMO

To: Linda Burns  
Sr. Mary Ann Zrust

From: Sr. Jo Anne Murphy *JAM*  
Date: September 11, 2002  
Re: Request for new Status Code for Diocesan Priests  
CC: Carol Fowler, Fred van den Hende

Carol Fowler and I reviewed your request in light of the codes currently in the Lawson system. We have decided to CHANGE the status code to NS, effective July 1, 2002, for the following diocesan priests: Revs. Daniel Buck, John Calicott, Robert Kealy, John Keehan, Donald Musloff, James Ray, [REDACTED] and [REDACTED].

These are the factors involved in the decision at this time. If any of these changes, contact Carol or myself to reevaluate the situation at that time.

1. None of these men are actively pursuing leaving the Archdiocese therefore we cannot use any of the Leave terminology. None of them is canonically suspended, so we cannot use the Suspension terminology.
2. All of them will be paid through the Pastoral Center Interim Salaries account. Their benefits will not change. So, there are no distinctions in handling their accounts from the handling of any other priests in the Interim Salaries account.
3. They are NOT to get Celebret cards. But this is ultimately a manual process handled by the Chancellor's office in conjunction with the Vicar for Priests.
4. Their names and address WILL appear in the Archdiocesan directory as long as they have not resigned from ministry. They WILL continue to receive all communications designated for Chicago diocesan priests.
5. They should NOT be tallied in parish counts. Even those that are pastors are not to be counted as parish ministers. I will check with HR and IT to make sure this is accurate.
6. Three currently have the title pastor. For these three men, their position as pastor will remain on the Lawson system until some official notice states otherwise. However, the mail for their respective parishes must go to the parish in the name of the parish administrator. This will be accommodated via the Levels system.

Your offices will be maintaining communication with these priests directly and will be aware of changes in their status with the Archdiocese. If any timely issues arise about their statuses and Lawson, we leave the decision in your hands. If I can be of further help, let me know.

20 September, 2002

Rev. Thomas Tivy  
Vicar for Priests Office  
645 N. Michigan Avenue  
Suite 543  
Chicago, IL 60611

Dear Tom,

I am writing to ask permission to go on vacation with [REDACTED] to Orlando, Florida October 27th-November 3rd. [REDACTED] are former members of St. Peter Damian Parish, Bartlett and [REDACTED] is a permanent deacon in the Archdiocese.

I will be traveling with [REDACTED] to Florida via airplane and we will meet [REDACTED] mother, [REDACTED] there and spend the week at a resort that is part of their vacation club.

I thank you for your consideration in this matter.

Thank you,

*Jim Ray*  
Jim Ray

[REDACTED]

*OK  
TAT  
Spoke by phone*

cc Fitness Review Administrator

AOC 019200



## TRAVEL/VACATION AGREEMENT

Permission to go on vacation to Orlando from/to 10/27 - 11/3, 2002  
(Destination) (Dates)  
this year has been granted to Jim Ray provided the following conditions  
will be met by him and [REDACTED]  
(Companion)

1. The designated companion agrees to accompany the client at all his activities. Client is not allowed to be by himself.
2. No contacts with minors are allowed unless companion is present.
3. Client is required to call in 0, to keep a daily log: proofs/tickets, receipts, etc., regarding resident's activities are to be submitted to PFR Administrator for verification.  
(Frequency)
4. If any of the above conditions are violated both the client and the travel companion(s) will be held accountable by the Archdiocese of Chicago.
5. The date of return to the residence has been set for 3 November, 2002 however due to weather conditions or emergencies that may arise, the date can be changed. Approval from the PFR Administrator must be granted for any changes in this statement.

Signature(s):

[REDACTED]

James M. Ray

Date:

9-28-02

A copy of this agreement will be kept on file at Professional Fitness Review Board Administrator's Office and the Vicar for Priests' Office.

Org. eff. date was 8/16 but it was revised so I had to go thru back door to correct to 8/1/02

POSTED

ARCHDIOCESE OF CHICAGO  
PAYROLL AUTHORIZATION/CHANGE FORM/PAYROLL SET UP

ARCHDIOCESE PRIESTS

Raf. James  
Last Name, First, Middle Initial

[Redacted]  
Social Security Number

201323  
Employee Number

Active F/T  Active P/T \_\_\_\_\_ Active P/T Benefits \_\_\_\_\_ Position \_\_\_\_\_

Ordination Date 1975 Transfer to P.C. \_\_\_\_\_ Date Transfer from Agency/Parish/School# \_\_\_\_\_

Dept. Name \_\_\_\_\_ No. \_\_\_\_\_ Agency \_\_\_\_\_ No. \_\_\_\_\_

Pay through payroll		Effective Date: _____	
Regular Salary (Compensation Book) Other: Type	\$ _____	Non-Payroll Compensation Type	\$ _____
_____	\$ _____	_____	\$ _____
_____	\$ _____	_____	\$ _____
_____	\$ _____	_____	\$ _____
_____	\$ _____	_____	\$ _____
<b>Total through Payroll</b>	<b>\$ _____</b>	<b>Total Non-Payroll</b>	<b>\$ _____</b>

Comments \_\_\_\_\_

Birth Date \_\_\_\_\_ EEOC: OM \_\_\_\_\_ PR \_\_\_\_\_ OC \_\_\_\_\_ SW \_\_\_\_\_ SL \_\_\_\_\_ ADM \_\_\_\_\_ Other \_\_\_\_\_ Veteran \_\_\_\_\_

Home Phone \_\_\_\_\_ Work Phone \_\_\_\_\_ Handicap: Yes \_\_\_\_\_ No \_\_\_\_\_

Mailing Address \_\_\_\_\_

Street, City, State, Zip Code \_\_\_\_\_

Dental Insurance: Yes \_\_\_\_\_ No \_\_\_\_\_ Name of Dental Plan \_\_\_\_\_

Payroll Direct Deposit: Yes \_\_\_\_\_ No \_\_\_\_\_ Forms attached: Yes \_\_\_\_\_ No \_\_\_\_\_ Federal/State Taxes: Yes \_\_\_\_\_ No \_\_\_\_\_ Forms attached: Yes \_\_\_\_\_ No \_\_\_\_\_

Defined Contribution Plan (AETNA) Yes \_\_\_\_\_ No \_\_\_\_\_ Amount per year \$ \_\_\_\_\_

OCT -9 2002

**TRANSFERS - EFFECTIVE DATE** August 1, 2002

Transfer From 10169 Name Parish #, School #, or Agency # To 16359 Personnel Services - Interim Salary #

Transfer From \_\_\_\_\_ Personnel Services - Interim Salary # To \_\_\_\_\_ Name Parish #, School #, or Agency #

Transfer From \_\_\_\_\_ Location To \_\_\_\_\_ Location


Termination/Resignation/Date \_\_\_\_\_ Reason \_\_\_\_\_

Agency Director/Date \_\_\_\_\_ Department Director/Date CT. 10/9/02 Director, Human Resources/Date \_\_\_\_\_

Chancellor/Date \_\_\_\_\_ Director, Personnel Services/Date Coral Funder 10/9/02

Original: Payroll Yellow: Human Resources pu Pink: Agency Gold: Benefits  
Created: July, 2000

11/20/02

Jim Ray called - He +  want  
to stay on Dental at Cath Charities -  
OK & Boland - so I told him OK & me

TAD

15 December, 2002

Rev. Thomas Tivy  
Vicar for Priests Office  
645 N. Michigan Avenue  
Suite 543  
Chicago, IL 60611

Dear Tom,

I am writing to ask permission to go on my annual ski trip to Boyne Mountain in Michigan.  
I will leave on Friday January 3, 2003 and return on Friday January 10, 2003.

I will driving there and back with my friend [REDACTED] My oldest brother [REDACTED] and a couple of  
other adult friends will be up there for part of the week.

I thank you for your consideration in this matter.

Thank you,



Jim Ray  
[REDACTED]

OK  
TAT  
12/17/02

20 January, 2003

Rev. Thomas Tivy  
Vicar for Priests  
645 N Michigan Avenue  
Suite 543  
Chicago, IL 60611

Dear Tom.

I am writing to ask permission to attend the conference in Washington D.C. for the 11<sup>th</sup> Annual World Day of Prayer for the Sick. The conference is February 9 to 11, and the morning of February 12<sup>th</sup> I will be with the Conference of Diocesan Coordinators of Health Affairs. I will fly to Washington on Saturday afternoon, February 8<sup>th</sup>, and return the afternoon of February 12<sup>th</sup>. While in Washington I will be with Rev. [REDACTED] a pastor in and the ethicist for the Diocese of Rockford and the chair-elect for the CDCHA.

I once again thank you for your consideration.

Sincerely,

*Jim Ray*

James M. Ray  
[REDACTED]

*OK*

*called on 2/3/03 left message  
@ Jack Keenan*

*Hi  
file*

1 February, 2003

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

Your Eminence,

At times the future looks so uncertain for me, but I know that, what ever happens, God is with me and in the long run I will be fine. But I figure that it is time for me to do something proactive rather than being reactive.

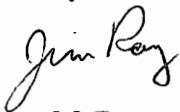
I would like to review all of the Archdiocesan files pertaining to the accusations against me. As I understand it there are separate files in the Vicar for Priests Office, the Office of Professional Fitness Review and the Pastoral Center. It is my understanding that the process is to write to you and that you will authorize arrangements to be made for such a review.

I also ask that, if possible, I be allowed to make photocopies of the pertinent documents in my files. It would be excessively laborious to copy all of the pertinent documents by hand.

Further, I would ask that I be allowed to review all of these files at the Office of the Vicar for Priests.

Thank you for your consideration.

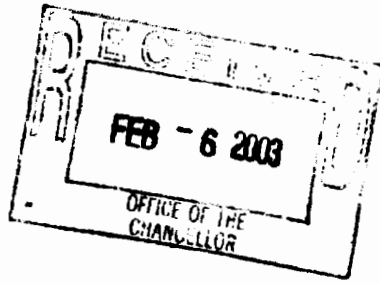
Sincerely,



James M. Ray

P.O .Box 455  
Mundelein, IL 60060  
847-566-6085

cc: Rev. Thomas Tivy



*Jim Tzyo*

1 February, 2003

FEB - 5 2003

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

Your Eminence,

At times the future looks so uncertain for me, but I know that, what ever happens, God is with me and in the long run I will be fine. But I figure that it is time for me to do something proactive rather than being reactive.

I would like to review all of the Archdiocesan files pertaining to the accusations against me. As I understand it there are separate files in the Vicar for Priests Office, the Office of Professional Fitness Review and the Pastoral Center. It is my understanding that the process is to write to you and that you will authorize arrangements to be made for such a review. *OK*

I also ask that, if possible, I be allowed to make photocopies of the pertinent documents in my files. It would be excessively laborious to copy all of the pertinent documents by hand. *you plus*

Further, I would ask that I be allowed to review all of these files at the Office of the Vicar for Priests. *OK*

Thank you for your consideration.

Sincerely,

*Jim Ray*

James M. Ray

P.O. Box 455  
Mundelein, IL 60060  
847-566-6085

cc: Rev. Thomas Tivy



Memo from:

Rev. Thomas Tivy

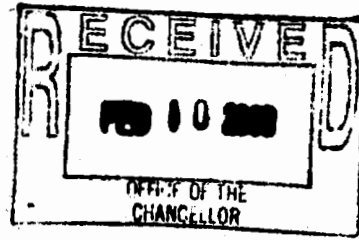
To: Jimmy Kay Date: 2.5

Kay told me to pass this  
on to you - Jim Ray  
will probably write  
directly to you also.

Thanks for all you  
do!

Tom





6 February, 2003

Mr. Jimmy Lago  
Chancellor of the Archdiocese of Chicago  
P.O. Box 1979  
Chicago, IL 60690

Dear Jimmy,

I sent the enclosed letter to the Cardinal. Fr. Tom Tivy told me yesterday that you are the one who would take care of such a request and that I should write to you. Rather than retype the letter, I am sending the letter I sent the Cardinal to you.

I hope you are doing well and I thank you for your consideration.

Sincerely,

A handwritten signature in cursive script that reads "Jim".

James M. Ray

P.O. Box 455  
Mundelein, IL 60060  
847-566-6085

# ARCHDIOCESE OF CHICAGO

Office of the Chancellor  
*Jimmy M. Lago*



Post Office Box 1979  
Chicago, Illinois 60690-1979

312-751-5382  
Fax: 312-751-5381

February 7, 2003

Reverend James M. Ray  
PO Box 455  
Mundelein IL 60060

Dear Father Ray,

In reference to your letter of February 1, 2003, you may review your files. However, our policies do not allow you to make photocopies of any of the contents of the files. You will be able to review your files at the Archdiocesan Archives and Records Center located at 711 West Monore. Please call my assistant, Maryann Fox, at 312-751-8366 to make an appointment.

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

Sincerely,

A handwritten signature in black ink, appearing to read "Jimmy M. Lago".

Jimmy M. Lago  
Chancellor

# PRIEST PERSONNEL FILE ACCESS REQUEST RECORD

Archdiocese of Chicago

This form documents an individual priest's request for access to his records. It must be filled out completely and signed by all appropriate parties.

## TO BE FILLED IN BY AGENCY HOLDING RECORDS

Name of Priest File: <i>RAY, JAMES</i>	
Record of Agency/Office: <i>VICAR FOR PRIESTS</i>	
Address: <i>P.O. BOX 455</i>	
City/State: <i>MUNDELEIN, IL</i>	Zip: <i>60060-1174</i>
Phone: <i>847-566-6085</i>	

Person Requesting File: <i>JAMES RAY VIA MARY ANN FOX</i>	Date of Request: <i>2-24-03</i>
Written Request Attached (Written request must accompany this form)      Y <input checked="" type="radio"/> N	

Person Authorizing Access: <i>S.R. MARY ANN TRUST</i>	Date Records Accessed: <i>2-24-03</i>
Signature: <i>Mary Ann Trust, SSW</i>	

## TO BE FILLED IN BY REQUESTER

Requester's Signature Acknowledging Receipt of File:
--

Requester's Comments:
Initialed:

(Revised 12/95)

# ARCHDIOCESE OF CHICAGO

Office of the Archbishop



155 E. Superior St.  
Chicago, Illinois 60611

March 14, 2003

Rev. James Ray  
Cardinal Stritch Retreat House  
P.O. Box 455  
Mundelein, IL 60060

Dear Jim:

I realize you must have many questions about what is happening with regard to your situation. I have appreciated your patience and understanding, and I thank you again for agreeing not to exercise ministry while your case is pending. As you know, the Dallas Charter and Norms created a canonical difficulty. They required bishops to act immediately, but Church law prohibited us from taking any action under the Norms until they received the approval of the Holy See. I am very grateful to each of you for cooperating in the implementation of the Charter and Norms, even though that cooperation has taken a toll on you. I am writing the same letter to each of you so that you are clear as to what will be happening next.

The Holy See approved the revised Norms on December 8, 2002, and Bishop Gregory indicated they would go into effect March 1, 2003. I want you to be aware of the implications of this, so that at least you will understand how we will be proceeding in the Archdiocese of Chicago. There are still some aspects of the process that the USCCB Committee on Canonical Affairs is working on, so some part of the process are less clear than others.

In the near future, I will be submitting each of your cases to the Congregation for the Doctrine of the Faith, as required by the Norms that Congregation issued in 2001. At that time, I will ask the Congregation for a dispensation from the statute of limitations so that we are free to conduct a trial according to the Code of Canon Law.

The reason for my request will be that the seriousness and the nature of the matter demand it. The sexual misconduct of clergy has caused great harm to the Church in the United States. Unless the Church appears to be taking these allegations seriously, we will lose the confidence of our faithful people and the Church in the United States will no longer have a credible voice.

Moreover, the nature of sexual abuse is such that those who are abused often repress the memory of these actions for many years. It has taken great courage on the part of many of them to come forward with these accusations. I can assure you that they did not make their decisions easily. Whether these actions took place, who was involved, and other such matters are things that are to be dealt with in a canonical trial. But I do not doubt for a moment the sincerity of those who have claimed to be victimized.

AOC 019212

At the same time I submit the case to the Congregation for the Doctrine of the Faith, I will make formal what up to now has been simply an agreement between you and me. The Essential Norms for the United States require that at this time I issue a decree, in virtue of canon 1722, prohibiting you from exercising sacred ministry and directing where you are to reside.

If the Congregation for the Doctrine of the Faith dispenses from the statute of limitations and directs me to conduct a trial here in Chicago, I will then submit all the material from your case to Father Bill Woestman, the Promoter of Justice, who will then present a petition to the Metropolitan Tribunal. The petition will ask the Tribunal to decide two issues: Did you commit an act of sexual misconduct, as described in canon 1395? If the answer to that is affirmative, shall the penalty of dismissal from the clerical state be applied to you?

At this point, if you have not already engaged the services of a canonical advocate, you will be required to do so. Your advocate's job is to ensure the protection of your rights and to raise any issues with regard to the above questions.

According to the wishes of the USCCB, the judges for the trial will be chosen from a pool of judges who will be trained in Washington during the last two weeks of February. This will ensure that no Archdiocesan priest will be deciding your case.

The judges will use the information that has been gathered by the Fitness Review Board Administrator, the Vicar for Priests, the Victim Assistance Minister, and your own personnel file. They may also ask for additional information in the case, as they see fit. You or your advocate can also propose other questions to the judges that would assist them in their investigation.

After the judges have collected all the information in the case, you and your advocate will be allowed access to all of the information that the judges will be using in making their decision. You will also be allowed to comment on the information you review, and your advocate will be given an opportunity to present arguments in the case.

At the conclusion of the process, both the Promoter of Justice and you can appeal the decision of the Tribunal. The appeal can be based upon the procedures that were followed during the course of the trial or upon the merits of the decision that was handed down. According to the 2001 Norms of the Congregation for the Doctrine of the Faith, these appeals are to be directed to the Supreme Apostolic Tribunal of that Congregation.

I believe that this is the most effective way to ensure that justice is served in the Church. By using our legal system, the rights of all parties are guaranteed and decisions are made on the basis of correct jurisprudence. Regardless of the outcome, the decisions will not only *be* just, but they will also *appear* just in the eyes of our people. This will demonstrate that decisions are not made in an arbitrary manner in the Church, but are made in an orderly and well-reasoned manner.

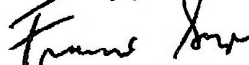
It is for this reason that I will not make any administrative decisions about the disposition of your case. I believe the judicial process will allow you and your advocate to present arguments concerning the substance of the case and the procedures that have been followed. The

judges will then be able to render a decision on this matter which is consistent with our jurisprudence and canonical practice.

I am very much aware of the pain that you have gone through during these months. While this has been personally painful for you, I believe this time has also given our people an opportunity to look at this issue more thoroughly and realize its complexity. Some of the stridency has lessened, and people seem to be reassured that the cases will be handled in a just and equitable manner.

You have been in my prayers each day, and I ask that you continue to keep me in yours.

Fraternally yours in Christ,

A handwritten signature in cursive script, appearing to read "Francis George".

Francis Cardinal George, O.M.I.  
Archbishop of Chicago

Ray  
OK file

21 April, 2003

Rev. Thomas Tivy  
Vicar for Priests  
645 N. Michigan Avenue  
Suite 543  
Chicago, IL 60611

Dear Tom,

I hope you had a blessed Easter and will have a blessed Easter season, too.

The reason I am writing is to once again ask for permission to travel. My brother and sister-in-law will be celebrating their 25<sup>th</sup> wedding anniversary June 17<sup>th</sup> and they have decided to celebrate it in Las Vegas! I plan to fly to Las Vegas on Saturday, June 14<sup>th</sup> with my sister [redacted] and our friend [redacted] and return on Thursday, June 19<sup>th</sup>. We will be staying at the Harrah hotel.

Once again, I thank you for your consideration.

Sincerely,

*Jim*  
Jim Ray  
[redacted]

*OK by note KENNETH RALPH STUARD 4/24*  
*phone call*  
*H/*

Jim Ray  
file

19 May, 2003

Rev. Thomas Tivy  
Vicar for Priests  
645 N. Michigan Avenue  
Suite 543  
Chicago, IL 60611

Dear Tom,

It was good talking to you last Friday. As per our discussion, I am writing that you gave me permission to attend the wedding of [REDACTED] in [REDACTED] Arkansas on [REDACTED] 2003.

I know the [REDACTED] family from Transfiguration parish in Wauconda. Ten years ago [REDACTED] was transferred to [REDACTED] and it has been five or six years since we have seen each other, though we have kept in touch through the years. I am looking forward to seeing them and they are thrilled that I am coming.

When we talked on Friday I said my plans were to drive down on Friday June 6th and return on Sunday. I talked to [REDACTED] parents on Friday night and learned that [REDACTED] is on the opposite side of the state from [REDACTED] (over a six hour drive). I presumed they were close to each other. [REDACTED] suggested that I come down on Thursday and then travel with the family on Friday to [REDACTED] and back to [REDACTED] on Sunday. With your permission, this is what I would like to do. *JK*

Once again I thank you for your consideration.

Thank you,

  
Jim Ray

AOC 019216



# ARCHDIOCESE OF CHICAGO

Office of the Archbishop



155 E. Superior St.  
Chicago, Illinois 60611

## P R E C E P T

Bishops “have been designated by the Holy Spirit to take the place of the apostles as pastors of souls and, together with the Supreme Pontiff and subject to his authority, they are commissioned to perpetuate the work of Christ, the eternal Pastor.” (*Christus dominus*, n.2b) However, since the pastors of the Church can never be expected to carry the burden of pastoral ministry alone (*Lumen gentium*, n. 30), they have been given the order of priests to cooperate in shepherding and guiding God’s people. Indeed, bishops, “because of the gift of the Holy Spirit that has been given to priests at their ordination, will regard them as indispensable helpers and advisers in the ministry and in the task of teaching, sanctifying and shepherding the People of God.” (*Presbyterorum ordinis*, n. 7)

Because of this common task, “bishops are to regard their priests as brothers and friends, and are to take the greatest interest they are capable of in their welfare, both temporal and spiritual. For on their shoulders particularly falls the burden of sanctifying their priests.” (*Presbyterorum ordinis*, n. 7b)

Moreover, the *Directory on the Pastoral Ministry of Bishops* states, “In the same way as Jesus showed his love for his disciples....so also a bishop....can hardly fail to realize that he should show his greatest love and chief concern for priests....Led by a sense of duty and sincere and invincible charity he gives willing assistance in every way to help priests to esteem the loftiness of their priestly vocation, to live serenely, to spread joy to those about them and to fulfill their duties faithfully.” (n. 107a)

This same document urges bishops to do “everything possible to prevent the troubles his priests could have....To keep them safe from trouble he takes prompt and prudent measures.” (n. 112)

The Code of Canon Law has described precepts as a means by which ecclesiastical authority “directly and legitimately enjoins a specific person or persons to do or omit something, especially in order to urge the observance of law” (c. 49).

Therefore, I issue this precept, in accordance with c. 49, to urge **Reverend James Ray** to fulfill the obligations which were placed upon him at the time of his ordination. Because some suspicion has arisen about his fidelity to the sacred promises he made at his ordination, I urge him in particular to lead a life which is in keeping with the holiness of his vocation. Although he is not presently exercising public ministry in the Church, he ought to pursue holiness of life in the way that he lives. He is also still bound to the obligation to pray the liturgy of the hours daily, to set aside time for spiritual retreats, to engage in mental prayer, to approach the sacrament of penance frequently, to honor the Virgin Mother of God with particular veneration as Queen of Priests, and to use any other means of sanctification which he finds helpful (c. 276).

Because of the obligation to observe perfect and perpetual continence for the sake of the kingdom of heaven, **Father Ray** is to act with due prudence toward persons who could endanger the obligation to observe continence (c. 277§1), and to observe the particulars of the attached Individual Specific Protocol (c. 277§3) which I have established in consultation with him.

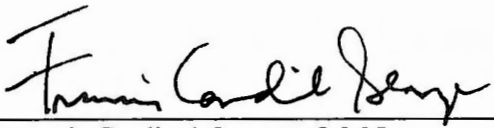
He is to avoid all those things which are unbecoming the clerical state, or those things which are foreign to the clerical state (c. 285), especially those things which are set forth in the attached Individual Specific Protocol which I have established in consultation with him.

**Father Ray** is hereby dispensed from his obligation to wear ecclesiastical garb (c. 284), and is strongly urged not to do so until such time as the case against him can be resolved and more permanent determinations can be made. Although not removed from office, he is nonetheless urged not to exercise the rights of any ecclesiastical office, in accordance with the Individual Specific Protocol which I have established in consultation with him.


In order to ensure that these obligations are met, I have delegated **Ms. Leah McCluskey** to receive information regarding **Father Ray's** fulfillment of this precept and his Individual Specific Protocol. She is to submit a report to me no less than quarterly regarding this matter, and may report to the Professional Fitness Review Board more frequently as needed or requested.

I am establishing this precept in a spirit of fraternal charity, mindful of my responsibility to encourage my priests to remain faithful to the obligations of the clerical state. Because the attached Individual Specific Protocol has been established in dialog between **Father Ray** and the Vicar for Priests, I accept the provisions of this document, and urge **Father Ray** to fulfil them in accordance with the obedience he is to show to me as his ordinary (c. 273), and which he promised at his ordination.

Given in Chicago, Illinois on the 23rd day of May, 2003.

  
Francis Cardinal George, O.M.I.  
Archbishop of Chicago



  
Ecclesiastical Notary





**RECEIVED**

**MAY 29 2003**

**D E C R E E**

ARCHDIOCESE OF CHICAGO  
PROFESSIONAL FITNESS REVIEW

Having received the recommendation of the Archdiocesan Professional Fitness Review Board that there is "reasonable cause to suspect" that **Reverend James Ray** engaged in sexual misconduct with a minor, I have concluded that this constitutes information which "at least seems to be true" (c. 1717).

Therefore, in accordance with the aforementioned canon, I decree that an inquiry be done into the facts and circumstances of this accusation, as well as its imputability to **Father Ray**.

Since my other duties prevent me from conducting this investigation personally, I hereby appoint **Ms. Leah McCluskey** to act as the investigator in this matter. In carrying out these duties, Ms. McCluskey will have all of the authority of an auditor, in accordance with cc. 1428 and 1717. She is to collect any additional proofs she deems necessary in accordance with the norm of law as they relate to the present allegation. She is delegated to take testimony from the accused and from any witnesses (cc. 1530 – 1538 and 1547 – 1573), to obtain any necessary documents (cc. 1540 – 1546), to enlist the services of any experts deemed necessary (cc. 1574 – 1581), and to have access to places or things which she deems necessary for her investigation.

In conducting her investigation, Ms. McCluskey is to take care that such an investigation does nothing to harm **Father Ray's** name or to violate his right to protect his privacy. Nor may he be asked to do anything which violates his conscience or is morally unacceptable according to the Church's moral teachings.

After she has concluded her investigation, Ms. McCluskey is to make a written report to me, no later than thirty days from the date of this appointment. This report is to address the facts, circumstances, and imputability concerning the alleged offense.

Given on 23 May, 2003 at Chicago, Illinois.

Francis Cardinal George, O.M.I.  
Archbishop of Chicago



Ecclesiastical Notary

ARCHDIOCESE OF CHICAGO

Office of the Archbishop



COPY

155 E. Superior St.  
Chicago, Illinois 60611

May 23, 2003

Ms. Leah McCluskey  
Professional Fitness Review Administrator  
676 North St. Clair  
Chicago, IL 60611

RECEIVED

MAY 29 2003

ARCHDIOCESE OF CHICAGO  
PROFESSIONAL FITNESS REVIEW

Dear Ms. McCluskey:

Accompanying this letter is a decree which appoints you as the investigator into an allegation of sexual misconduct with a minor that was made against **Rev. James Ray**. The terms of this investigation are spelled out in the decree.

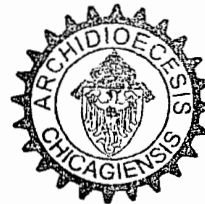
At the same time, I am designating you as the person who is to supervise the "monitoring protocol" which has been established for Father Ray. I ask that you report to me on a regular basis, but no less than quarterly, on Father Ray's compliance with this protocol. You may also wish to report more frequently to the Professional Fitness Review Board so that they can make further recommendations to me on this matter.

In order to ensure confidentiality in this matter, I ask that you perform this task personally and not designate anyone else for this purpose. Should there be periods of time when you will not be able to perform this task personally, please refer the matter to the Vicar for Priests.

Thank you for agreeing to take on these additional tasks.

Sincerely yours in Christ,

Francis Cardinal George, O.M.I.  
Archbishop of Chicago



Ecclesiastical Notary

# ARCHDIOCESE OF CHICAGO

Office of the Archbishop



155 E. Superior St.  
Chicago, Illinois 60611

May 27, 2003

Rev. James Ray  
Cardinal Stritch Retreat House  
P.O. Box 455  
Mundelein, IL 60060

Dear Jim:

I am again writing to you to give you an update as to what is happening concerning the allegations of sexual misconduct with a minor which have been made against you. I am extremely grateful to you for your patience in this matter. As you know, the Dallas Charter required me to act quickly in cases involving allegations of clerical sexual misconduct with a minor to ensure that no priest with a credible accusation was engaged in public ministry. However, because the accompanying Norms had not been approved by the Holy See, I have not been able to act as quickly as I would have liked in getting your case resolved.

With the Norms having gone into effect on March 1, 2003, along with further instructions which came from the Holy See in February, we are now in a position to begin referring our cases to the Congregation for the Doctrine of the Faith. Before I make such a referral, I will gather any additional information that seems necessary and review the matter once again. I will then send your advocate a copy of the letter I will be sending to the Holy See, and allow him or her the opportunity to offer an opinion as well. I anticipate this being done by the middle of July.

To that end, I have delegated Ms. Leah McCluskey to review each of the cases to see if more information needs to be gathered. I have asked her to report back to me within one month so that I can make a determination about referring the case to the Congregation for the Doctrine of the Faith. According to the recommendation of the Canonical Affairs Committee of the United States Conference of Catholic Bishops, if the Congregation for the Doctrine of the Faith directs me to begin a penal trial, the judges to be used will not be priests serving in the Archdiocese of Chicago. They will be chosen from a list of priests who have been trained to hear cases of clerical sexual misconduct.

In referring your case to the Congregation for the Doctrine of the Faith, I will also consult with the Promoter of Justice and issue a decree which formalizes those things which I asked you to do for the good of the Church and under your promise of obedience to me. The imposition of this decree is required by Norm 6 of the Essential Norms established by the United States Conference of Catholic Bishops.

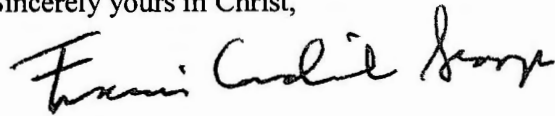
AOC 019221

I have also designated Ms. McCluskey as the person to ensure that the "monitoring protocol" which you signed is being followed. She will report to me and to the Professional Fitness Review Board concerning your compliance with this protocol. I have asked that she perform this function personally, with the Vicar for Priests doing so in her absence. This will ensure the confidentiality and professionalism of this monitoring.

The protocols which you sign from time to time are not to be considered as penalties imposed on you. Instead, they are ways in which I exercise my responsibility to ensure that you fulfill the obligations which you received when you were ordained. I am establishing these protocols as individual precepts, which canon 49 describes as "a decree which directly and legitimately enjoins [you] to do or omit something, especially in order to urge the observance of law." You will receive a copy of my precept at the same time you receive a copy of your protocol.

I hope this clarifies the process somewhat for you. I am grateful that we can finally begin a process for the resolution of your case. I know this has been a very difficult period of time for you in your priesthood. You have always been in my prayers during this time. I ask that you continue to keep me in yours.

Sincerely yours in Christ,

A handwritten signature in black ink, reading "Francis Cardinal George". The signature is written in a cursive, flowing style.

Francis Cardinal George, O.M.I.  
Archbishop of Chicago

# ARCHDIOCESE OF CHICAGO

Office of Professional Responsibility  
676 N. St. Clair, Suite 1910  
Chicago, IL 60611



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

July 2, 2003

Fr. James Ray  
PO Box 455  
Mundelein, Illinois 60060

**COPY**  
of an original document from the files of  
**PROFESSIONAL FITNESS REVIEW**  
**ARCHDIOCESE OF CHICAGO**  
This is a red ink stamp!  
**DO NOT COPY**

Dear Fr. Ray,

Enclosed you will find documentation regarding the newly revised Monitoring Protocols. Fr. Thomas Tivy will be contacting you in the near future to schedule a meeting so that the three of us may discuss and review the enclosed information. Fr. Daniel Smilanic, Promoter of Justice and Delegate to the Cardinal, will also be present at the meeting to address any canonical questions.

I have also enclosed a copy of the most recent policies and procedures, *1100 Sexual Abuse of Minors: Policies for Education, Prevention, Assistance to Victims and Procedures for Determination of Fitness for Ministry*. A newly revised copy of the policies and procedures are to be effective on July 15, 2003 and as a result, are not yet available.

Please feel free to contact me with any questions or concerns:

Leah McCluskey  
Office of Professional Responsibility  
676 N. St. Clair, Suite 1910  
Chicago, Illinois 60611  
312 751-5205, office  
312 751-5279, fax  
[lmclluskey@archchicago.org](mailto:lmclluskey@archchicago.org)

Sincerely,

  
Leah McCluskey  
Professional Responsibility Administrator

Enclosures

Cc: Rev. Daniel Smilanic, Archbishop's Delegate to the Review Board  
Rev. Thomas Tivy, Vicar for Priests

AOC 019223

2 July, 2003

Rev. Thomas Tivy  
Vicar for Priests  
645 N. Michigan Avenue  
Suite 543  
Chicago, IL 60611

Dear Tom,

I am writing to you as per our conversation yesterday afternoon asking permission to go to the Ozarks in July and to my brother's in [REDACTED] Oregon in August.

I will be driving to the Ozarks with [REDACTED] former parishoners from St. Peter Damian in Bartlett. We will be staying with [REDACTED] also former parishoners from St. Peter Damian. We will leave on Sunday, July 13th, and return on Friday, July 18th.

I do not yet know the dates I will be going to my brother's. But it will be sometime in the latter part of August. I will let you know when my plans are definite.

I again thank you for you consideration.

Thank you,

  
James M. Ray

AOC 019224



ARCHDIOCESE OF CHICAGO

COPY

Office of Professional Responsibility  
676 N. St. Clair, Suite 1910  
Chicago, IL 60611



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

July 11, 2003

Francis Cardinal George, O.M.I.  
Archbishop of Chicago  
155 E. Superior Street  
Chicago, Illinois 60611

Dear Cardinal George,

As the Auditor whom you appointed in accord with Canon 1717 to conduct a Preliminary Investigation into the allegations of sexual abuse of minors that have been made against the Rev. James Ray, a priest of the Archdiocese of Chicago, I would like to inform you that the investigation has been completed.

As required by Canon 1718, a sufficient amount of material is now present for you to make a determination. I have examined the files of the investigations of the allegations of sexual misconduct with minors by Fr. Ray, and I have found them to be complete.

There is at least one allegation that was submitted to the Archdiocesan Professional Responsibility Review Board in which the Board recommended to you that there is reasonable cause to suspect that the alleged misconduct did occur. Given the material gathered as the Board's instruction of the case, it is now necessary for you to determine if the elements meet the required standard of proof. The Board reported their finding to you after having discussed the evidence and the arguments in two formal sessions. As part of the procedure followed by the Board, Fr. Ray was read the allegations made against him and provided a response. With reference to his involvement in the instruction of the case, Fr. Ray had the advice of legal counsel.

I now submit this matter to your Eminence for a determination. It is my recommendation that the allegation of sexual misconduct with a minor against the Rev. James Ray has the semblance of truth (*notitiam saltem verisimilem*) as required by Canon 1717 and Article 13 of the Procedural Norms *de gravioribus delictis*, and consequently the case should be sent to the Congregation for the Doctrine of the Faith.

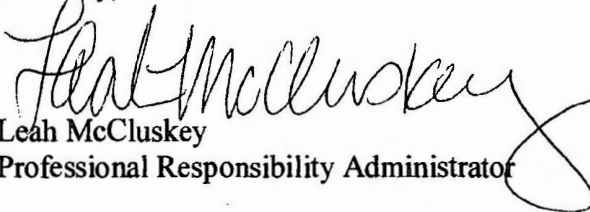
There is at least one allegation of sexual misconduct against Fr. Ray. The Professional Responsibility Review Board has been presented all allegations against Fr. Ray, and has reported to you the finding that the allegations provide reasonable cause to suspect that the alleged incidents of misconduct did occur. It is my recommendation that the aforementioned allegations have the semblance of truth (*notitiam saltem verisimilem*) as

AOC 019225

required by Canon Law. As a result, there is no additional information that needs to be gathered at this time regarding the allegations made against Fr. Ray.

If you have any questions or concerns, please contact me at 312 751-5205.

Sincerely,



Leah McCluskey  
Professional Responsibility Administrator

Cc: Rev. Daniel Smilanic, Archbishop's Delegate to the Review Board  
Rev. Thomas Tivy, Vicar for Priests

# ARCHDIOCESE OF CHICAGO

Office of Legal Services

John C. O'Malley  
Director



Post Office Box 1979  
Chicago, Illinois 60690-1979

Tel: (312) 751-5379  
Fax: (312) 751-5252  
e-mail: jomalley@archdiocese-chgo.org

July 11, 2003

**RECEIVED**

**JUL 14 2003**

**ARCHDIOCESE OF CHICAGO  
PROFESSIONAL FITNESS REVIEW**

PERSONAL AND CONFIDENTIAL

Mr. George D. Strickland  
Assistant State's Attorney  
Chief Criminal Division Office of the  
Lake County State's Attorney  
18 North County Street  
Waukegan, Illinois 60085

RE: [REDACTED]  
Date of Birth: [REDACTED] (approximately)  
Date of alleged abuse: 1974 or 1975

Dear Mr. Strickland:

The Office of Legal Services of the Archdiocese of Chicago recently has learned of an allegation received by the Archdiocese on November 20, 1991 from [REDACTED] [REDACTED] currently [REDACTED] years old, that he was the victim of alleged sexual misconduct in 1974 or 1975 by Fr. James Ray. Fr. Ray was an archdiocesan priest who was assigned to St. Anastasia Parish in Waukegan at the time of the incident. The alleged abuse took place in Lake County Illinois. A copy of a memorandum reflecting the allegation is enclosed.

If our office can provide any additional information, or be of any further help, please let me know.

Very truly yours,

Handwritten signature of John C. O'Malley in cursive.  
John C. O'Malley  
Director of Legal Services

JCOM:sm

Enclosure

cc: Mr. James A. Serritella  
Ms. Leah Mc Cluskey

SC:03SC067/Notification to Lake Co State's Attorney Office

AOC 019227

# ARCHDIOCESE OF CHICAGO

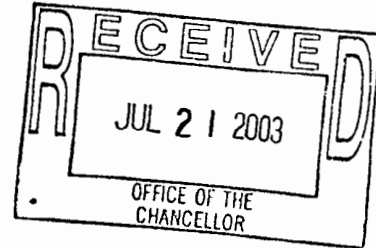
Office of the Archbishop



155 E. Superior St.  
Chicago, Illinois 60611

14 July, 2003

Ms. Leah McCluskey  
Office for Professional Responsibility  
676 North St. Clair St.  
Chicago, IL 60611



Dear Ms. McCluskey:

I received the report from your investigation of the matter of sexual misconduct with a minor on the part of **Reverend James Ray**.

I accept your findings and have determined that there is a semblance of truth to the allegation that **Father Ray** engaged in acts of sexual misconduct with a minor.

Therefore, by means of this letter, I am bringing the Preliminary Investigation of this matter to a close. Based upon the information you have provided, I have concluded that this case must be referred to the Congregation for the Doctrine of the Faith, in accordance with Part II, Article 13 the motu proprio *Sacramentorum sanctitatis tutela*.

Thank you for your diligent work, Ms. McCluskey. I appreciate the professional way in which you have handled these matters.

Sincerely yours in Christ,

A handwritten signature in cursive script, appearing to read "Francis Cardinal George".

Francis Cardinal George, O.M.I.  
Archbishop of Chicago



A handwritten signature in cursive script, appearing to read "Paul M...".

Ecclesiastical Notary

cc: Revs. Kaczorowski and Smilanic, Ms. Leah McCluskey, Mr. Jimmy Lago, Mr. John C. O'Malley

# ARCHDIOCESE OF CHICAGO

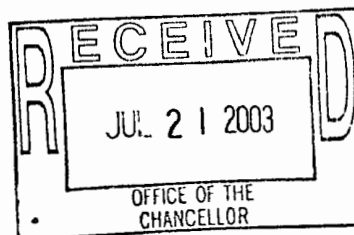
Office of the Archbishop



155 E. Superior St.  
Chicago, Illinois 60611

15 July, 2003

Rev. James Ray  
Cardinal Stritch Retreat House  
P.O. Box 455  
Mundelein, IL 60060



Dear Jim:

I am writing to let you know that I have received the report from Ms. Leah McCluskey regarding the inquiry she conducted concerning the allegations of sexual misconduct that were made against you.

Taking into account the material already presented to the review board, she has looked into the matter further. I have concluded from her report that there is enough evidence to indicate that I need to refer your case to the Congregation for the Doctrine of the Faith and ask for their permission to conduct a trial to determine whether you committed the delict of sexual abuse of a minor; and, if so, what penalty ought to be imposed on you.

I will make this referral by the end of the month. It is impossible to say when the Congregation for the Doctrine of the Faith will respond to my request.

If I am given permission to conduct a trial in the Archdiocese, I will ask the United States Conference of Catholic Bishops to provide me with three judges. I will also present all the material in the case to the Promoter of Justice, and ask that he draw up a formal petition. A trial will then be conducted according to the norm of law. You will be informed throughout the proceedings of how you might exercise your rights. If you have not appointed an advocate, one will be appointed for you.

Since you are already observing the restrictions on your ministry as I requested, I do not see any need to impose any formal penal restrictions on you, as called for by canon 1722. In a previous letter to you, I indicated that I would issue this decree once I sent the case to the Holy See. In light of your cooperation, however, I have decided it is not necessary to take any further steps at this time.

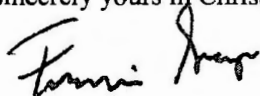
As you know, the Dallas Charter and subsequent Norms state that if even a single act of sexual misconduct with a minor is proven, you must be removed permanently from ministry. Even if the offense does not warrant dismissal from the clerical state, the laws approved by the Holy See for the United States would not allow me to assign you to any public ministry, to celebrate the sacraments publicly, or to present yourself in public as a priest. Instead, you would be expected to lead a life of prayer and penance under my direction.

AOC 019229

On the other hand, if the allegations against you are not proven, I will do everything I can to restore your reputation. I realize how difficult this might be, given the publicity that has already been given to this matter. Since I also realize you may have some feelings about this matter, I will consult with you before anything is done in this regard.

I am again appreciative of the cooperation you have given me in this matter. I will keep you in my prayers, and ask that you keep me in yours.

Sincerely yours in Christ,

A handwritten signature in cursive script, appearing to read "Francis George".

Francis Cardinal George, O.M.I.  
Archbishop of Chicago

# ARCHDIOCESE OF CHICAGO

Office of the Metropolitan Tribunal  
 Rev. Patrick R. Lagges, J.C.D.  
 Phone: (312) 751-8384  
 e-mail: plagg@archchicago.org



155 E. Superior St.  
 Chicago, Illinois 60611

Fax: (312) 751-8314

## MEMORANDUM

**TO:** Ms. Leah McCluskey  
 cc: Bishop Goedert  
 Father Kaczorowski  
 Father Smilanic  
 Mr. Jimmy Lago  
 Mr. John O'Malley

**FROM:** Father Lagges *PL*

**RE:** Precepts: An Oversight

**DATE:** 18 July, 2003

RECEIVED

JUL 21 2003

ARCHDIOCESE OF CHICAGO  
 PROFESSIONAL FITNESS REVIEW

Enclosed are copies of precepts that should have accompanied the copies of letters from the Cardinal delegating you to receive information concerning the monitoring of priests accused of sexual misconduct.

I'm sorry that I didn't send these on until now. The precept simply spells out the canonical rationale, and doesn't alter anything from the previous letter.

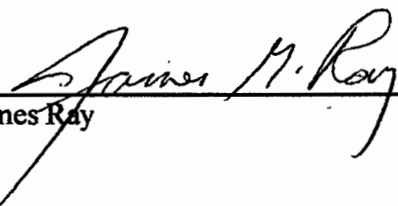
I am not sending copies to the accused, since we don't usually send procedural decrees to people. The 27 May letter explained the gist of what is in the precept.


Sorry.

## Appointment of Procurator and Advocate

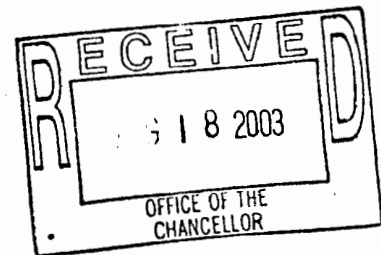
I, the Reverend James Ray, with this document hereby authorize and appoint the Reverend Michael P. Joyce, CM, J.C.D. to act as my procurator and advocate and give him my mandate in accord with canons 1481-1489 and 1725. By this mandate, I authorize the aforesaid Procurator and Advocate to act on my behalf before my local ordinary and any ecclesiastical tribunal. He enjoys all the privileges and rights accorded him in canon law including those actions requiring a special mandate.

He serves with the agreed upon remuneration. I reserve the right to revoke this mandate with due notice to the Reverend Michael P. Joyce, CM.

  
\_\_\_\_\_  
Rev. James Ray

  
\_\_\_\_\_  
Rev. Michael P. Joyce, CM, J.C.D.

Mundelein, Illinois  
July 24, 2003





31 July, 2003

Rev. Thomas Tivy  
Vicar for Priests  
645 N. Michigan Avenue  
Suite 543  
Chicago, IL 60611

Dear Tom.

Here is a copy of the form that Michael Joyce sent me. I sent a copy to Pat Lagges. Is there anything I should be doing now? Or that Mike Joyce should be doing now?

Also, I will be leaving the evening of Friday August 22 to visit my brother [REDACTED] and his family in [REDACTED] OR. I will be returning on Wednesday September 3<sup>rd</sup>.

I hope you are doing well. Take care.

Thanks,



James M. Ray

# ARCHDIOCESE OF CHICAGO

Office of the Metropolitan Tribunal  
Rev. Patrick R. Lagges, J.C.D.  
Phone: (312) 751-8384  
e-mail: plagg@archchicago.org



155 E. Superior St.  
Chicago, Illinois 60611

Fax: (312) 751-8314

## MEMORANDUM

**TO:** Bishop Goedert  
Father Smilanic  
Father Kaczorowski  
Ms. Leah McCluskey  
Mr. Ralph Bonaccorsi  
Mr. Jimmy Lago  
Mr. John O'Malley

**FROM:** Father Lagges *pwl*  
**RE:** Referral of case to Rome  
**DATE:** 1 August, 2003

This is to inform you that on **31 July, 2003** Cardinal George has forwarded the case of **Reverend James Ray** to the Congregation for the Doctrine of the Faith, asking for permission to conduct a penal trial in the Archdiocese of Chicago.

It is impossible to estimate when we will receive a response from the Holy See. Given the large number of cases that are being sent there from the United States, it will probably be at least several months before we hear anything.

If a penal trial is permitted, all the material in the case will be handed over the Promoter of Justice (Rev. William H. Woestman, O.M.I.), who will then petition the tribunal to hear the case. The judges assigned to the tribunal will be from outside the Archdiocese of Chicago. They will follow the normal judicial process specified in Book VII of the Code of Canon Law. (These are the same processes that are followed in marriage nullity cases.)

The Archdiocese will be the petitioner in the case; the accused priest the Respondent. The two questions before the court will be: (1) Has the priest committed an act of sexual misconduct with a minor? (2) If so, in accordance with the Dallas Charter and Norms, shall he be dismissed from the clerical state?

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

# ARCHDIOCESE OF CHICAGO

Office of Professional Responsibility



P.O. Box 1979  
Chicago, Illinois 60690-1979

(312) 751-5205  
Fax: (312) 751-5279

## MEMORANDUM

**TO:** Ralph Bonaccorsi, Assistance Ministry  
Rev. James Kaczorowski, Vicar for Priests  
Jimmy Lago, Chancellor  
Leah McCluskey, Office of Professional Responsibility  
John O'Malley, Legal Services  
Rev. Daniel Smilanic, Archbishop's Delegate to the Review Board  
Rev. Thomas Tivy, Vicar for Priests

**FROM:** Laura Neri-Palomino, Administrative Assistant  
Office of Professional Responsibility

**DATE:** August 14, 2003

**RE:** [PFR-36] Ray, James [REDACTED]

Attached is a copy of a new allegation received by this office on 7/14/93. We are opening a file and Leah McCluskey, Professional Responsibility Review Administrator will begin the Review Process by attempting to arrange an interview with [REDACTED]. Please advise this office of any information you may have in your files regarding Ray, James [REDACTED]

It is extremely important that you forward copies of any and all documentation pertinent to this case to this office within 5 business days of receipt of this memo to ensure that the investigation of this matter be properly handled.

Thank you.

Attachment

cc: Most Rev. Raymond E. Goedert

AOC 019235

# ARCHDIOCESE OF CHICAGO

Office of Professional Responsibility



P.O. Box 1979  
Chicago, Illinois 60690-1979

(312) 751-5205  
Fax: (312) 751-5279

September 16, 2003

Rev. James Ray  
P.O. Box 455  
Mundelein, IL 60060-0455

Dear Fr. Ray,

Enclosed you will find documentation regarding the monitoring protocols.


The monitoring protocols have been changed somewhat. This was done principally in order to put into a standard written form, arrangements that had been made orally and/or on an individual basis. It was felt that by committing as much as possible to a written form, misunderstandings could be reduced and communication would be facilitated. These changes reflect the feedback provided by all those involved in the monitoring program, including those who are subject to it. The enclosed forms contain the adjustments made to the monitoring forms that were provided to you in July of 2003. All those involved in monitoring will be receiving a copy of the new forms.

All of the information enclosed as well as a copy of this letter and a copy of the policies and procedures, *1100 Sexual Abuse of Minors: Policies for Education, Prevention, Assistance to Victims and Procedures for Determination of Fitness for Ministry* promulgated on July 15, 2003 has been forwarded to your canonical advocate, Rev. Michael P. Joyce, CM, JCD.

As you agreed orally to comply with the earlier form of the monitoring protocols, I ask that you indicate to me your oral agreement to these.

In designing a form that addresses so many different, complex situations, one or another points may be unclear. If you have any question or concerns, please contact me at [312] 751-5205.

Sincerely,

  
Leah McCluskey  
Professional Responsibility Administrator

Cc: Rev. Daniel Smilanic, Cardinal's Delegate to the Review Board  
Rev. Thomas Tivy, Vicar for Priests  
Rev. Michael P. Joyce, C.M., J.C.D., Canonical Advocate

Enclosures

AOC 019236

Office of Professional Responsibility  
676 N. St. Clair, Suite 1910  
Chicago, IL 60611  
(312) 751-5205

INDIVIDUAL SPECIFIC PROTOCOL  
For

James Ray

The Individual Specific Protocols (ISP) implement the primary goal of protecting minors and the integrity of the Church. Additionally, the ISP serves as a safeguard for the individual priest/deacon with regard to the possibility of subsequent allegations. As long as the cleric is a client of the Office of Professional Responsibility, he will be subject to appropriate protocols, restrictions and monitoring under the authority of the Vicar for Priests and supervised by the Professional Responsibility Administrator (PRA); please refer to protocol number 15.

This ISP for JAMES RAY is as follows (PRA to initial all that apply):

1.  Restricted from being alone with minors (anyone under the age of 18) without the presence of another responsible adult.

2.

3.

4.  The "Clergy Daily Log" to be completed on a daily basis and co-signed by the monitor. The log is a tool that is used for the protection of minors, the priest/deacon, the monitor and the Archdiocese. Although it lists all time periods, it is to intended to provide an accurate record of the day rather than a detailed clock. If you are describing an off-campus activity, please include the place, the general purpose of the visit/trip/activity (e.g. Spiritual Direction, therapy), and the telephone number only if it is a private residence. (For example, it is enough to indicate that you did personal shopping rather than the name, location and telephone number of each individual store.) If your self-description is challenged, some documentation/verification may be requested. The monitor will return the log forms at the end of each month to PRA.

5.  Abide by the restriction of residence to Cardinal Stritch Retreat House

6.  No inappropriate use of computers, software, Internet capabilities, communications tools or technology. The standards articulated in the *Policies and Procedures of the Archdiocese of Chicago* and the *Handbook For Archdiocesan Employees* will apply.
7.  Must complete and submit the "Travel/Vacation Agreement" to PRA prior to a scheduled departure.
8. N/A Attendance at a recommended support group \_\_\_\_\_ (please indicate specific support group). Recommended frequency of \_\_\_\_ times per week/month (please circle one). Attendance at a recommended support group is to be reflected on "Clergy Daily Log" forms.
9.  No ministerial participation in the public celebration of the Eucharist or any other Sacrament or Sacramental without the prior, written permission of the Vicar for Priests.
10.  Refrain from wearing any garb that would give the appearance of, or seem to infer, a priest/deacon who has canonical faculties and is currently assigned to some ministry (e.g., the 'clerical shirt').
11.  The right of defense must not involve the public life of the Church.
12.  On-site visits by PRA annually to include meeting with PRA and the cleric.
13.  On-site visits by Vicar for Priests (VP) annually to include a meeting with VP and the cleric.
14.  This ISP is to be reviewed annually with PRA, VP, and the cleric.
15. Because the private celebration of the Eucharist is possible, during the course of each week one of the Masses celebrated is to be for the intention of the priests of the Archdiocese of Chicago.
16. Any change or alteration to this agreement will involve consultation with the cleric, his monitor, the PRA, and the VP. The cleric, his monitor, the PRA, or the VP can initiate the discussion for change or alteration, and at the discretion of any of the parties, his legal and/or canonical counsel may be involved.

I have reviewed, understand, and agree to all of these individual specific Protocols.

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

Printed Name: \_\_\_\_\_

Signature of PRA: Paul McElwain Date: 9/17/03


Signature of VP: Thomas Tivy Date: 9/17/03

A copy of this Protocol will be kept on file in the Office of Professional Responsibility and on file in the Office of the Vicar for Priests.

Office of Professional Responsibility

P.O. Box 1979  
Chicago, Illinois 60690-1979(312) 751-5205  
Fax: (312) 751-5279**MEMORANDUM**

To: File - PFR-36

From: Leah McCluskey, Professional Responsibility Administrator 

Re: Ray, James

Date: September 25, 2003

---

PRA received a phone call on September 24, 2003 from Fr. James Ray regarding monitoring protocols he recently received via mail. Fr. Ray provided PRA with his verbal agreement to comply with the revised monitoring protocols. He was advised by PRA to speak with his canonical advocate, Rev. Michael P. Joyce, CM, JCD, regarding the protocols prior to Fr. Ray's decision to provide PRA with a signed Individual Specific Protocol.

Cc: Rev. Daniel Smilanic, Cardinal's Delegate to the Review Board  
Rev. Thomas Tivy, Vicar for Priests

TRAVEL/VACATION NOTIFICATION

COPY

Jim Ray [name of cleric] has informed this office that he will be traveling to Twin Lake, WI. FR FRED PESEK's Home [destination address and contact phone number] from [redacted]

11-5-03 [departure date] through 11-7-03 [return date].

Jim [name of cleric] will be monitored by

FR FRED PESEK [name of travel monitor]. FR FRED PESEK [name of travel monitor]

has accepted the responsibility of verifying the location and activities of

Jim [name of cleric] during the aforementioned time frame.

[see attached correspondence]

1. Contacts with minors by Jim [name of cleric] must be in the presence of FR FRED PESEK [name of travel monitor]. Inappropriate situations and locations incompatible with a priestly lifestyle are to be avoided.

2. FR FRED PESEK [name of travel monitor] may be asked to attest to the activities and whereabouts of Jim [cleric name] over: \_\_\_\_\_ [aforementioned time frame].

3. As previously noted, the date of return to Jim's [cleric name] residence has been scheduled for 11-7-03 [aforementioned return date].

However, due to weather conditions or emergencies that may arise, the date may be changed. In the event of such a circumstance, should the original plans be substantially changed, please contact PRA at [312] 751-5205.

Cleric Signature: Jim Ray Date: 4 November, 2003  
PRA Signature: Paul McMorley Date: 11/4/03

A copy of this document will be provided to the cleric. The original will be placed in the cleric's file in the Office of Professional Responsibility and a copy will be placed in the cleric's file in the Vicar for Priests' Office.



ARCHDIOCESE OF CHICAGO

Office of Professional Responsibility




**COPY**

P.O. Box 1979  
Chicago, Illinois 60690-1979

(312) 751-5205  
Fax: (312) 751-5279

**MEMORANDUM**

To: File - PFR-36

From: Leah McCluskey, Professional Responsibility Administrator 

Re: Ray, Rev. James [Withdrawn]

Date: November 13, 2003

---

PRA spoke with Rev. Anthony Talarico via phone on November 12, 2003 regarding Rev. James Ray's Daily Log forms completed for the month of October 2003. PRA informed Fr. Talarico that Fr. Ray sent the Daily Log forms without his [Fr. Talarico's] initials. When asked by PRA, Fr. Talarico agreed that Fr. Ray was compliant with monitoring protocols for the month of October 2003. Fr. Talarico informed PRA that he would speak with Fr. Ray regarding his need to sign off on all of Fr. Ray's Daily Log forms.

Cc: Rev. Daniel Smilanic, Cardinal's Delegate to the Review Board  
Rev. Thomas Tivy, Vicar for Priests

AOC 019241

**RECEIVED**  
**COPY** DEC 15 2003

ARCHDIOCESE OF CHICAGO  
OFFICE OF PROFESSIONAL RESPONSIBILITY

15 December, 2003

Dear Leah,

I want to share with you my over night and travel plans for the near future.

I will spend Christmas Eve night at my friend [REDACTED] home in Bartlett, [REDACTED]

Decmeber 31<sup>st</sup> I will either spend the night at my friends [REDACTED] in Bartlett or the night at Harrah's in East Chicago, IN with my friend [REDACTED] I will let you know as soon as I know what my plans are.

January 2-9 I will be going on my annual ski trip to Boyne Mountain Michigan. I will be there with my friends [REDACTED] and [REDACTED]

January 18-23 I will be in Las Vegas. I will be attending a meeting with Bishop Conway January 18-21. If the Bishop should not be able to make it because of his health problems, I will also be there with Fr. [REDACTED], from the Rockford Diocese. Then January 21 & 22 I will spend at my friends [REDACTED] and fly home on the 23<sup>rd</sup>.

Then February 27<sup>th</sup> I am flying out to Reno, NV with my friend [REDACTED] to meet up with my brother and sister-in-law for the weekend, returning March 1<sup>st</sup>.

Have a Blessed Christmas!

  
Jim Ray

I am faxing 6 pages including this page.

of an original document from the **RECEIVED**  
TRAVEL/VACATION NOTIFICATION  
**OFFICE OF PROFESSIONAL RESPONSIBILITY**  
**ARCHDIOCESE OF CHICAGO** DEC 15 2003

Jim Ray [name of cleric] has informed this office that he will be traveling to  
Bartlett, IL [destination address and contact phone number] from  
12-24-03 [departure date] through 12-25-03 [return date].

Jim Ray [name of cleric] will be monitored by  
[redacted] [name of travel monitor]. [redacted] [name of  
travel monitor] has accepted the responsibility of verifying the location and activities of  
Jim [name of cleric] during the aforementioned time frame.

*[see attached correspondence]*

1. Contacts with minors by Jim [name of cleric] must be in the presence of [redacted] [name of travel monitor]. Inappropriate situations and locations incompatible with a priestly lifestyle are to be avoided.
2. [redacted] [name of travel monitor] may be asked to attest to the activities and whereabouts of Jim [cleric name] over [redacted] [aforementioned time frame].
3. As previously noted, the date of return to Jim's [cleric name] residence has been scheduled for 12-25-03 [aforementioned return date].  
However, due to weather conditions or emergencies that may arise, the date may be changed. In the event of such a circumstance, should the original plans be substantially changed, please contact PRA at [312] 751-5205.

Cleric Signature: James M. Ray Date: 15 December, 2003  
PRA Signature: Pat McCluskey Date: 12/15/03

A copy of this document will be provided to the cleric. The original will be placed in the cleric's file in the Office of Professional Responsibility and a copy will be placed in the cleric's file in the Vicar for Priests' Office.

**COPY RECEIVED**

TRAVEL/VACATION NOTIFICATION

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**OFFICE OF PROFESSIONAL RESPONSIBILITY**  
ARCHDIOCESE OF CHICAGO  
ARCHDIOCESE OF CHICAGO  
OFFICE OF PROFESSIONAL RESPONSIBILITY

Jim Ray [name of cleric] has informed this office that he will be traveling from

Boyer Mountain, MI [destination address and contact phone number] from

1-2-04 [departure date] through 1-9-04 [return date].

Jim [name of cleric] will be monitored by  
[redacted] [name of travel monitor]. [redacted] [name of

travel monitor] has accepted the responsibility of verifying the location and activities of

Jim [name of cleric] during the aforementioned time frame.

*[see attached correspondence]*

1. Contacts with minors by Jim [name of cleric] must be in the presence of [redacted] [name of travel monitor]. Inappropriate situations and locations incompatible with a priestly lifestyle are to be avoided.

2. [redacted] [name of travel monitor] may be asked to attest to the activities and whereabouts of Jim [cleric name] over [redacted] [aforementioned time frame].

3. As previously noted, the date of return to Jim ~~1-9-03~~ 's [cleric name] residence has been scheduled for 1-9-03 [aforementioned return date].

However, due to weather conditions or emergencies that may arise, the date may be changed. In the event of such a circumstance, should the original plans be substantially changed, please contact PRA at [312] 751-5205.

Cleric Signature: James M. Ray Date: 15 December, 2003

PRA Signature: Pat McCluskey Date: 12/15/03

A copy of this document will be provided to the cleric. The original will be placed in the cleric's file in the Office of Professional Responsibility and a copy will be placed in the cleric's file in the Vicar for Priests' Office.

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DEC 15 2003

ARCHDIOCESE OF CHICAGO

OFFICE OF PROFESSIONAL RESPONSIBILITY

Jim Ray [name of cleric] has informed this office that he will be traveling to  
Alexis Park Resort - Las Vegas, NV [destination address and contact phone number] from

1-18-04 [departure date] through 1-21-04 [return date].

Jim [name of cleric] will be monitored by

Bishop Conway [name of travel monitor]. Bishop Conway [name of

travel monitor] has accepted the responsibility of verifying the location and activities of

Jim [name of cleric] during the aforementioned time frame.

[see attached correspondence]

1. Contacts with minors by Jim [name of cleric] must be in the presence of Bishop Conway [name of travel monitor]. Inappropriate situations and locations incompatible with a priestly lifestyle are to be avoided.
2. Bishop Conway [name of travel monitor] may be asked to attest to the activities and whereabouts of Jim [cleric name] over \_\_\_\_\_ [aforementioned time frame].
3. As previously noted, the date of return to Jim's [cleric name] residence has been scheduled for 1-23-04 [aforementioned return date].  
However, due to weather conditions or emergencies that may arise, the date may be changed. In the event of such a circumstance, should the original plans be substantially changed, please contact PRA at [312] 751-5205.

Cleric Signature: James M Ray Date: 15 December, 2003

PRA Signature: Paul McElroy Date: 12/15/03

A copy of this document will be provided to the cleric. The original will be placed in the cleric's file in the Office of Professional Responsibility and a copy will be placed in the cleric's file in the Vicar for Priests' Office.

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ARCHDIOCESE OF CHICAGO

DO NOT COPY

Jim Ray [name of cleric]

has informed this office that he will be traveling to

Las Vegas [destination address and contact phone number]

from

1-21-04 [departure date]

through 1-23-04 [return date].

Jim [name of cleric]

will be monitored by

[redacted]

[name of travel monitor].

[redacted]

[name of

travel monitor] has accepted the responsibility of verifying the location and activities of

Jim Ray [name of cleric]

during the aforementioned time frame.

[see attached correspondence]

1. Contacts with minors by Jim [name of cleric] must be in the presence of [redacted] [name of travel monitor]. Inappropriate situations and locations incompatible with a priestly lifestyle are to be avoided.
2. [redacted] [name of travel monitor] may be asked to attest to the activities and whereabouts of Jim [cleric name] over [redacted] [aforementioned time frame].
3. As previously noted, the date of return to Jim's [cleric name] residence has been scheduled for 1-23-04 [aforementioned return date]. However, due to weather conditions or emergencies that may arise, the date may be changed. In the event of such a circumstance, should the original plans be substantially changed, please contact PRA at [312] 751-5205.

Cleric Signature: James M Ray Date: 15 December, 2003

PRA Signature: Paul McCloskey Date: 12/15/03

A copy of this document will be provided to the cleric. The original will be placed in the cleric's file in the Office of Professional Responsibility and a copy will be placed in the cleric's file in the Vicar for Priests' Office.

TRAVEL/VACATION NOTIFICATION

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Jim Ray [name of cleric] has informed this office that he will be traveling to  
Harran's  
Reno, NV [destination address and contact phone number] from

2-27-04 [departure date] through 3-1-04 [return date].

Jim [name of cleric] will be monitored by  
[redacted] [name of travel monitor]. [redacted] [name of

travel monitor] has accepted the responsibility of verifying the location and activities of  
Jim [name of cleric] during the aforementioned time frame.

[see attached correspondence]

1. Contacts with minors by Jim [name of cleric] must be in the presence of [redacted] [name of travel monitor]. Inappropriate situations and locations incompatible with a priestly lifestyle are to be avoided.
2. [redacted] [name of travel monitor] may be asked to attest to the activities and whereabouts of Jim [cleric name] over [redacted] [aforementioned time frame].
3. As previously noted, the date of return to Jim's [cleric name] residence has been scheduled for 3-1-04 [aforementioned return date].  
However, due to weather conditions or emergencies that may arise, the date may be changed. In the event of such a circumstance, should the original plans be substantially changed, please contact PRA at [312] 751-5205.

Cleric Signature: James M Ray Date: 15 December, 2003  
PRA Signature: Paul McIlroy Date: 12/15/03

A copy of this document will be provided to the cleric. The original will be placed in the cleric's file in the Office of Professional Responsibility and a copy will be placed in the cleric's file in the Vicar for Priests' Office.

TRAVEL/VACATION NOTIFICATION

DEC 23 2003

**COPY** ARCHDIOCESE OF CHICAGO  
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Jim Ray [name of cleric] has informed this office that he will be traveling to  
Harrah's, East Chicago, IN [destination address and contact phone number] from  
12-31-03 [departure date] through 1-1-04 [return date].

Jim [name of cleric] will be monitored by  
[redacted] [name of travel monitor]. [redacted] [name of  
travel monitor] has accepted the responsibility of verifying the location and activities of  
Jim [name of cleric] during the aforementioned time frame.

[see attached correspondence]

1. Contacts with minors by Jim [name of cleric] must be in the presence of [redacted] [name of travel monitor]. Inappropriate situations and locations incompatible with a priestly lifestyle are to be avoided.
2. [redacted] [name of travel monitor] may be asked to attest to the activities and whereabouts of Jim [cleric name] over [redacted] [aforementioned time frame].
3. As previously noted, the date of return to Jim's [cleric name] residence has been scheduled for 1-1-04 [aforementioned return date].  
However, due to weather conditions or emergencies that may arise, the date may be changed. In the event of such a circumstance, should the original plans be substantially changed, please contact PRA at [312] 751-5205.

Cleric Signature: James M. Ray Date: 12-26-03  
PRA Signature: Paul McCloskey Date: 12/30/03

A copy of this document will be provided to the cleric. The original will be placed in the cleric's file in the Office of Professional Responsibility and a copy will be placed in the cleric's file in the Vicar for Priests' Office.





# Office of Professional Responsibility

## PFR-36 - James Ray

July 1, 2003 to December 31, 2003

Monthly Schedule


Dates/Times	Event (Therapy, Spiritual Direction, Vacation, etc.) Where, When, How Long	Therapist, Spiritual Leader, Doctor, Monitor, etc. (Include names)
May 6, 13, 20, 27, 2003		
March 4, 18, 2003; April 15, 2003 & May 3, 2003		
June 3, 10, 23, 2003		
July 1, 8, 15, 29, 2003		
August 5, 2003		
August 5, 19, 26, 2003		
November 5-7, 2003	Twin Lake, WI	Fr. Fred Pesek (Traveling Monitor)
December 31, 2003	Bartlett, IL	[REDACTED] (Traveling Monitor)



Office of Professional Responsibility

P.O. Box 1979  
Chicago, Illinois 60690-1979(312) 751-5205  
Fax: (312) 751-5279**MEMORANDUM**

To: File - PFR-36

From: Leah McCluskey, Professional Responsibility Administrator 

Re: Ray, Rev. James

Date: January 30, 2004

---

PRA received a message from Rev. James Ray on Saturday, January 24, 2004 at 10:45pm. He stated that he had just returned from his trip to Las Vegas and as a result of the combination of the weather and his fatigue, he was staying at his friends' home in Bartlett, Illinois. PRA could not make out the name of the friends with whom he was staying, but did leave their home phone number [REDACTED] Fr. Ray also left his cellular phone number as a contact [REDACTED]

Cc: Rev. Thomas Tivy, Vicar for Priests

Office of Professional Responsibility

P.O. Box 1979  
Chicago, Illinois 60690-1979(312) 751-5205  
Fax: (312) 751-5279

February 2, 2004

Rev. James Ray  
Post Office Box 455  
Mundelein, IL 60060-0455

Dear Fr. Ray,

I hope all is well and I regret that we were unable to meet on Monday when Rev. James T. Kaczorowski and I were at the retreat house.

As you may know, Fr. Kaczorowski and I met with several of the men on January 26, 2004 who are to be adhering to the monitoring protocols. In the absence of a face to face meeting, I asked your on-site monitor, Rev. Anthony Talarico to ensure that you received an envelope with copies of the current Individual Specific Monitoring Protocols, a Daily Log form, as well as a Travel/Vacation Agreement form. These forms have been adjusted with the assistance of Rev. Daniel A. Smilanic, Promoter of Justice as a result of the feedback that many of you have provided to me in the past.

Cardinal George has agreed with the Review Board's recommendation that you review and sign the Individual Specific Protocol and return it to me no later than March 31, 2004.

If you have any questions, please feel free to contact me at [312] 751-5205. Rev. Thomas Tivy may also be reached at [312] 642-1837.

Sincerely,

A handwritten signature in black ink, appearing to read "Leah McCluskey".

Leah McCluskey  
Professional Responsibility Administrator

Cc Rev. Thomas Tivy, Vicar for Priests

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**TRAVEL/VACATION NOTIFICATION**

FEB 23 2004

**ARCHDIOCESE OF CHICAGO**

ARCHDIOCESE OF CHICAGO  
OFFICE OF PROFESSIONAL RESPONSIBILITY

This is a red ink stamp!  
DO NOT COPY

Jim Ray [name of cleric] has informed this office that he has a travel reservation for [redacted], Lemont\*  
FR FRED PESEK [destination address and contact phone number] from

2-24-04 [departure date] through 2-25-05 [return date].  
Jim [name of cleric] will be monitored by  
FR FRED [name of travel monitor]. FR FRED [name of  
travel monitor] has accepted the responsibility of verifying the location and activities of  
Jim [name of cleric] during the aforementioned time frame.

[see attached correspondence]

1. Contacts with minors by Jim [name of cleric] must be in the presence of FR FRED [name of travel monitor]. Inappropriate situations and locations incompatible with a priestly lifestyle are to be avoided.
2. FR FRED [name of travel monitor] may be asked to attest to the activities and whereabouts of JIM [cleric name] over \_\_\_\_\_ [aforementioned time frame].
3. As previously noted, the date of return to Jim's [cleric name] residence has been scheduled for 2-25-05 [aforementioned return date].  
However, due to weather conditions or emergencies that may arise, the date may be changed. In the event of such a circumstance, should the original plans be substantially changed, please contact PRA at [312] 751-5205.

Cleric Signature: James M Ray Date: 2-23-04  
PRA Signature: Paul McIlwain Date: 2/24/04

A copy of this document will be provided to the cleric. The original will be placed in the cleric's file in the Office of Professional Responsibility and a copy will be placed in the cleric's file in the Vicar for Priests' Office.

*I don't know the address. Fred lives in a house across the street from St. Alphonsus.*

**ARCHDIOCESE OF CHICAGO**

VICAR FOR PRIESTS

645 NORTH MICHIGAN AVENUE, SUITE 543

CHICAGO, ILLINOIS 60611

Off: (312) 642-1837

Fax: (312) 642-4933

February 26, 2004

Dear Brother Priests,

Attached is a copy of the letter which the Cardinal sent to all priests in the Archdiocese. This is being sent to you to keep you informed about the communication that is being sent at this time. If you have questions, please feel free to contact Leah McCluskey, Tom Tivy or myself.

Be assured of my prayers and support for you. The beginning of the season of Lent reminds us of the One who sustains us through the difficult times of our lives. May this Jesus be with each of you, now and always.

God bless you.

Sincerely, in Christ,

Handwritten signature of Rev. Jim T. Kaczorowski, appearing as 'KAZ'.

Rev. Jim T. Kaczorowski  
Vicar for Priests

Cc: Leah McCluskey  
Rev. Thomas A. Tivy

---

# ARCHDIOCESE OF CHICAGO

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Office of the Archbishop



February 26, 2004

Dear Brothers in Christ:

First, thanks to all of you who shared with your parishioners a copy of my February 15 letter concerning the John Jay study in advance of that report's official release tomorrow. You will remember that there are actually two reports to be released tomorrow, both commissioned by the Bishops. The John Jay social science study will contain national statistics regarding both those abused and accused, as well as dollar amounts spent to respond to the crisis. The National Review Board report will provide a context for the John Jay data.

We have been asked to wait until the reports are officially released tomorrow to offer comment on them, when real figures and perspective become public. I am told that both reports will be available to be viewed by 10 a.m. Friday on the U.S. Conference of Catholic Bishops website ([www.usccb.org](http://www.usccb.org), linked to our website at [www.archchicago.org](http://www.archchicago.org)). I will meet with media tomorrow to respond to the reports in their entirety and at that time offer our own up-to-date figures for the Archdiocese of Chicago about allegations made against clergy because of sexual abuse of children and youth since 1950.

I am including in this fax an advance copy of a letter and attachment I would like you to share with your parishioners this weekend about the reports. *(A clean copy of this letter will be available to you to download on Friday morning from the archdiocesan website, [www.archchicago.org](http://www.archchicago.org), in English, Spanish, and Polish.)* We will share this same letter with news media at tomorrow's news conference.

We will also be initiating a new service to access information for the protection of minors and to assist those who may have been sexually abused by a priest. The service will allow self-identified individuals, upon request, to receive appropriate information, already made public in another forum, regarding whether there has been reason to suspect that a past or present priest of the Archdiocese of Chicago may have abused a minor. All those inquiring will receive a written response. For inquiries on 98% of archdiocesan priests, the information provided will simply include an ordination date and a description of a current assignment. It is likely that we will be asked to describe this service at the news conference.

I was grateful to learn that some parishes are planning prayer services to coincide with the release of the John Jay report, because surely the issues raised by it are matters to be brought to prayer. I understand, too, that other parishes are planning discussions in which the report can be further evaluated. Because the release of this study could reopen some wounds among our people -- particularly among those who may have been abused -- I encourage you to have on hand contact information about how allegations of clergy sexual abuse can be reported.

Visit the Archdiocese of Chicago's official home page on the World Wide Web  
<http://www.archchicago.org>

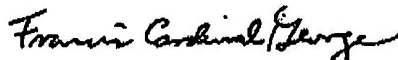
February 26, 2004

Page 2

No other group has faced the scrutiny involved in this type of study, and I know that this cannot be an easy time for you amidst the attention focused on the data that this report will contain. Yet, you are the "face" of the Church within your parish communities, in times both easy and hard. So many of you have told me of the kindness of your parishioners who have expressed their personal support for your priestly ministry – and, like you, I take great comfort from this support.

My prayer for you today is the same one I pray for myself: that in our intentions and in our actions, we might be worthy of the trust placed in us by Jesus Christ and by those whom we serve in his name and with his authority. Thank you for your life and ministry as priests in the Archdiocese of Chicago. Please keep me in your prayers.

Fraternally yours in Christ,



Francis Cardinal George, O.M.I.  
Archbishop of Chicago



# FAX

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FEB 27 2004

## VICAR FOR PRIESTS OFFICE

ARCHDIOCESE OF CHICAGO  
OFFICE OF PROFESSIONAL RESPONSIBILITY

645 N. Michigan, Suite 543  
Chicago, Illinois 60611  
(312) 642-1837  
Fax: (312) 642-4933

To: Leah McCluskey

From: Mary Ann

Fax Number:

Date: 2/27/04

Number of pages including cover sheet: 1

### MESSAGE:

URGENT  FOR YOUR REVIEW  REPLY ASAP  COMMENT

Leah,

This is material faxed to priests at Koenig Hall last night. Kay listed you as contact, together with Tom and himself, if there are calls from those at Koenig Hall.

Blessings on this day!

Mary Ann

## ARCHDIOCESE OF CHICAGO

Office of the Archbishop

Post Office Box 1979  
Chicago, Illinois 60690-1979

February 27, 2004

Dear Brothers and Sisters in Christ:

Today the John Jay College of Criminal Justice in New York City released a nationwide social science research study, commissioned by the U.S. Bishops, on clerical sexual abuse of minors. The John Jay Study is a quantitative analysis based on confidential data gathered from almost every diocese, eparchy, and religious order in the U.S. on sexual abuse of minors by Catholic clergy from 1950 to 2002. The data will be crucial in searching for the causes of clerical sexual abuse and in preventing it in the future. This is the study's purpose. A report by the National Review Board providing context for the John Jay data will also be released today.

Officials of the Archdiocese have already published basic data in two reports covering the periods 1950 to 1992 and 1993 to 2002. This information has been updated through December 31, 2003, and is shown on the attached information sheet.

Archdiocesan records reflect that 2,513 archdiocesan priests served in the Archdiocese of Chicago between 1950 and 2003. The Archdiocese has found reason to suspect that, during these 53 years, sexual misconduct with a minor occurred in 142 cases involving 55 Archdiocesan priests, about 2 percent of archdiocesan priests. Of the 55 priests, 13 are deceased, 22 have resigned from the priesthood and 20 are withdrawn from ministry. None is engaged in any public ministry. All cases have been reported to the public authorities.

Money spent because of clerical sexual abuse includes \$26.9 million for victim assistance, settlements and support in the period 1950-2003. Beginning in 1992, the year the Bernardin Commission established procedures for dealing with clerical sexual misconduct, through December 21, 2003, \$5.9 million was spent for treatment and monitoring of priests, and \$5.9 million for legal expenses. Of the \$5.9 million spent on legal fees, \$1.3 million was spent to defend a priest and a school principal judged to be innocent by a civil jury.

The Archdiocese of Chicago, complying with the definition of "allegation" supplied by the John Jay Study, reported for the study all recorded notifications of clerical sexual misconduct with minors, whether or not they resulted in any investigation or whether there was reasonable cause to suspect abuse had occurred.

Since 1992, the Archdiocese of Chicago has addressed allegations of abuse of minors and promoted healing of victims through an Assistance Ministry office, an independent Review Board, and a regular process for reporting abuse allegations to the civil authorities and the public. More recently, the Archdiocese created an Office for the Protection of Children and Youth. It oversees child abuse training programs and background screenings of over

Visit the Archdiocese of Chicago's official home page on the World Wide Web  
<http://www.archchicago.org>

February 27, 2004  
Page 2

50,000 employees and volunteers. These measures have allowed us to reach out to victims and parish communities, to create safe environments for children and to remove from ministry any priest for whom there was reasonable cause to suspect that sexual misconduct with a minor had occurred. All of these initiatives will continue in our seminaries, schools, parishes and ministry offices.

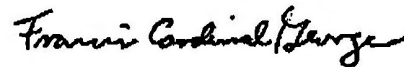
The bishops of the United States have kept the promises they made during and following their June, 2002, Dallas meeting. All offending priests have been removed from ministry; an independent study was undertaken to understand the extent and causes of clerical misconduct; and policies and procedures have been put in place in every diocese in the United States to deal with abuse allegations, to insure the safety of children and to communicate openly with the public. Most important of all, the care of victims has been formalized and will remain high on the agenda of the Church.

The publication of these results reminds us that some priests betrayed the trust placed in them by Christ, by the children He loves, and by families. Church leaders who failed to act on their behalf only added to the harm done. I again sincerely apologize to the victims and to their families for the anguish they have endured. I offer once again an invitation to anyone who has experienced sexual abuse by a priest or deacon to bring this information to our attention by contacting the Office of Professional Responsibility at 1-800-994-6200.

The consequences of these failures have deeply affected the entire Catholic community. I know that many of you are angered and embarrassed, as am I. We can learn from the transgressions of the past, however, and make as sure as we can that no other child or young person goes through what those who have been victims continue to suffer.

You are always in my prayers. Please keep me in yours.

Sincerely yours in Christ,



Francis Cardinal George, O.M.I.  
Archbishop of Chicago

Attachment

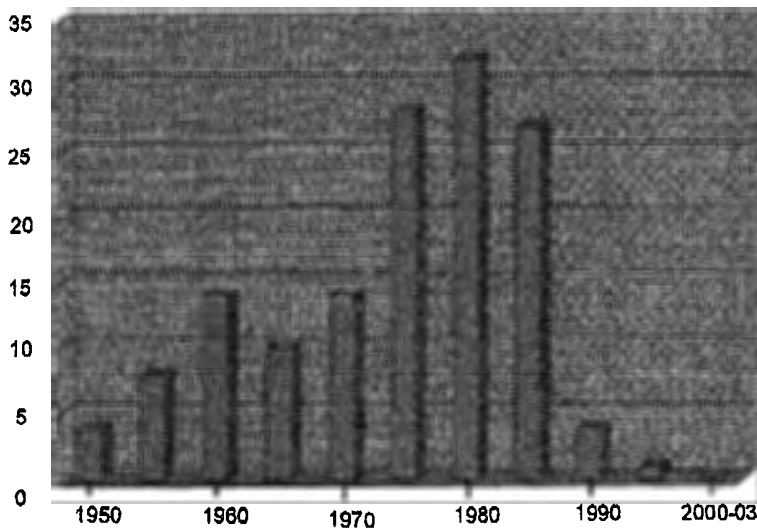
# ARCHDIOCESE OF CHICAGO - INFORMATION SHEET

## ACCUSED PRIESTS: HOW MANY, WHERE THEY ARE NOW, WHEN OCCURRED

The Archdiocese of Chicago found reasonable cause to suspect that sexual misconduct with a minor had occurred in 142 cases involving 55 Archdiocesan priests in the period 1950-2003. None is currently in ministry. Most incidents occurred between 1970 and 1985.

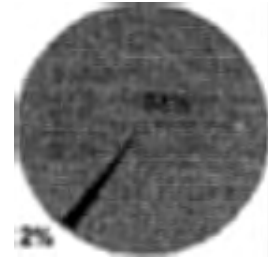


## DATE OF INCIDENTS



## ACCUSED PRIESTS AS PART OF TOTAL POPULATION

Archdiocesan records reflect that 2,513 archdiocesan priests served in the Archdiocese between 1950 and 2003. Those priests for whom there was reason to suspect that they had engaged in sexual misconduct with a minor represent about two percent of the total number.



## FINANCIAL IMPACT

The Archdiocese has spent \$38.7 million on clerical sexual abuse since from 1950 to 2003.



## TO REPORT A CASE OF ABUSE

### To The Archdiocese

To report suspected sexual abuse of a minor by a priest or deacon -presently or in the past- call:

**Leah McCluskey, MSW, LSW Administrator**  
Office of Professional Responsibility  
(800) 994-6200

(Lake and Cook counties only)  
or (312) 751-5205

Send written allegations to:

**Leah McCluskey, Administrator**  
Office of Professional Responsibility  
Archdiocese of Chicago  
Post Office Box 1979  
Chicago, Illinois 60690-1979  
Email: [lmcccluskey@archchicago.org](mailto:lmcccluskey@archchicago.org)  
Fax: (312) 751-5279

### To Other Authorities

To report allegations directly to civil authorities, call:

The Department of Children and Family Services (D.C.F.S.)  
(800) 252-2873

Cook County State's Attorney  
(312) 603-5440

Lake County State's Attorney  
(847) 377-3000

## COMPLETE INFORMATION ON OUR WEB SITE

**Office of Professional Responsibility**  
 676 N. St. Clair, Suite 1910  
 Chicago, IL 60611  
 (312) 751-5205

COPY

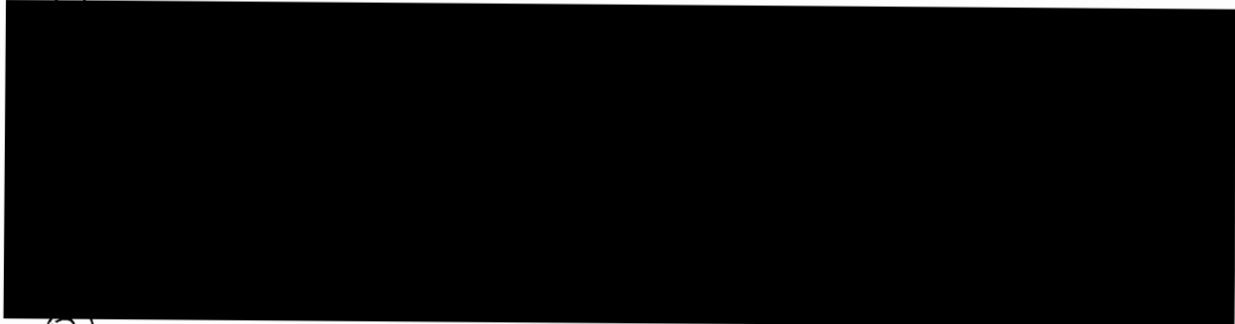
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**OFFICE OF PROFESSIONAL RESPONSIBILITY**  
**ARCHDIOCESE OF CHICAGO**  
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**INDIVIDUAL SPECIFIC PROTOCOLS**  
 For  
Rev. James Ray

The Individual Specific Protocols (ISP) implement the primary goal of protecting minors. Additionally, the ISP protects the integrity of the Church and serves as a safeguard for individual priest or deacon. As long as the cleric is a client of the Office of Professional Responsibility, he will be subject to appropriate protocols, restrictions and monitoring under the authority of the Vicar for Priests and supervised by the Professional Responsibility Administrator (PRA); please refer to protocol number 15. The agreement of a priest or deacon to abide by these protocols is not understood to prove the truth of any allegation and is not intended to be an admission of guilt for any delict or crime, whether in Canon Law, or State and Federal Law. This agreement represents the cooperation of the cleric with his bishop as he exercises his pastoral office (e.g., Canons 369 and 392).

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

1.  Restricted from being alone with minors (anyone under the age of 18) without the presence of another responsible adult.



4.  The "Clergy Daily Log" to be completed on a daily basis and co-signed by the monitor. The log is a tool that is used for the protection of minors, the priest/deacon, the monitor and the Archdiocese. Although it lists all time periods, it is intended to provide an accurate record of the day rather than a detailed clock. If you are describing an off-campus activity, please include the place, the general purpose of the visit/trip/activity (e.g. Spiritual Direction, therapy), and the telephone number only if it is a private residence. (For example, it is enough to indicate that you did personal shopping rather than the name, location and telephone number of each individual store.) If your self-description is challenged, some documentation/verification may be requested.

5.  Abide by the assignment of residence to Koenig Hall

- 6.  No inappropriate use of computers, software, Internet capabilities, communications tools or video technology. The standards articulated in the *Policies and Procedures of the Archdiocese of Chicago* and the *Handbook For Archdiocesan Employees* will apply.
- 7.  Must complete and submit the "Travel/Vacation Agreement", and obtain concurrence with the Agreement, prior to a scheduled departure.
- 8.  N/A Attendance at a recommended support group \_\_\_\_\_ (please indicate specific support group). Recommended frequency of \_\_\_\_ times per week/month (please circle one). Attendance at a recommended support group is to be reflected on "Clergy Daily Log" forms.
- 9.  No ministerial participation in the public celebration of the Eucharist or any other Sacrament or Sacramental without the prior, written permission of the Vicar for Priests.
- 10.  Refrain from wearing any garb that would give the appearance of, or seem to infer, a priest/deacon who has canonical faculties and is currently assigned to some ministry (e.g., the 'clerical shirt').
- 11.  The right of defense must not involve the public life of the Church.
- 12.  On-site visits by PRA annually to include meeting with PRA and the cleric.
- 13.  On-site visits by Vicar for Priests (VP) annually to include a meeting with VP and the cleric.
- 14.  This ISP is to be reviewed annually with PRA, VP, and the cleric.
- 15. Because the private celebration of the Eucharist is possible, during the course of each week one of the Masses celebrated is to be for the intention of the priests of the Archdiocese of Chicago.
- 16. Any change or alteration to this agreement will involve consultation with the cleric, his monitor, the PRA, and the VP. The cleric, his monitor, the PRA, or the VP can initiate the discussion for change or alteration, and at the discretion of any of the parties, his legal and/or canonical counsel may be involved.

I have reviewed, understand, and agree to all of these individual specific Protocols.

Signed: James M Ray Date: 10 March, 2004

Printed Name: James M. Ray

Signature of PRA: [Signature] Date: 3/14/04

Signature of VP: [Signature] Date: 3-16-04

Office of Professional Responsibility  
676 N. St. Clair, Suite 1910  
Chicago, IL 60611  
(312) 751-5205

INDIVIDUAL SPECIFIC PROTOCOLS

For

Rev. James Ray

The Individual Specific Protocols (ISP) implement the primary goal of protecting minors. Additionally, the ISP protects the integrity of the Church and serves as a safeguard for individual priest or deacon. As long as the cleric is a client of the Office of Professional Responsibility, he will be subject to appropriate protocols, restrictions and monitoring under the authority of the Vicar for Priests and supervised by the Professional Responsibility Administrator (PRA); please refer to protocol number 15. The agreement of a priest or deacon to abide by these protocols is not understood to prove the truth of any allegation and is not intended to be an admission of guilt for any delict or crime, whether in Canon Law, or State and Federal Law. This agreement represents the cooperation of the cleric with his bishop as he exercises his pastoral office (e.g., Canons 369 and 392).

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

1.  Restricted from being alone with minors (anyone under the age of 18) without the presence of another responsible adult.

2.

3.

4.  The "Clergy Daily Log" to be completed on a daily basis and co-signed by the monitor. The log is a tool that is used for the protection of minors, the priest/deacon, the monitor and the Archdiocese. Although it lists all time periods, it is intended to provide an accurate record of the day rather than a detailed clock. If you are describing an off-campus activity, please include the place, the general purpose of the visit/trip/activity (e.g. Spiritual Direction, therapy), and the telephone number only if it is a private residence. (For example, it is enough to indicate that you did personal shopping rather than the name, location and telephone number of each individual store.) If your self-description is challenged, some documentation/verification may be requested.

5.  Abide by the assignment of residence to Koenig Hall

6.  No inappropriate use of computers, software, Internet capabilities, communications tools or video technology. The standards articulated in the *Policies and Procedures of the Archdiocese of Chicago* and the *Handbook For Archdiocesan Employees* will apply.
7.  Must complete and submit the "Travel/Vacation Agreement", and obtain concurrence with the Agreement, prior to a scheduled departure.
8. N/A Attendance at a recommended support group \_\_\_\_\_ (please indicate specific support group). Recommended frequency of \_\_\_\_ times per week/month (please circle one). Attendance at a recommended support group is to be reflected on "Clergy Daily Log" forms.
9.  No ministerial participation in the public celebration of the Eucharist or any other Sacrament or Sacramental without the prior, written permission of the Vicar for Priests.
10.  Refrain from wearing any garb that would give the appearance of, or seem to infer, a priest/deacon who has canonical faculties and is currently assigned to some ministry (e.g., the 'clerical shirt').
11.  The right of defense must not involve the public life of the Church.
12.  On-site visits by PRA annually to include meeting with PRA and the cleric.
13.  On-site visits by Vicar for Priests (VP) annually to include a meeting with VP and the cleric.
14.  This ISP is to be reviewed annually with PRA, VP, and the cleric.
15. Because the private celebration of the Eucharist is possible, during the course of each week one of the Masses celebrated is to be for the intention of the priests of the Archdiocese of Chicago.
16. Any change or alteration to this agreement will involve consultation with the cleric, his monitor, the PRA, and the VP. The cleric, his monitor, the PRA, or the VP can initiate the discussion for change or alteration, and at the discretion of any of the parties, his legal and/or canonical counsel may be involved.

I have reviewed, understand, and agree to all of these individual specific Protocols.

Signed: James M. Ray Date: 10 March, 2004  
 Printed Name: James M. Ray  
 Signature of PRA: Paul McEnroe Date: 3/14/04  
 Signature of VP: \_\_\_\_\_ Date: \_\_\_\_\_



# FAX

VICAR FOR PRIESTS OFFICE  
645 N. Michigan, Suite 543  
Chicago, Illinois 60611  
(312) 642-1837  
Fax: (312) 642-4933

RECEIVED  
MAR 15 2004  
ARCHDIOCESE OF CHICAGO  
OFFICE OF PROFESSIONAL RESPONSIBILITY

To: *Leah McCluskey*  
From: *Fr. Jim Kaczorowski*

Fax Number:

Date: *3/15/04*

Number of pages including cover sheet: *4*

**MESSAGE:**

URGENT  FOR YOUR REVIEW  REPLY ASAP  COMMENT



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

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

**RECEIVED**  
MAR 15 2004  
ARCHDIOCESE OF CHICAGO  
OFFICE OF PROFESSIONAL RESPONSIBILITY

**MEMO**

**To:** Most Reverend Raymond E. Goedert  
Most Reverend Edwin M. Conway  
Mr. Jimmy Lago  
Dr. Carol Fowler  
Ms. Leah McCluskey  
Reverend Thomas A. Tivy  
Reverend Daniel A. Smilanic  
Reverend Anthony Talarico  
Reverend Edmund J. Siedlecki

**From:** Reverend James T. Kaczorowski

**Date:** March 15, 2004

**Re:** Residents at Koenig Hall

Attached is a copy of the letter sent by Francis Cardinal George to each of the residents at Koenig Hall, Cardinal Stritch Retreat House.

## ARCHDIOCESE OF CHICAGO

Office of the Archbishop

Post Office Box 1979  
Chicago, Illinois 60690-1979

RECEIVED

MAR 15 2004

ARCHDIOCESE OF CHICAGO  
OFFICE OF PROFESSIONAL RESPONSIBILITY

March 15, 2004

NN  
P O Box 455  
Mundelein, IL 60060

Dear Father N,

I would like to take this opportunity to inform you that the Most Reverend Raymond E. Goedert will assume the responsibilities of interim monitor at the Cardinal Stritch Retreat House, Koenig Hall, effective Tuesday, March 16, 2004. While he serves in this capacity, Bishop Goedert will reside at the retreat house. I am deeply grateful to him for accepting this responsibility at the present time. As this transition occurs, I also wish to thank Father Anthony Talarico for having served in the capacity of monitor for the past two or more years while, at the same time, performing his primary duties of administrator at the retreat house.

Sometime within the next two weeks, Bishop Goedert, Father Jim Kaczorowski, my Vicar for Priests, and Ms. Leah McCluskey, Professional Responsibility Administrator, will meet with the residents at Koenig Hall as a group and review the contents of the protocol. We are also inviting Father Talarico and Father Siedlecki to be present for this meeting since there will be occasions when they will function as monitor in Bishop Goedert's absence.

I am sorry this process is taking so much longer than I believed and expected it would. I want to assure you of my prayers for you. Likewise, I ask that you pray for me. May this season of Lent be a time of special blessing for you.

Sincerely, yours in Christ,

Francis Cardinal George  
Archbishop of Chicago

Cc: Most Reverend Raymond E. Goedert  
Most Reverend Edwin M. Conway  
Mr. Jimmy Lago  
Dr. Carol Fowler  
Ms. Leah McCluskey  
Reverend James T. Kaczorowski  
Reverend Daniel A. Smilanic  
Reverend Anthony Talarico  
Reverend Edmund J. Siedlecki

Office of Professional Responsibility



P.O. Box 1979  
Chicago, Illinois 60690-1979

(312) 751-5205  
Fax: (312) 751-5279

**MEMORANDUM**

To: Rev. James Kaczorowski, Vicar for Priests  
From: Laura A. Neri-Palomino *LNP*  
Re: James Ray  
Date: March 15, 2004

---

Please sign and make a copy of the enclosed Individual Specific Protocols for Fr. James Ray. Please return original copy to this office at your earliest convenience.

Thank you.

# ARCHDIOCESE OF CHICAGO

Office of the Archbishop



Post Office Box 1979  
Chicago, Illinois 60690-1979

March 15, 2004

Rev. James M. Ray  
P O Box 455  
Mundelein, IL 60060

Dear Father Ray,

I would like to take this opportunity to inform you that the Most Reverend Raymond E. Goedert will assume the responsibilities of interim monitor at the Cardinal Stritch Retreat House, Koenig Hall, effective Tuesday, March 16, 2004. While he serves in this capacity, Bishop Goedert will reside at the retreat house. I am deeply grateful to him for accepting this responsibility at the present time. As this transition occurs, I also wish to thank Father Anthony Talarico for having served in the capacity of monitor for the past two or more years while, at the same time, performing his primary duties of administrator at the retreat house.

Sometime within the next two weeks, Bishop Goedert, Father Jim Kaczorowski, my Vicar for Priests, and Ms. Leah McCluskey, Professional Responsibility Administrator, will meet with the residents at Koenig Hall as a group and review the contents of the protocol. We are also inviting Father Talarico and Father Siedlecki to be present for this meeting since there will be occasions when they will function as monitor in Bishop Goedert's absence.

I am sorry this process is taking so much longer than I believed and expected it would. I want to assure you of my prayers for you. Likewise, I ask that you pray for me. May this season of Lent be a time of special blessing for you.

Sincerely, yours in Christ,

A handwritten signature in cursive script, appearing to read "Francis Cardinal George".

Francis Cardinal George  
Archbishop of Chicago

AOC 019270

Cc: Most Reverend Raymond E. Goedert  
Most Reverend Edwin M. Conway  
Mr. Jimmy Lago  
Dr. Carol Fowler  
Ms. Leah McCluskey  
Reverend James T. Kaczorowski  
Reverend Thomas A. Tivy  
Reverend Daniel A. Smilanic  
Reverend Anthony Talarico  
Reverend Edmund J. Siedlecki

# FAX

## VICAR FOR PRIESTS OFFICE

645 N. Michigan, Suite 543

Chicago, Illinois 60611

(312) 642-1837

Fax: (312) 642-4933

To: *Rev. James Ray*  
From: *Fr. James Kaczorowski*

Fax Number:

Date: *3/15/04*

Number of pages including cover sheet: 3

### MESSAGE:

URGENT  FOR YOUR REVIEW  REPLY ASAP  COMMENT

Attached you will find a copy of the letter being sent to you by Cardinal George.

The original will reach you by mail. Be assured of my prayers for you.

Fraternally,





**Office of Professional Responsibility**  
 676 N. St. Clair, Suite 1910  
 Chicago, IL 60611  
 (312) 751-5205

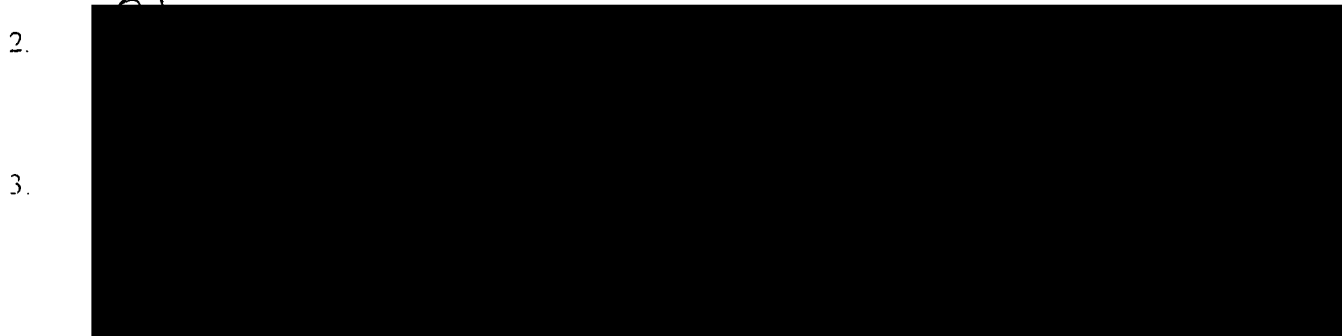
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 of an original document from the files of  
 OFFICE OF PROFESSIONAL RESPONSIBILITY  
 ARCHDIOCESE OF CHICAGO  
 This is a red ink stamp!  
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**INDIVIDUAL SPECIFIC PROTOCOLS**  
 For  
 \_\_\_\_\_  
 Rev. James Ray

The Individual Specific Protocols (ISP) implement the primary goal of protecting minors. Additionally, the ISP protects the integrity of the Church and serves as a safeguard for individual priest or deacon. As long as the cleric is a client of the Office of Professional Responsibility, he will be subject to appropriate protocols, restrictions and monitoring under the authority of the Vicar for Priests and supervised by the Professional Responsibility Administrator (PRA); please refer to protocol number 15. The agreement of a priest or deacon to abide by these protocols is not understood to prove the truth of any allegation and is not intended to be an admission of guilt for any delict or crime, whether in Canon Law, or State and Federal Law. This agreement represents the cooperation of the cleric with his bishop as he exercises his pastoral office (e.g., Canons 369 and 392).

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

1.  Restricted from being alone with minors (anyone under the age of 18) without the presence of another responsible adult.



4.  The "Clergy Daily Log" to be completed on a daily basis and co-signed by the monitor. The log is a tool that is used for the protection of minors, the priest/deacon, the monitor and the Archdiocese. Although it lists all time periods, it is intended to provide an accurate record of the day rather than a detailed clock. If you are describing an off-campus activity, please include the place, the general purpose of the visit/trip/activity (e.g. Spiritual Direction, therapy), and the telephone number only if it is a private residence. (For example, it is enough to indicate that you did personal shopping rather than the name, location and telephone number of each individual store.) If your self-description is challenged, some documentation/verification may be requested.

5.  Abide by the assignment of residence to Koenig Hall

- 6.  No inappropriate use of computers, software, Internet capabilities, communications tools or video technology. The standards articulated in the *Policies and Procedures of the Archdiocese of Chicago* and the *Handbook For Archdiocesan Employees* will apply.
- 7.  Must complete and submit the "Travel/Vacation Agreement", and obtain concurrence with the Agreement, prior to a scheduled departure.
- 8. N/A Attendance at a recommended support group \_\_\_\_\_ (please indicate specific support group). Recommended frequency of \_\_\_\_\_ times per week/month (please circle one). Attendance at a recommended support group is to be reflected on "Clergy Daily Log" forms.
- 9.  No ministerial participation in the public celebration of the Eucharist or any other Sacrament or Sacramental without the prior, written permission of the Vicar for Priests.
- 10.  Refrain from wearing any garb that would give the appearance of, or seem to infer, a priest/deacon who has canonical faculties and is currently assigned to some ministry (e.g., the 'clerical shirt').
- 11.  The right of defense must not involve the public life of the Church.
- 12.  On-site visits by PRA annually to include meeting with PRA and the cleric.
- 13.  On-site visits by Vicar for Priests (VP) annually to include a meeting with VP and the cleric.
- 14.  This ISP is to be reviewed annually with PRA, VP, and the cleric.
- 15. Because the private celebration of the Eucharist is possible, during the course of each week one of the Masses celebrated is to be for the intention of the priests of the Archdiocese of Chicago.
- 16. Any change or alteration to this agreement will involve consultation with the cleric, his monitor, the PRA, and the VP. The cleric, his monitor, the PRA, or the VP can initiate the discussion for change or alteration, and at the discretion of any of the parties, his legal and/or canonical counsel may be involved.

I have reviewed, understand, and agree to all of these individual specific Protocols.

Signed: James M. Ray Date: 10 March, 2004

Printed Name: James M. Ray

Signature of PRA: [Signature] Date: 3/14/04

Signature of VP: [Signature] Date: 3-16-04

TRAVEL/VACATION NOTIFICATION

RECEIVED

APR 18 2004

Jim Ray [name of cleric] has informed this office that he will be New Orleans + 7 day cruise [destination address and contact phone number] from 14 May, 04 [departure date] through 23 May, 04 [return date].

ARCHDIOCESE OF CHICAGO  
OFFICE OF PROFESSIONAL RESPONSIBILITY  
**OFFICE OF PROFESSIONAL RESPONSIBILITY**  
**ARCHDIOCESE OF CHICAGO**

Jim [name of cleric] will be monitored by [redacted] [name of travel monitor]. [redacted] [name of travel monitor]

This is a red ink stamp!  
DO NOT COPY

[redacted] has accepted the responsibility of verifying the location and activities of Jim [name of cleric] during the aforementioned time frame.

[see attached correspondence]

1. Contacts with minors by Jim [name of cleric] must be in the presence of [redacted] [name of travel monitor]. Inappropriate situations and locations incompatible with a priestly lifestyle are to be avoided.
2. [redacted] [name of travel monitor] may be asked to attest to the activities and whereabouts of Jim [cleric name] over [redacted] [aforementioned time frame].
3. As previously noted, the date of return to Jim's [cleric name] residence has been scheduled for 23 May, '04 [aforementioned return date]. However, due to weather conditions or emergencies that may arise, the date may be changed. In the event of such a circumstance, should the original plans be substantially changed, please contact PRA at [312] 751-5205.

Cleric Signature: James M. Ray Date: 12 April 2004  
PRA Signature: [Signature] Date: 4/16/04

A copy of this document will be provided to the cleric. The original will be placed in the cleric's file in the Office of Professional Responsibility and a copy will be placed in the cleric's file in the Vicar for Priests' Office.

of an original document from the files of  
OFFICE OF PROFESSIONAL RESPONSIBILITY

ARCHDIOCESE OF CHICAGO

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TRAVEL/VACATION NOTIFICATION

RECEIVED

APR 21 2004

ARCHDIOCESE OF CHICAGO  
OFFICE OF PROFESSIONAL RESPONSIBILITY

Jim Ray [name of cleric] has informed this office that he will be traveling to  
Harrah's East Chicago [destination address and contact phone number] from  
4-24-04 [departure date] through 4-25-04 [return date].

Jim [name of cleric] will be monitored by  
[redacted] [name of travel monitor]. [redacted] [name of

travel monitor] has accepted the responsibility of verifying the location and activities of

Jim [name of cleric] during the aforementioned time frame.

[see attached correspondence]

1. Contacts with minors by Jim [name of cleric] must be in the presence of [redacted] [name of travel monitor]. Inappropriate situations and locations incompatible with a priestly lifestyle are to be avoided.
2. [redacted] [name of travel monitor] may be asked to attest to the activities and whereabouts of Jim [cleric name] over [redacted] [aforementioned time frame].
3. As previously noted, the date of return to Jim's [cleric name] residence has been scheduled for 4-25-04 [aforementioned return date].  
However, due to weather conditions or emergencies that may arise, the date may be changed. In the event of such a circumstance, should the original plans be substantially changed, please contact PRA at [312] 751-5205.

Cleric Signature: James M. Ray Date: 21 April 2004  
PRA Signature: Paul McElroy Date: 4/21/04

A copy of this document will be provided to the cleric. The original will be placed in the cleric's file in the Office of Professional Responsibility and a copy will be placed in the cleric's file in the Vicar for Priests' Office.

6 June, 2004

Dear Leah,

I just want to fill you in on my travel plans for the near future.

June 26 I am meeting my brother, [REDACTED] and his wife and some nieces and nephews in Las Vegas and return home on June 30. Actually, I will be spending two nights at Harrahs with my family and two nights with my friends [REDACTED]

July 1st I will fly to Dallas, Texas to attend the wedding of [REDACTED] who is originally from Bartlett. There is a party for family and friends on the evening of the 1st and the wedding is on the 2nd. July 3rd I will visit my friends [REDACTED] in [REDACTED] TX. [REDACTED] and I went to high school and college together and I was best man at his wedding 30 years ago. I will be staying with [REDACTED] for three nights and will fly home on July 6.

Then July 9,10 & 11 I am going to St Louis with my friend [REDACTED] and a group from Harrahs, East Chicago, IN. We will go down there on Friday, go to Cubs-Cardinal game on Saturday and return on Sunday.

I will probably some time later in the summer or early fall visit my friends [REDACTED] again in the Lake of the Ozarks in Missouri and My brother in [REDACTED] Oregon. No dates have been set yet.

I will get the vacation forms to you soon. But I just wanted to let you know what my plans are right now.

And just FYI you will be seeing the name of [REDACTED] often on my daily log sheets. [REDACTED] is a friend of friends of mine. She had a brain tumor which was operated on and in the process lost all short term memory. My friends asked if I would help her out. [REDACTED] remembers me because I am in her long term memory. We met years ago. Supposedly (hopefully) she is going to move up to Wisconsin to be by here sister by the end of the summer. Until then I am going to go three days a week and give her a hand. I need something to keep my our of mischief!

Have a blessed Summer!



cc Ray Goedert

ARCHDIOCESE OF CHICAGO  
PAYROLL AUTHORIZATION/CHANGE FORM/PAYROLL SETUP

RECEIVED

JUN 10 2004

ARCHDIOCESE PRIESTS

Ray, James  
Last Name, First, Middle Initial

[Redacted]  
Social Security Number

10359  
Employee Number

Active F/T  Active P/T  Active P/T Benefits  Position \_\_\_\_\_

Ordination Date '75 Transfer to P.C. \_\_\_\_\_ Date Transfer from Agency/Parish/School# \_\_\_\_\_

Dept. Name \_\_\_\_\_ No. 10350 Agency \_\_\_\_\_ No. 10359

Pay through payroll  
Regular Salary  
(Compensation Book)  
Other: Type

\$ 22,580

Effective Date: July 1, 2004

Non-Payroll Compensation  
Type

\$ \_\_\_\_\_

\_\_\_\_\_

\$ \_\_\_\_\_

-10%

\$ \_\_\_\_\_

\_\_\_\_\_

\$ \_\_\_\_\_

\_\_\_\_\_

\$ \_\_\_\_\_

\_\_\_\_\_

\$ \_\_\_\_\_

\_\_\_\_\_

\$ \_\_\_\_\_

\_\_\_\_\_

\$ \_\_\_\_\_

Total through Payroll \$ 20,322

Total Non-Payroll \$ \_\_\_\_\_

Comments Associate

Birth Date \_\_\_\_\_ EEOC: OM  PR  OC  SW  SL  ADM  Other  Veteran

Home Phone \_\_\_\_\_ Work Phone \_\_\_\_\_ Handicap: Yes  No

Mailing Address \_\_\_\_\_

Street, City, State, Zip Code \_\_\_\_\_

Dental Insurance: Yes  No  Name of Dental Plan \_\_\_\_\_

Payroll Direct Deposit: Yes  No  Forms attached: Yes  No  Federal/State Taxes: Yes  No  Forms attached: Yes  No

Defined Contribution Plan (AETNA) Yes  No  Amount per year \$ \_\_\_\_\_

TRANSFERS - EFFECTIVE DATE

Transfer From \_\_\_\_\_ To \_\_\_\_\_  
Name Parish #, School #, or Agency # Personnel Services - Interim Salary #

Transfer From \_\_\_\_\_ To \_\_\_\_\_  
Personnel Services - Interim Salary # Name Parish #, School #, or Agency #

Transfer From \_\_\_\_\_ To \_\_\_\_\_  
Location Location

Termination/Resignation/Date \_\_\_\_\_ Reason \_\_\_\_\_

Agency Director/Date

CA  
Department Director/Date

[Signature]  
Director, Human Resources/Date

Chancellor/Date

CA 6-9-04  
Director, Personnel Services/Date

Original: Payroll

Yellow: Human Resources

Pink: Agency

Gold: Benefits  
Created: July, 2000



# Office of Professional Responsibility

## PFR-36 – James Ray

### January to December 2004 Monthly Schedule

Dates/Times	Event (Therapy, Spiritual Direction, Vacation, etc.) Where, When, How Long	Therapist, Spiritual Leader, Doctor, Monitor, etc. (Include names)
December 31, 2003 to January 1, 2003	Harrah's, East Chicago, IN	[REDACTED] (traveling companion)
January 2-9, 2004	Boyne Mountain, MI	[REDACTED] (Traveling Monitors)
January 18-21, 2004	Alexis Park Resort, Las Vegas, NV	Bishop Edwin M. Conway (Traveling Monitor)
January 21-23, 2004	Las Vegas, NV	[REDACTED] (Traveling Monitors)
February 1-2, 2004	[REDACTED]	Visit with [REDACTED]
February 24-25, 2004	[REDACTED]	Visit with Fred Pesek
February 27, 2004 to March 1, 2004	Harrah's, Reno, NV	[REDACTED] (Traveling Monitor)
May 14-23, 2004	New Orleans & 7 day cruise	[REDACTED] (Traveling Monitor)
June 26-30, 2004	Las Vegas	[REDACTED] (Traveling Monitors)





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**OFFICE OF PROFESSIONAL RESPONSIBILITY**

JUL 29 2004

**ARCHDIOCESE OF CHICAGO TRAVEL/VACATION NOTIFICATION**

ARCHDIOCESE OF CHICAGO  
OFFICE OF PROFESSIONAL RESPONSIBILITY

This is a red ink stamp!

**DO NOT COPY**

Jim Ray [name of cleric] has informed this office that he will be traveling to  
Harrah's, East Chicago, IN [destination address and contact phone number] from  
7-31-04 [departure date] through 8-01-04 [return date].

Jim [name of cleric] will be monitored by  
[redacted] [name of travel monitor]. [redacted] [name of

travel monitor] has accepted the responsibility of verifying the location and activities of

Jim [name of cleric] during the aforementioned time frame.

*[see attached correspondence]*

1. Contacts with minors by Jim [name of cleric] must be in the presence of [redacted] [name of travel monitor]. Inappropriate situations and locations incompatible with a priestly lifestyle are to be avoided.
2. [redacted] [name of travel monitor] may be asked to attest to the activities and whereabouts of Jim [cleric name] over [redacted] [aforementioned time frame].
3. As previously noted, the date of return to Jim's [cleric name] residence has been scheduled for 8-1-04 [aforementioned return date].  
However, due to weather conditions or emergencies that may arise, the date may be changed. In the event of such a circumstance, should the original plans be substantially changed, please contact PRA at [312] 751-5205.

Cleric Signature: [Signature] Date: 29 July 2004  
PRA Signature: [Signature] Date: 7/30/04

A copy of this document will be provided to the cleric. The original will be placed in the cleric's file in the Office of Professional Responsibility and a copy will be placed in the cleric's file in the Vicar for Priests' Office.

Revised 8/28/03

# ARCHDIOCESE OF CHICAGO

Office of Professional Responsibility




P.O. Box 1979  
Chicago, Illinois 60690-1979

(312) 751-5205  
Fax: (312) 751-5279

## MEMORANDUM

To: File – PFR-36

From: Leah McCluskey, Professional Responsibility Administrator 

Re: Ray, Rev. James [Withdrawn]

Date: August 6, 2004

---

PRA received a message from Rev. James Ray on August 4, 2004 stating that he was spending the night with his mother in her home, as she had been released from the hospital. Fr. Ray left the following contact phone number: [REDACTED] He had stated in the message that he may spend the weekend with his mother depending upon her need and recovery.

PRA received a second message from Fr. Ray this morning stating that he would be staying with his mother at her home through Monday in order to assist her. He again left the contact number of [REDACTED]

Cc: Rev. Edward D. Grace, Vicar for Priests

AOC 019282

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AUG 31 2004

**ARCHDIOCESE OF CHICAGO**

**TRAVEL/VACATION NOTIFICATION**

ARCHDIOCESE OF CHICAGO  
OFFICE OF PROFESSIONAL RESPONSIBILITY

This is a red ink stamp!  
DO NOT COPY

JIM RAY [name of cleric] has informed this office that he will be traveling to  
Lake of the Ozarks, MO [destination address and contact phone number] from  
9-6-04 [departure date] through 9-10-04 [return date].

JIM [name of cleric] will be monitored by  
[redacted] [name of travel monitor]. [redacted] [name of  
travel monitor] has accepted the responsibility of verifying the location and activities of  
JIM [name of cleric] during the aforementioned time frame.

[see attached correspondence]

1. Contacts with minors by JIM [name of cleric] must be in the presence of [redacted] [name of travel monitor]. Inappropriate situations and locations incompatible with a priestly lifestyle are to be avoided.
2. [redacted] [name of travel monitor] may be asked to attest to the activities and whereabouts of JIM [cleric name] over \_\_\_\_\_ [aforementioned time frame].
3. As previously noted, the date of return to JIM's [cleric name] residence has been scheduled for 9-10-04 [aforementioned return date].  
However, due to weather conditions or emergencies that may arise, the date may be changed. In the event of such a circumstance, should the original plans be substantially changed, please contact PRA at [312] 751-5205.

Cleric Signature: James Ray Date: 30 August, 2004

PRA Signature: Paul McElvany Date: 8/31/04

A copy of this document will be provided to the cleric. The original will be placed in the cleric's file in the Office of Professional Responsibility and a copy will be placed in the cleric's file in the Vicar for Priests' Office.

Revised 8/28/03

**COPY**

**RECEIVED**

AUG 31 2004

ARCHDIOCESE OF CHICAGO  
OFFICE OF PROFESSIONAL RESPONSIBILITY

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**ARCHDIOCESE OF CHICAGO**

**TRAVEL/VACATION NOTIFICATION**

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JIM RAY [name of cleric] has informed this office that he will be traveling to  
Reno NV Harrah's Hotel [destination address and contact phone number] from  
9-27-04 [departure date] through 9-30-04 [return date].

Jim [name of cleric] will be monitored by  
[redacted] [name of travel monitor]. [redacted] [name of  
travel monitor] has accepted the responsibility of verifying the location and activities of  
JIM [name of cleric] during the aforementioned time frame.

*[see attached correspondence]*

1. Contacts with minors by JIM [name of cleric] must be in the presence of [redacted] [name of travel monitor]. Inappropriate situations and locations incompatible with a priestly lifestyle are to be avoided.
2. [redacted] [name of travel monitor] may be asked to attest to the activities and whereabouts of JIM [cleric name] over \_\_\_\_\_ [aforementioned time frame].
3. As previously noted, the date of return to JIM's [cleric name] residence has been scheduled for 9-30-04 [aforementioned return date].  
However, due to weather conditions or emergencies that may arise, the date may be changed. In the event of such a circumstance, should the original plans be substantially changed, please contact PRA at [312] 751-5205.

Cleric Signature: James M. Ray Date: 30 August 2004  
PRA Signature: [redacted] Date: 8/31/04

A copy of this document will be provided to the cleric. The original will be placed in the cleric's file in the Office of Professional Responsibility and a copy will be placed in the cleric's file in the Vicar for Priests' Office.

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AUG 31 2004

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**TRAVEL/VACATION NOTIFICATION**

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OFFICE OF PROFESSIONAL RESPONSIBILITY

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JIM RAY [name of cleric] has informed this office that he will be traveling to

West Lin, OR [destination address and contact phone number] from

10-7-04 [departure date] through 10-18-04 [return date].

Jim [name of cleric] will be monitored by

[redacted] [name of travel monitor]. [redacted] [name of

travel monitor] has accepted the responsibility of verifying the location and activities of

JIM [name of cleric] during the aforementioned time frame.

*[see attached correspondence]*

1. Contacts with minors by JIM [name of cleric] must be in the presence of [redacted] [name of travel monitor]. Inappropriate situations and locations incompatible with a priestly lifestyle are to be avoided.

2. [redacted] [name of travel monitor] may be asked to attest to the activities and whereabouts of JIM [cleric name] over \_\_\_\_\_ [aforementioned time frame].

3. As previously noted, the date of return to JIM's [cleric name] residence has been scheduled for 8-18-04 [aforementioned return date].

However, due to weather conditions or emergencies that may arise, the date may be changed. In the event of such a circumstance, should the original plans be substantially changed, please contact PRA at [312] 751-5205.

Cleric Signature: James M. Ray Date: 30 August, 2004

PRA Signature: [Signature] Date: 9/1/04

A copy of this document will be provided to the cleric. The original will be placed in the cleric's file in the Office of Professional Responsibility and a copy will be placed in the cleric's file in the Vicar for Priests' Office.

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# Office of Professional Responsibility

## PFR-36 – James Ray

### January to December 2004 Monthly Schedule

Dates/Times	Event (Therapy, Spiritual Direction, Vacation, etc.) Where, When, How Long	Therapist, Spiritual Leader, Doctor, Monitor, etc. (Include names)
July 1-2, 2004	Dallas, Texas to attend a friend's wedding	[Redacted] (friend)
July 3-6, 2004	[Redacted] Texas to visit friends	[Redacted]
July 9-11, 2004	St. Louis with friends and will attend Cubs-Cardinal's game	[Redacted] (friend)
July 31, 2004 – August 1, 2004	Harrah's, East Chicago, IN	[Redacted] (Travel Monitor)
September 6-10, 2004	Lake of the Ozarks, MO – [Redacted]	[Redacted] (Travel monitors)
September 27-30, 2004	Reno, NV – Harrah's Hotel (866-946-2568)	[Redacted] (Travel monitor)
October 7-18, 2004	[Redacted] OR	[Redacted] Travel monitors)

# ARCHDIOCESE OF CHICAGO

Office of Legal Services

John C. O'Malley  
Director



Post Office Box 1979  
Chicago, Illinois 60690-1979

Tel: (312) 751-5379  
Fax: (312) 751-5252  
e-mail: jomalley@archchicago.org

November 16, 2004

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Confidential

NOV 19 2004

Mr. Michael J. Howlett, Jr.  
Counsel to the State's Attorney  
Richard J. Daley Center  
69 West Washington Street  
Chicago, Illinois 60602

ARCHDIOCESE OF CHICAGO  
OFFICE OF PROFESSIONAL RESPONSIBILITY

Dear Mr. Howlett:

Pursuant to your request, enclosed are copies of Individual Specific Protocols applicable to priests of the Archdiocese for whom the Archbishop has determined there is reason to suspect that the individual priest may have engaged in sexual misconduct with a minor. The priests are:

Rev. James Ray

Please note I have deleted information related to therapy and spiritual direction for the reason of confidentiality. Further, [REDACTED] have not signed the protocol, upon advice of canonical counsel, but I am advised by Leah McCluskey that they comply with the restrictions.

If you have any questions, please let me know.

Very truly yours,

A handwritten signature in cursive script that reads "John C. O'Malley".

John C. O'Malley  
Director of Legal Services

JCOM:sm

Enclosures

cc: Rev. Edward D. Grace  
Rev. James T. Kaczorowski  
Ms. Leah McCluskey

SCDir\03SC096JCOM Cover letter for Individual Specific Protocols

AOC 019287

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**TRAVEL/VACATION NOTIFICATION**

ARCHDIOCESE OF CHICAGO  
OFFICE OF PROFESSIONAL RESPONSIBILITY

Jim Ray [name of cleric] has informed this office that he will be traveling to  
St. Ann, Lansing [destination address and contact phone number] from  
11-25-04 [departure date] through 11-27-04 [return date].

JIM [name of cleric] will be monitored by  
[redacted] [name of travel monitor], [redacted] [name of  
travel monitor] has accepted the responsibility of verifying the location and activities of  
JIM [name of cleric] during the aforementioned time frame.

*[see attached correspondence]*

1. Contacts with minors by Jim [name of cleric] must be in the presence of [redacted] [name of travel monitor]. Inappropriate situations and locations incompatible with a priestly lifestyle are to be avoided.
2. [redacted] [name of travel monitor] may be asked to attest to the activities and whereabouts of Jim [cleric name] over [redacted] [aforementioned time frame].
3. As previously noted, the date of return to Jim's [cleric name] residence has been scheduled for 11-27-04 [aforementioned return date].  
However, due to weather conditions or emergencies that may arise, the date may be changed. In the event of such a circumstance, should the original plans be substantially changed, please contact PRA at [312] 751-5205.

Cleric Signature: [Signature] Date: 21 November, 2004  
PRA Signature: [Signature] Date: 11/22/04

A copy of this document will be provided to the cleric. The original will be placed in the cleric's file in the Office of Professional Responsibility and a copy will be placed in the cleric's file in the Vicar for Priests' Office.

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JIM RAY [name of cleric] has informed this office that he will be traveling to  
Harrah's East Chicago, IN [destination address and contact phone number] from  
12-4-04 [departure date] through 12-05-05 [return date].

Jim [name of cleric] will be monitored by  
[redacted] [name of travel monitor]. [redacted] [name of

travel monitor] has accepted the responsibility of verifying the location and activities of

Jim [name of cleric] during the aforementioned time frame.

[see attached correspondence]

1. Contacts with minors by Jim [name of cleric] must be in the presence of [redacted] [name of travel monitor]. Inappropriate situations and locations incompatible with a priestly lifestyle are to be avoided.
2. [redacted] [name of travel monitor] may be asked to attest to the activities and whereabouts of Jim [cleric name] over [redacted] [aforementioned time frame].
3. As previously noted, the date of return to Jim's [cleric name] residence has been scheduled for 12-5-04 [aforementioned return date].  
However, due to weather conditions or emergencies that may arise, the date may be changed. In the event of such a circumstance, should the original plans be substantially changed, please contact PRA at [312] 751-5205.

Cleric Signature: [Signature] Date: 21 November, 2004

PRA Signature: [Signature] Date: 11/22/04

A copy of this document will be provided to the cleric. The original will be placed in the cleric's file in the Office of Professional Responsibility and a copy will be placed in the cleric's file in the Vicar for Priests' Office.

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# ARCHDIOCESE OF CHICAGO

Office of Professional Responsibility




P.O. Box 1979  
Chicago, Illinois 60690-1979

(312) 751-5205  
Fax: (312) 751-5279

## MEMORANDUM

To: File

From: Leah McCluskey, Professional Responsibility Administrator 

Re: Monitoring

Date: November 30, 2004

---

PRA and Rev. James T. Kaczorowski, Vicar for Priests traveled to the Cardinal Stritch Retreat House on November 29, 2004 and met with Rev. Edward Siedlecki. Fr. Siedlecki resides at the Retreat House.

Due to the fact that Rev. Anthony Talarico will be on vacation from November 29, 2004 through December 10, 2004, he will be unable to fulfill his duties as on-site monitor for those men who have been withdrawn from active ministry as a result of allegations of sexual misconduct. Fr. Kaczorowski and PRA met with Fr. Siedlecki to ask if he would agree to act as on-site monitor while Fr. Talarico is on vacation.

Fr. Siedlecki stated that he would act as monitor in Fr. Talarico's absence. PRA then went over the duties of on-site monitor with Fr. Siedlecki at his own request. Fr. Siedlecki was also agreeable to contacting Fr. Kaczorowski and/or PRA in the event of any of his awareness of any clear disregard/violation of the stated monitoring protocols.

Fr. Siedlecki shared with Fr. Kaczorowski and PRA his own current medical issues. It was agreed that in the event that Fr. Siedlecki would not be able to fulfill the role as monitor due to a medical emergency, he will contact either Fr. Kaczorowski or PRA.

Cc: Rev. Daniel Smilanic, Cardinal's Delegate to the Review Board  
Rev. James Kaczorowski, Vicar for Priests  
Rev. Edward D. Grace, Vicar for Priests

AOC 019290

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JIM [name of cleric] has informed this office that he will be traveling to  
Boyne Mt. Michigan [destination address and contact phone number] from  
1-7-05 [departure date] through 1-14-05 [return date].

JIM [name of cleric] will be monitored by  
[redacted] [name of travel monitor]. [redacted] [name of  
travel monitor] has accepted the responsibility of verifying the location and activities of  
JIM [name of cleric] during the aforementioned time frame.

[see attached correspondence]

1. Contacts with minors by JIM [name of cleric] must be in the presence of [redacted] [name of travel monitor]. Inappropriate situations and locations incompatible with a priestly lifestyle are to be avoided.
2. [redacted] [name of travel monitor] may be asked to attest to the activities and whereabouts of JIM [cleric name] over [redacted] [aforementioned time frame].
3. As previously noted, the date of return to JIM's [cleric name] residence has been scheduled for 1-14-05 [aforementioned return date].  
However, due to weather conditions or emergencies that may arise, the date may be changed. In the event of such a circumstance, should the original plans be substantially changed, please contact PRA at [312] 751-5205.

Cleric Signature: [Signature] Date: 22 December, 2004  
PRA Signature: [Signature] Date: 12/20/04

A copy of this document will be provided to the cleric. The original will be placed in the cleric's file in the Office of Professional Responsibility and a copy will be placed in the cleric's file in the Vicar for Priests' Office.

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TRAVEL/VACATION NOTIFICATION

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Jim Gray [name of cleric] has informed this office that he will be traveling to

[redacted] [redacted] destination address and contact phone number] from

12-24-04 [departure date] through 12-25-04 [return date].

Jim [name of cleric] will be monitored by

[redacted] [name of travel monitor]. [redacted] [name of

travel monitor] has accepted the responsibility of verifying the location and activities of

Jim [name of cleric] during the aforementioned time frame.

[see attached correspondence]

1. Contacts with minors by Jim [name of cleric] must be in the presence of [redacted] [name of travel monitor]. Inappropriate situations and locations incompatible with a priestly lifestyle are to be avoided.

2. [redacted] [name of travel monitor] may be asked to attest to the activities and whereabouts of Jim [cleric name] over [redacted] [aforementioned time frame].

3. As previously noted, the date of return to JIM's [cleric name] residence has been scheduled for 12-25-04 [aforementioned return date].

However, due to weather conditions or emergencies that may arise, the date may be changed. In the event of such a circumstance, should the original plans be substantially changed, please contact PRA at [312] 751-5205.

Cleric Signature: James M. Gray Date: 22 December, 2004

PRA Signature: Paul Mulvaney Date: 12/22/04

A copy of this document will be provided to the cleric. The original will be placed in the cleric's file in the Office of Professional Responsibility and a copy will be placed in the cleric's file in the Vicar for Priests' Office.

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TRAVEL/VACATION NOTIFICATION

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JIM [name of cleric] has informed this office that he will be traveling to  
Harrah's, East Chicago [destination address and contact phone number] from  
12-31-04 [departure date] through 1-1-05 [return date].

JIM [name of cleric] will be monitored by  
[redacted] [name of travel monitor], [redacted] [name of  
travel monitor] has accepted the responsibility of verifying the location and activities of  
JIM [name of cleric] during the aforementioned time frame.

[see attached correspondence]

1. Contacts with minors by JIM [name of cleric] must be in the presence of [redacted] [name of travel monitor]. Inappropriate situations and locations incompatible with a priestly lifestyle are to be avoided.
2. [redacted] [name of travel monitor] may be asked to attest to the activities and whereabouts of JIM [cleric name] over [redacted] [aforementioned time frame].
3. As previously noted, the date of return to JIM's [cleric name] residence has been scheduled for 1-1-05 [aforementioned return date].  
However, due to weather conditions or emergencies that may arise, the date may be changed. In the event of such a circumstance, should the original plans be substantially changed, please contact PRA at [312] 751-5205.

Cleric Signature: James J. Ray Date: 22 December, 2004

PRA Signature: [redacted] Date: 12/22/04

A copy of this document will be provided to the cleric. The original will be placed in the cleric's file in the Office of Professional Responsibility and a copy will be placed in the cleric's file in the Vicar for Priests' Office.

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TRAVEL/VACATION NOTIFICATION

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Jim Ray [name of cleric] has informed this office that he will be traveling to  
Rincon - a Hartah's Resort North of San Diego [destination address and contact phone number] from  
3-16-05 [departure date] through 3-21-05 [return date].

Jim [name of cleric] will be monitored by  
[redacted] [name of travel monitor]. [redacted] [name of  
travel monitor] has accepted the responsibility of verifying the location and activities of  
Jim [name of cleric] during the aforementioned time frame.

[see attached correspondence]

1. Contacts with minors by Jim [name of cleric] must be in the presence of [redacted] [name of travel monitor]. Inappropriate situations and locations incompatible with a priestly lifestyle are to be avoided.
2. [redacted] [name of travel monitor] may be asked to attest to the activities and whereabouts of Jim [cleric name] over [redacted] [aforementioned time frame].
3. As previously noted, the date of return to Jim's [cleric name] residence has been scheduled for March 21, [aforementioned return date].  
However, due to weather conditions or emergencies that may arise, the date may be changed. In the event of such a circumstance, should the original plans be substantially changed, please contact PRA at [312] 751-5205.

Cleric Signature: James M. Ray Date: 18 February, 2005  
PRA Signature: [Signature] Date: 2/18/05

A copy of this document will be provided to the cleric. The original will be placed in the cleric's file in the Office of Professional Responsibility and a copy will be placed in the cleric's file in the Vicar for Priests' Office.

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JIM RAY [name of cleric] has informed this office that he will be traveling to Harrah's East Chicago [destination address and contact phone number] from 2-5-05 [departure date] through 2-7-05 [return date].

Jim [name of cleric] will be monitored by [redacted] [name of travel monitor]. [redacted] [name of travel monitor] has accepted the responsibility of verifying the location and activities of

Jim [name of cleric] during the aforementioned time frame.

[see attached correspondence]

1. Contacts with minors by Jim [name of cleric] must be in the presence of [redacted] [name of travel monitor]. Inappropriate situations and locations incompatible with a priestly lifestyle are to be avoided.
2. [redacted] [name of travel monitor] may be asked to attest to the activities and whereabouts of Jim [cleric name] over [redacted] [aforementioned time frame].
3. As previously noted, the date of return to Jim's [cleric name] residence has been scheduled for 2-7-05 [aforementioned return date]. However, due to weather conditions or emergencies that may arise, the date may be changed. In the event of such a circumstance, should the original plans be substantially changed, please contact PRA at [312] 751-5205.

Cleric Signature: [Signature] Date: 31 January, 2005  
 PRA Signature: [Signature] Date: 2/1/05

A copy of this document will be provided to the cleric. The original will be placed in the cleric's file in the Office of Professional Responsibility and a copy will be placed in the cleric's file in the Vicar for Priests' Office.

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TRAVEL/VACATION NOTIFICATION

ARCHDIOCESE OF CHICAGO  
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Jim Ray [name of cleric] has informed this office that he will be traveling to  
Rincon - a Hartah's Resort North of San Diego [destination address and contact phone number] from  
3-16-05 [departure date] through 3-21-05 [return date].

Jim [name of cleric] will be monitored by  
[redacted] [name of travel monitor]. [redacted] [name of  
travel monitor] has accepted the responsibility of verifying the location and activities of  
Jim [name of cleric] during the aforementioned time frame.

[see attached correspondence]

1. Contacts with minors by Jim [name of cleric] must be in the presence of [redacted] [name of travel monitor]. Inappropriate situations and locations incompatible with a priestly lifestyle are to be avoided.
2. [redacted] [name of travel monitor] may be asked to attest to the activities and whereabouts of Jim [cleric name] over [redacted] [aforementioned time frame].
3. As previously noted, the date of return to Jim's [cleric name] residence has been scheduled for March 21, [aforementioned return date]. However, due to weather conditions or emergencies that may arise, the date may be changed. In the event of such a circumstance, should the original plans be substantially changed, please contact PRA at [312] 751-5205.

Cleric Signature: James M. Ray Date: 18 February, 2005  
PRA Signature: [Signature] Date: 2/18/05

A copy of this document will be provided to the cleric. The original will be placed in the cleric's file in the Office of Professional Responsibility and a copy will be placed in the cleric's file in the Vicar for Priests' Office.



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James Ray [name of cleric] has informed this office that he will be traveling to  
Detroit, MI area [destination address and contact phone number] from  
4-12-05 [departure date] through 4-14-05 [return date].

Jim [name of cleric] will be monitored by  
[redacted] [name of travel monitor]. [redacted] [name of  
travel monitor] attending their grandson's confirmation has accepted the responsibility of verifying the location and activities of  
Jim [name of cleric] during the aforementioned time frame.

[see attached correspondence]

1. Contacts with minors by Jim [name of cleric] must be in the presence of [redacted] [name of travel monitor]. Inappropriate situations and locations incompatible with a priestly lifestyle are to be avoided.
2. [redacted] [name of travel monitor] may be asked to attest to the activities and whereabouts of Jim [cleric name] over [redacted] [aforementioned time frame].
3. As previously noted, the date of return to Jim's [cleric name] residence has been scheduled for 4-14-05 [aforementioned return date].

However, due to weather conditions or emergencies that may arise, the date may be changed. In the event of such a circumstance, should the original plans be substantially changed, please contact PRA at [312] 751-5205.

Cleric Signature: James M. Ray Date: 10 April, 2005  
PRA Signature: Paul McClellan Date: 4/11/05

A copy of this document will be provided to the cleric. The original will be placed in the cleric's file in the Office of Professional Responsibility and a copy will be placed in the cleric's file in the Vicar for Priests' Office.

Revised 8/28/03

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Office of Professional Responsibility



P.O. Box 1979  
Chicago, Illinois 60690-1979

(312) 751-5205  
Fax: (312) 751-5279  
www.archchicago.org

## MEMORANDUM

To: File – PFR-36  
From: Laura A. Neri-Palomino *LNP*  
Re: Rev. James Ray  
Date: April 26, 2005

---

Father James Ray called the office today (9:30 a.m.) to say that he will be staying overnight at Loyola Hospital on Thursday, April 28<sup>th</sup> in the evening at 8:30 p.m. and will be back at Retreat House on Friday, April 29<sup>th</sup> in the morning. Father Ray is having a routine Sleep Apnea test done.

Cc: Rev. Edward D. Grace, Vicar for Priests ✓

AOC 019298

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MAY 20 2005

**ARCHDIOCESE OF CHICAGO TRAVEL/VACATION NOTIFICATION**

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Jim Ray [name of cleric] has informed this office that he will be traveling to  
Harrah's, St. Louis MO [destination address and contact phone number] from  
5-24 + 6-19 [departure date] through 5-26 + 6-21 [return date].

Jim [name of cleric] will be monitored by  
[redacted] [name of travel monitor]. [redacted] [name of  
travel monitor] has accepted the responsibility of verifying the location and activities of  
Jim [name of cleric] during the aforementioned time frame.

[see attached correspondence]

1. Contacts with minors by Jim [name of cleric] must be in the presence of [redacted] [name of travel monitor]. Inappropriate situations and locations incompatible with a priestly lifestyle are to be avoided.
2. [redacted] [name of travel monitor] may be asked to attest to the activities and whereabouts of Jim [cleric name] over [redacted] [aforementioned time frame].
3. As previously noted, the date of return to Jim's [cleric name] residence has been scheduled for 5-26 + 6-21 [aforementioned return date].  
However, due to weather conditions or emergencies that may arise, the date may be changed. In the event of such a circumstance, should the original plans be substantially changed, please contact PRA at [312] 751-5205.

Cleric Signature: James M. Ray Date: 20 May 2005

PRA Signature: Pat McConda Date: 5/20/05

A copy of this document will be provided to the cleric. The original will be placed in the cleric's file in the Office of Professional Responsibility and a copy will be placed in the cleric's file in the Vicar for Priests' Office.

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Jim RAY [name of cleric] has informed this office that he will be traveling to  
New Orleans, LA <sup>(Harrah's)</sup> [destination address and contact phone number] from  
22 July, 05 [departure date] through 25 July, 05 [return date].

Jim [name of cleric] will be monitored by  
[redacted] [name of travel monitor]. [redacted] [name of

travel monitor] has accepted the responsibility of verifying the location and activities of

Jim [name of cleric] during the aforementioned time frame.

*[see attached correspondence]*

1. Contacts with minors by Jim [name of cleric] must be in the presence of [redacted] [name of travel monitor]. Inappropriate situations and locations incompatible with a priestly lifestyle are to be avoided.
2. [redacted] [name of travel monitor] may be asked to attest to the activities and whereabouts of Jim [cleric name] over [redacted] [aforementioned time frame].
3. As previously noted, the date of return to Jim's [cleric name] residence has been scheduled for 7-25-05 [aforementioned return date].  
However, due to weather conditions or emergencies that may arise, the date may be changed. In the event of such a circumstance, should the original plans be substantially changed, please contact PRA at [312] 751-5205.

Cleric Signature: James M. Ray Date: 28 June 2005  
PRA Signature: Pat McCluskey Date: 6/28/05

A copy of this document will be provided to the cleric. The original will be placed in the cleric's file in the Office of Professional Responsibility and a copy will be placed in the cleric's file in the Vicar for Priests' Office.

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ARCHDIOCESE OF CHICAGO  
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[name of cleric] has informed this office that he will be traveling to  
Laughlin, NV (Hannah's) [destination address and contact phone number] from

9 July 05 [departure date] through 12 July 05 [return date].

Jim [name of cleric] will be monitored by

[redacted] [name of travel monitor]. [redacted] [name of

travel monitor] has accepted the responsibility of verifying the location and activities of

Jim [name of cleric] during the aforementioned time frame.

*[see attached correspondence]*

1. Contacts with minors by JIM [name of cleric] must be in the presence of [redacted] [name of travel monitor]. Inappropriate situations and locations incompatible with a priestly lifestyle are to be avoided.
2. [redacted] [name of travel monitor] may be asked to attest to the activities and whereabouts of JIM [cleric name] over [redacted] [aforementioned time frame].
3. As previously noted, the date of return to JIM's [cleric name] residence has been scheduled for 7-12-05 [aforementioned return date].  
However, due to weather conditions or emergencies that may arise, the date may be changed. In the event of such a circumstance, should the original plans be substantially changed, please contact PRA at [312] 751-5205.

Cleric Signature:

*James M. Ray*

Date:

28 June 2005

PRA Signature:

*Pat McInerney*

Date:

6/28/05

A copy of this document will be provided to the cleric. The original will be placed in the cleric's file in the Office of Professional Responsibility and a copy will be placed in the cleric's file in the Vicar for Priests' Office.

Revised 8/28/03

9/28/05

9/28/05

ARCHDIOCESE OF CHICAGO  
PAYROLL AUTHORIZATION/CHANGE FORM/PAYROLL SET UP  
ARCHDIOCESE PRIESTS



Ray James  
Last Name, First, Middle Initial

[Redacted]  
Social Security Number

201323  
Employee Number

Active F/T \_\_\_\_\_ Active P/T \_\_\_\_\_ Active P/T Benefits \_\_\_\_\_ Position \_\_\_\_\_

Ordination Date \_\_\_\_\_ Transfer to P.C. \_\_\_\_\_ Date Transfer from Agency/Parish/School# \_\_\_\_\_

Dept. Name \_\_\_\_\_ No. \_\_\_\_\_ Agency \_\_\_\_\_ No. \_\_\_\_\_

Pay through payroll  
Regular Salary (Compensation Book) \$ \_\_\_\_\_  
Other: Type \$ \_\_\_\_\_  
\$ \_\_\_\_\_  
\$ \_\_\_\_\_  
\$ \_\_\_\_\_  
Total through Payroll \$ \_\_\_\_\_

Effective Date: \_\_\_\_\_  
Non-Payroll Compensation Type \$ \_\_\_\_\_  
\$ \_\_\_\_\_  
\$ \_\_\_\_\_  
\$ \_\_\_\_\_  
Total Non-Payroll \$ \_\_\_\_\_

Comments \_\_\_\_\_

Birth Date \_\_\_\_\_ EEOC: OM \_\_\_\_\_ PR \_\_\_\_\_ OC \_\_\_\_\_ SW \_\_\_\_\_ SL \_\_\_\_\_ ADM \_\_\_\_\_ Other \_\_\_\_\_ Veteran \_\_\_\_\_

Home Phone \_\_\_\_\_ Work Phone \_\_\_\_\_ Handicap: Yes \_\_\_\_\_ No \_\_\_\_\_

Mailing Address \_\_\_\_\_

Street, City, State, Zip Code \_\_\_\_\_

Dental Insurance: Yes \_\_\_\_\_ No \_\_\_\_\_ Name of Dental Plan \_\_\_\_\_

Payroll Direct Deposit: Yes \_\_\_\_\_ No \_\_\_\_\_ Forms attached: Yes \_\_\_\_\_ No \_\_\_\_\_ Federal/State Taxes: Yes \_\_\_\_\_ No \_\_\_\_\_ Forms attached: Yes \_\_\_\_\_ No \_\_\_\_\_

Defined Contribution Plan (AETNA) Yes \_\_\_\_\_ No \_\_\_\_\_ Amount per year \$ \_\_\_\_\_

**TRANSFERS - EFFECTIVE DATE** July 1, 2005

Transfer From \_\_\_\_\_ To \_\_\_\_\_  
Name Parish #, School #, or Agency # Personnel Services - Interim Salary #

Transfer From 10350 10359 To 1052 10411  
Personnel Services - Interim Salary # Name Parish #, School #, or Agency #

Transfer From \_\_\_\_\_ To \_\_\_\_\_  
Location Location

Termination/Resignation/Date \_\_\_\_\_ Reason \_\_\_\_\_

Agency Director/Date \_\_\_\_\_

Department Director/Date \_\_\_\_\_

Director, Human Resources/Date \_\_\_\_\_

Chancellor/Date \_\_\_\_\_

CA  
Director, Personnel Services/Date \_\_\_\_\_

Original: Payroll

Yellow: Human Resources

Pink: Agency

Gold: Benefits

Rev. 5/04

**ARCHDIOCESE OF CHICAGO  
PAYROLL AUTHORIZATION/CHANGE FORM/PAYROLL SET UP  
ARCHDIOCESE PRIESTS**



30  
yrs.

Last Name, First, Middle Initial Ray, James Social Security Number [REDACTED] Employee Number 201323

Active F/T  Active P/T \_\_\_\_\_ Active P/T Benefits \_\_\_\_\_ Position \_\_\_\_\_

Ordination Date 1975 Transfer to P.C. \_\_\_\_\_ Date Transfer from Agency/Parish/School# \_\_\_\_\_

Dept: Name \_\_\_\_\_ No. 10350 Agency \_\_\_\_\_ No. 10359

Pay through payroll  
Regular Salary \$ 20,948  
(Compensation Book)  
Other: Type \_\_\_\_\_

Effective Date: July 1, 2005

Pay through payroll		Non-Payroll Compensation	
Type	\$	Type	\$
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
<b>Total through Payroll</b>	<b>\$ _____</b>	<b>Total Non-Payroll</b>	<b>\$ _____</b>

Comments: 10% reduction per Cardinal George

Birth Date \_\_\_\_\_ EEOC: OM \_\_\_\_\_ PR \_\_\_\_\_ OC \_\_\_\_\_ SW \_\_\_\_\_ SL \_\_\_\_\_ ADM \_\_\_\_\_ Other \_\_\_\_\_ Veteran \_\_\_\_\_

Home Phone \_\_\_\_\_ Work Phone \_\_\_\_\_ Handicap: Yes \_\_\_\_\_ No \_\_\_\_\_

Mailing Address \_\_\_\_\_

Street, City, State, Zip Code: \_\_\_\_\_

Dental Insurance: Yes \_\_\_\_\_ No \_\_\_\_\_ Name of Dental Plan \_\_\_\_\_

Payroll Direct Deposit: Yes \_\_\_\_\_ No \_\_\_\_\_ Forms attached: Yes \_\_\_\_\_ No \_\_\_\_\_ Federal/State Taxes: Yes \_\_\_\_\_ No \_\_\_\_\_ Forms attached: Yes \_\_\_\_\_ No \_\_\_\_\_

Defined Contribution Plan (AETNA) Yes \_\_\_\_\_ No \_\_\_\_\_ Amount per year \$ \_\_\_\_\_

**TRANSFERS – EFFECTIVE DATE** \_\_\_\_\_

Transfer From \_\_\_\_\_ To \_\_\_\_\_  
Name Parish #, School #, or Agency # Personnel Services – Interim Salary #

Transfer From \_\_\_\_\_ To \_\_\_\_\_  
Personnel Services – Interim Salary # Name Parish #, School #, or Agency #

Transfer From \_\_\_\_\_ To \_\_\_\_\_  
Location Location

Termination/Resignation/Date \_\_\_\_\_ Reason \_\_\_\_\_

Agency Director/Date \_\_\_\_\_ Department Director/Date 7/6/2005 Director, Human Resources/Date \_\_\_\_\_

Chancellor/Date \_\_\_\_\_ Director, Personnel Services/Date \_\_\_\_\_

**COPY**

of an original document from the files of  
**OFFICE OF PROFESSIONAL RESPONSIBILITY**

**ARCHDIOCESE OF CHICAGO**

**TRAVEL/VACATION NOTIFICATION**

**RECEIVED**

**JUL 07 2005**

This is a red ink stamp!

ARCHDIOCESE OF CHICAGO  
OFFICE OF PROFESSIONAL RESPONSIBILITY

**DO NOT COPY**

JIM RAY [name of cleric] has informed this office that he will be traveling to  
[redacted] [destination address and contact phone number] from

7-7-05 [departure date] through 7-8-05 [return date].

Jim [name of cleric] will be monitored by  
[redacted] [name of travel monitor]. Chris [name of

travel monitor] has accepted the responsibility of verifying the location and activities of

Jim [name of cleric] during the aforementioned time frame.

*[see attached correspondence]*

1. Contacts with minors by Jim [name of cleric] must be in the presence of [redacted] [name of travel monitor]. Inappropriate situations and locations incompatible with a priestly lifestyle are to be avoided.

2. [redacted] [name of travel monitor] may be asked to attest to the activities and whereabouts of Jim [cleric name] over [redacted] [aforementioned time frame].

3. As previously noted, the date of return to Jim [cleric name] residence has been scheduled for 7 July, 05 [aforementioned return date].

However, due to weather conditions or emergencies that may arise, the date may be changed. In the event of such a circumstance, should the original plans be substantially changed, please contact PRA at [312] 751-5205.

Cleric Signature: James R. Ray Date: 6 July, 2005

PRA Signature: [Signature] Date: 7/7/05

A copy of this document will be provided to the cleric. The original will be placed in the cleric's file in the Office of Professional Responsibility and a copy will be placed in the cleric's file in the Vicar for Priests' Office.

Revised 8/28/03



# ARCHDIOCESE OF CHICAGO

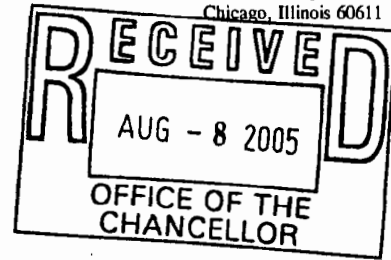
Office of the Archbishop



155 E. Superior St.  
Chicago, Illinois 60611

July 22, 2005

Rev. James Ray  
Cardinal Stritch Retreat House  
P.O. Box 455  
Mundelein, IL 60060



Dear Jim:

I have completed my review of the case of sexual misconduct with minors that has been pending against you. My decision is contained in the enclosed decree.

I have also sent a copy of this decree to your advocate, so you might want to discuss this with him.

Should you wish to appeal this decree, you may do so to the Congregation for the Doctrine of the Faith within the prescribed period of time. However, you will be expected to bear any of the expenses associated with that appeal.

I hope this will bring some conclusion to this matter which has been most difficult for both of us. Please be assured that you remain in my prayers; I ask that you keep me in yours.

Sincerely yours in Christ,

A handwritten signature in cursive script that reads "Francis Cardinal George".

Francis Cardinal George, O.M.I.  
Archbishop of Chicago

cc: Rev. Michael P. Joyce, C.M., Advocate  
Rev. George J. Rassas, Vicar General  
Rev. Edward Grace, Vicar for Priests  
Rev. Daniel A. Smilanic, Promoter of Justice  
Mr. Ralph Bonaccorsi, Assistance Minister  
Mr. Jimmy Lago, Chancellor  
Ms. Leah McCluskey, Professional Responsibility Administrator  
Mr. John O'Malley, Legal Services

AOC 019305

# ARCHDIOCESE OF CHICAGO

Office of the Archbishop



155 E. Superior St.  
Chicago, Illinois 60611

## D E C R E E

### **Penal Decree and Precept resolving the matter against Reverend James Ray (CDF P.N. 293/03 – 19664)**

According to the decree *Christus dominus* of the Second Vatican Council, bishops “have been designated by the Holy Spirit to take the place of the apostles as pastors of souls and, together with the Supreme Pontiff and subject to his authority, they are commissioned to perpetuate the work of Christ, the eternal Pastor.” (*Christus dominus*, n. 2). Diocesan bishops have been entrusted with the pastoral care of a portion of the People of God, and designated their proper, ordinary, and immediate pastor. (CD, n. 11). The Council further teaches, “In exercising his office of father and pastor, the bishop should be with his people as one who serves, as a good shepherd who knows his sheep and whose sheep know him, as a true father who excels in his love and solicitude for all....” (CD, n. 16).

This love and solicitude expresses itself in providing for the welfare of the faithful according to their circumstances (CD, n. 16), and also in being “compassionate and helpful to those priests who are in any kind of danger or who have failed in some respect.” (CD, n. 16)

It is for this reason that my predecessor, Joseph Cardinal Bernardin, expressed such solicitude for the faithful of the Archdiocese of Chicago in establishing policies with regard to sexual misconduct of priests. I have continued that tradition of solicitude by confirming and revising these policies from time to time.

The nature of the priesthood itself requires that special attention be given to matters involving priestly misconduct. Recognizing the high dignity of the priesthood, which was established by the Lord Jesus to be joined in a special way with the episcopal ministry, and hence shares in the authority by which Christ himself builds up and sanctifies and rules his Body, it is all the more necessary to exercise particularly vigilance over the behavior of priests and to hold them to a greater level of accountability. The sacred task which has been given to priests demands a conduct commensurate with that task.

At their ordination, priests take on a number of obligations. They are bound by a special obligation to show reverence and obedience to the Holy Father and to their own ordinary (c. 273), and are to fulfill faithfully any function which their ordinary entrusts to them (c. 274§2). They are to be united among themselves, but at the same time promote the proper mission of the laity (c. 275). They are to pursue holiness of life through the fulfillment of their pastoral duties, through the nourishment of the spiritual life by word and sacrament, and through leading a life of prayer (c. 276). They are to continue their studies after ordination (c. 279) and have the right to

associate with other clerics to pursue purposes in keeping with the clerical state (c. 278). They are to foster simplicity of life and are to have a special concern for the poor (c. 282).

Moreover, priests are to avoid all those things which could endanger their vocation or give rise to scandal among the people. First and foremost, they are bound to a life of perfect and perpetual continence for the sake of the kingdom (c. 277), which expresses itself in a life of celibacy. But they are also to act with due prudence in their associations with others (c. 277§2), avoiding those things unbecoming the clerical state (c. 285 §§1-2).

The Catholic Bishops of the United States, in addressing the issue of clerical sexual abuse of minors, established at their annual general meeting held in Dallas in June, 2002 a *Charter for the Protection of Children and Young People*, commonly referred to as the *Charter*. This was a common commitment by the bishops of the United States to act in a concerted way with regard to the issue of clerical sexual abuse of minors.

At that same meeting the bishops also passed and forwarded to the Holy See for its *recognitio* a set of *Essential Norms for Diocesan/Eparchial Policies Dealing with Allegations of Sexual Abuse of Minors by Priests or Deacons*, commonly referred to as the *Essential Norms*. These *Norms* established, among other things, that “When even a single act of sexual abuse by a priest or deacon is admitted or is established after an appropriate process in accord with canon law, the offending priest or deacon will be removed permanently from ecclesiastical ministry, not excluding dismissal from the clerical state, if the case so warrants.” Diocesan bishops and eparchs were also reminded that they have “the executive power of governance, through an administrative act, to remove an offending cleric from office, to remove or restrict his faculties, and to limit his exercise of priestly ministry.” (*Norm 9*)

In the case of clerical sexual abuse of a minor, this could be by means of a penal decree or a penal precept, since it involves a delict (c. 1395§2).

The universal law of the Church, by virtue of the *motu proprio Sacramentorum sanctitatis tutela*, has given the Congregation for the Doctrine of the Faith exclusive competence over matters involving clerical sexual misconduct with minors. In removing the bishop’s discretionary authority given by c. 1718, the universal law of the Church requires that, after the preliminary investigation has been conducted in accord with c. 1717, the bishop is to forward to the Congregation for the Doctrine of the Faith all cases involving clerical sexual misconduct with a minor, and request further instruction from that Congregation as to how to proceed.

The case of **Reverend James Ray** was referred to the Congregation for the Doctrine of the Faith on 31 July, 2003. Having reviewed the material submitted by the Archdiocese of Chicago, in a letter of 15 July, 2004 (P.N. 293/03-19664), Cardinal Ratzinger, then Cardinal Prefect of the Congregation for the Doctrine of the Faith and now His Holiness Pope Benedict XVI, granted me permission to impose a penal precept on Father Ray for a determinate period of time. However, the letter continued, “This would not exclude that, at the end of the said determinate period, the competent Ordinary may deem it necessary, upon review of the circumstances, to issue a new decree for a further determinate time.” The Congregation voiced this concern because “the facts of the case, given the young age of the victims, are indeed grave.”

In accordance with the directives of the Congregation of the Doctrine of the Faith, and considering this matter in light of the common good (c. 223); seeking ways to repair scandal and restore justice (c. 1341); reviewing again the accusations made against **Father Ray**; having consulted his Advocate, Rev. Michael P. Joyce, C.M.; and having prayed for Wisdom and Understanding to decide this matter, I hereby make the following provisions with regard to **Reverend James Ray**:

I am morally certain of the following facts:

**Reverend James Ray** engaged in sexual activity with a minor during the years 1976-1982. He also engaged in sexual activity with an adult male in 1993.

Because the sexual activity with the minor was done in the context of Father Ray's relationship with the minor's family, I cannot assign him to a ministry where he would come in contact with families. This would preclude any parish ministry.

I have therefore determined that Father Ray's Archdiocesan faculties must be removed for a period of three years. At the end of that period of time, I will again make a determination about this matter. Father Ray is permitted to celebrate Mass alone in his room, with no one else present. He may celebrate the Sacrament of Reconciliation and the Anointing of the Sick in danger of death only. His salary shall be determined at the level of an associate pastor, less any administrative expenses as determined by particular law of the Archdiocese of Chicago.

With regard to other matters of where Father Ray might live and what work he might do, I hereby designate the Vicar for Priests and the Professional Responsibility Administrator to act as my delegate in determining these matters.

I also direct the Vicar for Priests, in conjunction with the Professional Responsibility Administrator, to work with Father Ray to determine a monitoring protocol, and to provide Father Ray with any therapeutic intervention as needed.

I also dispense Father Ray from the obligation to wear ecclesiastical garb (c. 284), and urge that he not wear such attire. Furthermore, he is not to represent himself as a priest to those unknown to him nor can he act as an agent of the Archdiocese of Chicago.

I also encourage Father Ray to observe the prescriptions of canons 273 to 289 concerning the obligations and rights of clerics. That is, he is to show reverence and obedience to the Supreme Pontiff and to his ordinary (c. 273); to unite himself with the presbyterate of Chicago and promote the mission of the laity (c. 275); to pursue holiness of life, especially by availing himself of daily prayer, monthly spiritual direction and an annual retreat, if he is physically able to do so (c. 276); to pursue opportunities for continuing education (c. 279); to foster simplicity of life (c. 282); and to foster peace and harmony based on justice (c. 287).

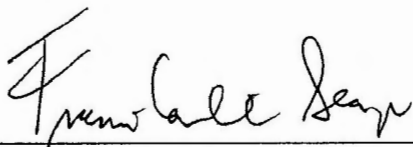
I further urge Father Ray to refrain completely from all things which are unbecoming or foreign to the clerical state (c. 285) and which could bring further scandal upon the Church.

Most especially, because of his actions in the past, I remind Father Ray of his obligation to observe perfect and perpetual continence for the sake of the kingdom and to behave with due prudence toward persons who could endanger this obligation (c. 277).

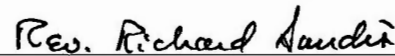
In issuing this precept, I am also grateful to Father Ray for his patience during this very difficult time and for his cooperation in all that has been asked of him. I hope that by the provisions of this decree Father Ray may renew and deepen his commitment to the priestly life in prayer and penance. I ask that he remember especially in his prayers all those who have suffered from sexual abuse, and ask that the healing power of God be with them and make them whole.

These provisions will remain in effect for a period of three years, at which time they will be reviewed to see if they ought to be renewed or altered in any way.

Given in Chicago, Illinois, on the 22<sup>nd</sup> day of July, 2005. All things to the contrary notwithstanding.



Francis Cardinal George, O.M.I.  
Archbishop of Chicago



Ecclesiastical Notary

# ARCHDIOCESE OF CHICAGO

Office of Professional Responsibility




P.O. Box 1979  
Chicago, Illinois 60690-1979

(312) 751-5205  
Fax: (312) 751-5279  
www.archchicago.org

## MEMORANDUM

To: File – PFR-36

From: Leah McCluskey, Professional Responsibility Administrator 

Re: Ray, Rev. James [Withdrawn]

Date: September 21, 2005

---

Cardinal Francis George, O.M.I., Rev. Patrick Lagges, Judicial Vicar, Revs. Edward Grace and Vincent Costello Vicars for Priests, and PRA traveled to the Cardinal Stritch Retreat House to meet with Rev. James Ray on August 3, 2005. The meeting had been scheduled at the request of Cardinal George so that he could speak with Fr. Ray about the penal precept he was instructed to conduct by Cardinal Ratzinger, then Cardinal Prefect of the Congregation for the Doctrine of the Faith (P.N. 293/03 – 19664).”

Cardinal George began the meeting with a prayer and then provided Fr. Ray with a copy of the decree [see file]. Fr. Ray was informed that Fr. Lagges would send a copy of the decree to his canonical advocate, Rev. Michael P. Joyce, CM.

Cardinal George informed Fr. Ray that this matter was referred to the Congregation for the Doctrine of the Faith on July 31, 2003 and that the response was received from Cardinal Ratzinger on July 15, 2004. The Cardinal also informed Fr. Ray that he has completed his review of the case of sexual misconduct with minors that has been pending against him. Cardinal George read over and summarized the decree and imposed penalties for Fr. Ray.

Fr. Ray was informed that his Vicar for Priests is now Fr. Grace. The Cardinal also informed Fr. Ray that he and the other men withdrawn from ministry and residing at the retreat house are able to say mass in the chapel [of the retreat house] with no one else present.

Cardinal George talked to Fr. Ray about him [Fr. Ray] moving from the retreat house and to another monitored residence. The Cardinal also mentioned the possibility of work for Fr. Ray that was not considered to be public ministry. Fr. Ray was informed that the Vicar for Priests and PRA would work with him on future possible moves and work.

AOC 019310

When asked about the appeal process, Fr. Lagges instructed Fr. Ray to speak with Fr. Joyce. Fr. Lagges also informed Fr. Ray that he must first appeal to the Cardinal within ten days of receiving the decree.

Prior to ending the meeting, Fr. Lagges asked Fr. Ray to write “received August 3, 2005” on his copy of the decree.

Cc: Rev. Daniel Smilanic, Cardinal’s Delegate to the Review Board  
Rev. Edward D. Grace, Vicar for Priests

# ARCHDIOCESE OF CHICAGO

Vicar General



Post Office Box 1979  
Chicago, Illinois 60690-1979

(312) 751-8271  
Fax: (312) 337-6379

September 23, 2005

Rev. Thomas Enright  
Transfiguration Parish  
316 W. Mill St.  
Wauconda, IL 60084-1890

Dear Father Enright:

As you know, Cardinal George has resolved eleven cases of priests heretofore temporarily removed from public ministry as a result of an allegation of abuse of a minor. In accord with our policies and practices, victims and the affected parish communities will be informed about the resolution of the cases. With that in mind, I ask that you share the enclosed letter with your parishioners at Masses this weekend.

I suggest you do so in a manner that, in your judgment, best suits your particular parish situation: pulpit announcement (experience has demonstrated that such announcements are best made after Communion), bulletin announcement/insert, copies distributed after weekend Masses, or a combination of these.

Thank you for your cooperation in fulfilling this request, even though it is with short notice.

Sincerely yours,

A handwritten signature in cursive script that reads "Fr. George Rassas".

Reverend George J. Rassas  
Vicar General

cc: Rev. Farrell Kane, O.Carm.

AOC 019312



# ARCHDIOCESE OF CHICAGO

Vicar General



Post Office Box 1979  
Chicago, Illinois 60690-1979

(312) 751-8271  
Fax: (312) 337-6379

September 23, 2005

To the Parishioners of Transfiguration Parish:

As you know, some time ago Father James M. Ray was temporarily withdrawn from ministry following Cardinal George's acceptance of the advice of the Independent Review Board that there was reason to suspect that Father Ray engaged in sexual misconduct with a minor. According to Canon Law, this determination by the Review Board was forwarded to the Holy See for its review. This is to report to you that this process has been concluded.

Specifically, the Holy See reviewed and confirmed Cardinal George's acceptance of the advice of the Review Board and authorized Cardinal George to resolve the matter administratively. Pursuant to that instruction, Cardinal George reviewed all of the information collected, listened to the opinions of canonical advocates, and sought advice from his own canonical advisors as well as from assessors who are canon lawyers independent of the Archdiocese of Chicago.

Cardinal George has determined based upon the information presented that sexual misconduct did occur with a minor, and he has prohibited Father Ray from engaging in any public ministry, presenting himself as a priest, or acting as an agent of the Archdiocese of Chicago.

It is my hope and prayer that while this announcement is yet one more reminder of a sad reality, it may also bring a measure of finality and peace to the people of Transfiguration Parish.

Please keep in your thoughts and prayers all those affected by the sin of abuse. They and all of you are daily in my prayer.

Sincerely yours,

A handwritten signature in cursive script that reads "Fr. George J. Rassas".

Reverend George J. Rassas  
Vicar General

cc: Rev. Farrell Kane, O.Carm.

AOC 019313

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**OFFICE OF PROFESSIONAL RESPONSIBILITY**

**OCT 03 2005**

**ARCHDIOCESE OF CHICAGO**

**TRAVEL/VACATION NOTIFICATION**

ARCHDIOCESE OF CHICAGO  
OFFICE OF PROFESSIONAL RESPONSIBILITY

This is a red ink stamp!

DO NOT COPY

JIM RAY [name of cleric] has informed this office that he will be traveling to  
Portland, OR [destination address and contact phone number] from  
10-21-05 [departure date] through 11-1-05 [return date].

JIM [name of cleric] will be monitored by  
[redacted] [name of travel monitor]. They [name of  
travel monitor] has accepted the responsibility of verifying the location and activities of  
JIM [name of cleric] during the aforementioned time frame.

*[see attached correspondence]*

1. Contacts with minors by JIM [name of cleric] must be in the presence of [redacted] [name of travel monitor]. Inappropriate situations and locations incompatible with a priestly lifestyle are to be avoided.
2. [redacted] [name of travel monitor] may be asked to attest to the activities and whereabouts of JIM [cleric name] over [redacted] [aforementioned time frame].
3. As previously noted, the date of return to JIM's [cleric name] residence has been scheduled for 11-1-05 [aforementioned return date].  
However, due to weather conditions or emergencies that may arise, the date may be changed. In the event of such a circumstance, should the original plans be substantially changed, please contact PRA at [312] 751-5205.

Cleric Signature: [Signature] Date: 1 October, 2005  
PRA Signature: [Signature] Date: 10/5/05

A copy of this document will be provided to the cleric. The original will be placed in the cleric's file in the Office of Professional Responsibility and a copy will be placed in the cleric's file in the Vicar for Priests' Office.

Revised 8/28/03

RECEIVED

OCT 10 2005

ARCHDIOCESE OF CHICAGO  
OFFICE OF PROFESSIONAL RESPONSIBILITY

TRAVEL/VACATION NOTIFICATION

Jim RAY [name of cleric] has informed this office that he will be traveling to Harrah's, St Louis [destination address and contact phone number] from 10-14-05 [departure date] through 10-16-05 [return date].

Jim [name of cleric] will be monitored by [redacted] [name of travel monitor]. [redacted] [name of

travel monitor] has accepted the responsibility of verifying the location and activities of Jim [name of cleric] during the aforementioned time frame.

**at an original document from the files of**  
**OFFICE OF PROFESSIONAL RESPONSIBILITY**  
**ARCHDIOCESE OF CHICAGO**  
**This is a red ink stamp!**  
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[see attached correspondence]

1. Contacts with minors by Jim [name of cleric] must be in the presence of [redacted] [name of travel monitor]. Inappropriate situations and locations incompatible with a priestly lifestyle are to be avoided.
2. [redacted] [name of travel monitor] may be asked to attest to the activities and whereabouts of Jim [cleric name] over \_\_\_\_\_ [aforementioned time frame].
3. As previously noted, the date of return to Jim's [cleric name] residence has been scheduled for 10-16-05 [aforementioned return date].  
However, due to weather conditions or emergencies that may arise, the date may be changed. In the event of such a circumstance, should the original plans be substantially changed, please contact PRA at [312] 751-5205.

Cleric Signature: James M. Ray Date: 10 October, 2005  
PRA Signature: Alia McAlinda Date: 10/15/05

A copy of this document will be provided to the cleric. The original will be placed in the cleric's file in the Office of Professional Responsibility and a copy will be placed in the cleric's file in the Vicar for Priests' Office.

Revised 8/28/03

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DEC 6 2005

ARCHDIOCESE OF CHICAGO TRAVEL/VACATION NOTIFICATION

ARCHDIOCESE OF CHICAGO  
OFFICE OF PROFESSIONAL RESPONSIBILITY

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DO NOT COPY

JIM RAY [name of cleric] has informed this office that he will be traveling to

[redacted] [destination address and contact phone number] from

12-24-05 [departure date] through 12-25-05 [return date].

Jim [name of cleric] will be monitored by

[redacted] [name of travel monitor]. [redacted] [name of

travel monitor] has accepted the responsibility of verifying the location and activities of

Jim [name of cleric] during the aforementioned time frame.

[see attached correspondence]

1. Contacts with minors by Jim [name of cleric] must be in the presence of [redacted] [name of travel monitor]. Inappropriate situations and locations incompatible with a priestly lifestyle are to be avoided.
2. [redacted] [name of travel monitor] may be asked to attest to the activities and whereabouts of Jim [cleric name] over [redacted] [aforementioned time frame].
3. As previously noted, the date of return to Jim's [cleric name] residence has been scheduled for 12-25-05 [aforementioned return date].  
However, due to weather conditions or emergencies that may arise, the date may be changed. In the event of such a circumstance, should the original plans be substantially changed, please contact PRA at [312] 751-5205.

Cleric Signature: James M. Ray Date: 6 December 2005

PRA Signature: [Signature] Date: 12/9/05

A copy of this document will be provided to the cleric. The original will be placed in the cleric's file in the Office of Professional Responsibility and a copy will be placed in the cleric's file in the Vicar for Priests' Office.

Revised 8/28/03

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DEC 6 2005

**ARCHDIOCESE OF CHICAGO TRAVEL/VACATION NOTIFICATION**

ARCHDIOCESE OF CHICAGO  
OFFICE OF PROFESSIONAL RESPONSIBILITY

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Jim RAY [name of cleric] has informed this office that he will be traveling to  
Boyne Mountain, MI [destination address and contact phone number] from  
1-8-06 [departure date] through 1-15-06 [return date].

Jim [name of cleric] will be monitored by  
[redacted] [name of travel monitor]. [redacted] [name of

travel monitor] has accepted the responsibility of verifying the location and activities of  
Jim [name of cleric] during the aforementioned time frame.

*[see attached correspondence]*

1. Contacts with minors by Jim [name of cleric] must be in the presence of [redacted] [name of travel monitor]. Inappropriate situations and locations incompatible with a priestly lifestyle are to be avoided.
2. [redacted] [name of travel monitor] may be asked to attest to the activities and whereabouts of Jim [cleric name] over [redacted] [aforementioned time frame].
3. As previously noted, the date of return to Jim's [cleric name] residence has been scheduled for 1-15-06 [aforementioned return date].  
However, due to weather conditions or emergencies that may arise, the date may be changed. In the event of such a circumstance, should the original plans be substantially changed, please contact PRA at [312] 751-5205.

Cleric Signature: [Signature] Date: 6 December, 2005

PRA Signature: [Signature] Date: 12/9/05

A copy of this document will be provided to the cleric. The original will be placed in the cleric's file in the Office of Professional Responsibility and a copy will be placed in the cleric's file in the Vicar for Priests' Office.

Revised 8/28/03

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DEC 6 2005

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ARCHDIOCESE OF CHICAGO  
OFFICE OF PROFESSIONAL RESPONSIBILITY

Jim RAY [name of cleric] has informed this office that he will be traveling to

Celebrity Cruise from Florida [destination address and contact phone number] from

2-17-06 [departure date] through 2-26-06 [return date].

Jim [name of cleric] will be monitored by

[redacted] [name of travel monitor]. [redacted] [name of

travel monitor] has accepted the responsibility of verifying the location and activities of

Jim [name of cleric] during the aforementioned time frame.

*[see attached correspondence]*

1. Contacts with minors by Jim [name of cleric] must be in the presence of [redacted] [name of travel monitor]. Inappropriate situations and locations incompatible with a priestly lifestyle are to be avoided.

2. [redacted] [name of travel monitor] may be asked to attest to the activities and whereabouts of Jim [cleric name] over [redacted] [aforementioned time frame].

3. As previously noted, the date of return to Jim [cleric name] residence has been scheduled for 2-26-06 [aforementioned return date].

However, due to weather conditions or emergencies that may arise, the date may be changed. In the event of such a circumstance, should the original plans be substantially changed, please contact PRA at [312] 751-5205.

Cleric Signature: James M. Ray Date: 6 December, 2005

PRA Signature: [Signature] Date: 12/9/05

A copy of this document will be provided to the cleric. The original will be placed in the cleric's file in the Office of Professional Responsibility and a copy will be placed in the cleric's file in the Vicar for Priests' Office.

Revised 8/28/03

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MAR 06 2006

ARCHDIOCESE OF CHICAGO  
OFFICE OF PROFESSIONAL RESPONSIBILITY

TRAVEL/VACATION NOTIFICATION

JIM RAY [name of cleric] has informed this office that he will be traveling to  
LAS VEGAS, NV [destination address and contact phone number] from  
3-27-06 [departure date] through 3-31-06 [return date].

JIM [name of cleric] will be monitored by  
[redacted] [name of travel monitor]. [redacted] [name of

travel monitor] has accepted the responsibility of verifying the location and activities of

JIM [name of cleric] during the aforementioned time frame.

[see attached correspondence]

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1. Contacts with minors by JIM [name of cleric] must be in the  
presence of [redacted] [name of travel monitor]. Inappropriate situations  
and locations incompatible with a priestly lifestyle are to be avoided.

2. [redacted] [name of travel monitor] may be asked to attest to the  
activities and whereabouts of JIM [cleric name] over  
[redacted] [aforementioned time frame].

3. As previously noted, the date of return to JIM's [cleric name]  
residence has been scheduled for 3-31-06 [aforementioned return date].

However, due to weather conditions or emergencies that may arise, the date may be  
changed. In the event of such a circumstance, should the original plans be  
substantially changed, please contact PRA at [312] 751-5205.

Cleric Signature: [Signature] Date: 6 March, 2006  
PRA Signature: [Signature] Date: 3/6/06

A copy of this document will be provided to the cleric. The original will be placed in the cleric's file  
in the Office of Professional Responsibility and a copy will be placed in the cleric's file in the Vicar  
for Priests' Office.

Revised 8/28/03

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MAR 06 2006

ARCHDIOCESE OF CHICAGO  
OFFICE OF PROFESSIONAL RESPONSIBILITY

TRAVEL/VACATION NOTIFICATION

JIM RAY [name of cleric] has informed this office that he will be traveling to  
LAUGLIN, NV [destination address and contact phone number] from  
3-17-06 [departure date] through 3-20-06 [return date].

JIM [name of cleric] will be monitored by  
[redacted] [name of travel monitor]. [redacted] [name of  
travel monitor] has accepted the responsibility of verifying the location and activities of

JIM [name of cleric] during the aforementioned time frame.

[see attached correspondence]

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1. Contacts with minors by JIM [name of cleric] must be in the  
presence of [redacted] [name of travel monitor]. Inappropriate situations  
and locations incompatible with a priestly lifestyle are to be avoided.

2. [redacted] [name of travel monitor] may be asked to attest to the  
activities and whereabouts of JIM [cleric name] over  
[redacted] [aforementioned time frame].

3. As previously noted, the date of return to JIM's [cleric name]  
residence has been scheduled for 3-20-06 [aforementioned return date].

However, due to weather conditions or emergencies that may arise, the date may be  
changed. In the event of such a circumstance, should the original plans be  
substantially changed, please contact PRA at [312] 751-5205.

Cleric Signature: [Signature] Date: 6 March 2006

PRA Signature: [Signature] Date: 3/6/06

A copy of this document will be provided to the cleric. The original will be placed in the cleric's file  
in the Office of Professional Responsibility and a copy will be placed in the cleric's file in the Vicar  
for Priests' Office.

Revised 8/28/03



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TRAVEL/VACATION NOTIFICATION

MAR 27 2006

ARCHDIOCESE OF CHICAGO  
OFFICE OF PROFESSIONAL RESPONSIBILITY

Jim RAY [name of cleric] has informed this office that he will be traveling to  
Washington D.C. [destination address and contact phone number] from  
4-21-06 [departure date] through 4-25-06 [return date].

Jim [name of cleric] will be monitored by  
[redacted] [name of travel monitor]. [redacted] [name of  
travel monitor] has accepted the responsibility of verifying the location and activities of

Jim R [name of cleric] during the aforementioned time frame.

[see attached correspondence]

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1. Contacts with minors by Jim R [name of cleric] must be in the presence of [redacted] [name of travel monitor]. Inappropriate situations and locations incompatible with a priestly lifestyle are to be avoided.
2. [redacted] [name of travel monitor] may be asked to attest to the activities and whereabouts of Jim R [cleric name] over [redacted] [aforementioned time frame].
3. As previously noted, the date of return to Jim R's [cleric name] residence has been scheduled for 4-25-06 [aforementioned return date]. However, due to weather conditions or emergencies that may arise, the date may be changed. In the event of such a circumstance, should the original plans be substantially changed, please contact PRA at [312] 751-5205.

Cleric Signature: [Signature] Date: 26 March, 2006

PRA Signature: [Signature] Date: 3/27/06

A copy of this document will be provided to the cleric. The original will be placed in the cleric's file in the Office of Professional Responsibility and a copy will be placed in the cleric's file in the Vicar for Priests' Office.

Revised 8/28/03

ARCHDIOCESE OF CHICAGO

Office of Professional Responsibility



P.O. Box 1979  
Chicago, Illinois 60690-1979

(312) 751-5205  
Fax: (312) 751-5279  
www.archchicago.org

April 3, 2006

Rev. James Ray  
Cardinal Stritch Retreat House  
P.O. Box 455  
Mundelein, Illinois 60060-0455

Dear Fr. Ray,

I want to thank you again for meeting with Revs. Vincent Costello and Edward Grace and myself at the Cardinal Stritch Retreat House on March 22, 2006 to review the enclosed Individual Specific Protocols [ISP].

As we discussed on March 22<sup>nd</sup>, I am returning the ISP and the related forms that we reviewed to you and have forwarded copies to your canonical advocate as well. I ask that you review and discuss the ISP with your counsel and then return the signed protocol to me no later than April 17, 2006.

If you have any questions, please feel free to contact me at [312] 751-5205 or Fr. Grace at [312] 642-1837.

Sincerely,

A handwritten signature in black ink that reads "Leah McCluskey". The signature is fluid and cursive, with a long, sweeping underline that extends to the right.

Leah McCluskey  
Professional Responsibility Administrator

Enclosure

Cc Rev. Edward Grace, Vicar for Priests  
Rev. Michael P. Joyce, CM, canonical advocate

AOC 01932

**SUMMARY TIME LINE OF ALLEGATION**



	<b>ACCUSED</b>	<b>ACCUSER</b>
<b>Name:</b>	Rev. James Ray	[REDACTED]
<b>Address:</b>	Cardinal Stritch Retreat House Mundelein, IL	[REDACTED]
<b>Date of Birth:</b>	[REDACTED]	[REDACTED]
<b>Current age:</b>	56	[REDACTED]
<b>Name of civil attorney:</b>	N/A	N/A

---

**Date of Ordination [of accused]:** 5/14/75

**Location:** Mundelein

**Age at ordination:** 26

**Assignment location of accused:** N/A

**Status of accused:** Withdrawn from ministry

**Name of canonical advocate:** Rev. Michael P. Joyce, CM

---

**Date allegation received by PRA:** 10/11/99

**Date allegation formalized with PRA:** 10/12/99

**Date of initial incident of alleged abuse:** 1976

**Date of last incident of alleged abuse:** 1982

**Approximate number of incidents of alleged abuse:** numerous

---

**Brief summary of alleged abuse:** Fr. Ray touched [REDACTED] genitals under clothing; [REDACTED] was allowed to stay overnight with Fr. Ray

**Brief summary and date of response from accused:** 10/22/99

**Stage of disposition by Professional Responsibility Review Board:** 11/99—review by Review Board determined that Fr. Ray was not to be alone with minors without a responsible adult present

---

**Additional allegations made by accuser:** None

---

**ADDITIONAL ALLEGATIONS AGAINST ACCUSED**

**Name of accuser:** [REDACTED]

**Date of Birth:** [REDACTED]

**Current age:** [REDACTED]

**Name of civil attorney:** [REDACTED]

**Date allegation received by PRA:** 5/21/90

**Date allegation formalized with PRA:**

**Date of initial incident of alleged abuse:**

**Date of last incident of alleged abuse:**

**Approximate number of incidents of alleged abuse:**

---

**Brief summary of alleged abuse:** Allegation made by victim's attorney in letter written to diocese

**Brief summary and date of response from accused:**

**Stage of disposition by Professional Responsibility Review Board:** this matter did not go before the Review Board; however it was substantiated by an Administrative Review as the Review Board was not established until 1992

---

**Additional allegations made by accuser:** None

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**ADDITIONAL ALLEGATIONS AGAINST ACCUSED**

**Name of accuser:** [REDACTED]

**Date of Birth:**

**Current age:**

**Name of civil attorney:**

**Date allegation received by PRA:** 11/20/91

**Date allegation formalized with PRA:**

**Date of initial incident of alleged abuse:** 1974/1975

**Date of last incident of alleged abuse:** 1974/1975

**Approximate number of incidents of alleged abuse:** one

---

**Brief summary of alleged abuse:** [REDACTED] Fr. Ray took [REDACTED] to the rectory and asked that he sit on his lap. Fr. Ray bounced [REDACTED] around and got erection; [REDACTED] reported this only happened one time

**Brief summary and date of response from accused:**

**Stage of disposition by Professional Responsibility Review Board:**

---

**Additional allegations made by accuser:** None

---

**Signature of PRA:**  **Date:** 4/13/06

**From:** Jan Slattery  
**To:** McCluskey, Leah  
**Date:** 4/19/2006 2:34:34 PM  
**Subject:** Virtus training

Leah,

Richard Hudzik [REDACTED] have both attended the Virtus training.

Jan

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APR 19 2006

TRAVEL/VACATION NOTIFICATION

ARCHDIOCESE OF CHICAGO  
OFFICE OF PROFESSIONAL RESPONSIBILITY

JIM RAY [name of cleric] has informed this office that he will be traveling to  
Harrah's Laughlin, NV 1-800-HARRAH5 [destination address and contact phone number] from  
5-15-06 [departure date] through 5-19-06 [return date].

Jim [name of cleric] will be monitored by  
[redacted] [name of travel monitor]. [redacted] [name of  
travel monitor] has accepted the responsibility of verifying the location and activities of

Jim [name of cleric] during the aforementioned time frame.

[see attached correspondence]

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1. Contacts with minors by Jim [name of cleric] in the presence of [redacted] [name of travel monitor]. Inappropriate situations and locations incompatible with a priestly lifestyle are to be avoided.

2. [redacted] [name of travel monitor] may be asked to attest to the activities and whereabouts of Jim [cleric name] over [redacted] [aforementioned time frame].

3. As previously noted, the date of return to Jim's [cleric name] residence has been scheduled for 5-19-06 [aforementioned return date].

However, due to weather conditions or emergencies that may arise, the date may be changed. In the event of such a circumstance, should the original plans be substantially changed, please contact PRA at [312] 751-5205.

Cleric Signature: [Signature] Date: 19 April 2006  
PRA Signature: [Signature] Date: 4/19/06


A copy of this document will be provided to the cleric. The original will be placed in the cleric's file in the Office of Professional Responsibility and a copy will be placed in the cleric's file in the Vicar for Priests' Office.



<p><b>COPY</b></p> <p>of an original document from the files of  <b>OFFICE OF PROFESSIONAL RESPONSIBILITY</b>  <b>ARCHDIOCESE OF CHICAGO</b></p> <p>This is a red ink stamp!  <b>DO NOT COPY</b></p>	<p><b>Office of Professional Responsibility</b>          676 N. St. Clair, Suite 1910          Chicago, IL 60611          (312) 751-5205</p> <p><b>INDIVIDUAL SPECIFIC PROTOCOLS</b></p> <p>For  <b>Rev. James Ray</b></p>	<p><b>RECEIVED</b></p> <p>MAY 01 2006</p> <p>ARCHDIOCESE OF CHICAGO          OFFICE OF PROFESSIONAL RESPONSIBILITY</p>
--	--	--

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

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

1. The client is restricted from being alone with a minor or minors, that is anyone under the age of 18, without the presence of another responsible adult.
2. 
3.  Continued regular Spiritual Direction with the suggested frequency of \_\_\_ times per week/month (please circle one) as recommended by \_\_\_\_\_ (name of spiritual director). Attendance to Spiritual Direction is to be reflected on "Clergy Daily Log" forms.
4.  The "Clergy Daily Log" to be completed on a daily basis and co-signed by the monitor. The log is a tool that is used for the protection of minors, the cleric, the monitor and the Archdiocese. Although it identifies time periods, it is intended to provide a general record of the day rather than a detailed clock. If you are describing an off-site activity, please include your destination and the general purpose of the visit or activity. For example, it is enough to indicate that you did personal shopping at a given Shopping Center rather than the details of each individual store. However, if your self-description is challenged or a complaint is lodged with the Archdiocese, some documentation and verification may be necessary to sufficiently address the situation.
5.  Abide by the assignment of residence to Cardinal Stritch Retreat House

6. P Must complete and submit the "Travel/Vacation Agreement", and obtain concurrence with the Agreement, prior to a scheduled departure. In the event of a prolonged stay in a particular location, the Archdiocese is required to notify the Ordinary of that place of your presence there.

7. [Redacted]

8. No inappropriate use of computers, software, Internet capabilities, communications tools or video technology. The standards articulated in the *Policies and Procedures of the Archdiocese of Chicago* and the *Handbook For Archdiocesan Employees* apply as they do to all Archdiocesan personnel.

9. No ministerial participation in the public celebration of the Eucharist or any other Sacrament or Sacramental without the prior, written permission of the Vicar for Priests.

10. Refrain from wearing any garb that would give the appearance of, or seem to infer, a priest/deacon who has canonical faculties and is currently assigned to some ministry (e.g., the 'clerical shirt').

11. On-site visits by the PRA and the VP annually to include a meeting with the cleric.

This Individual Specific Protocol is to be reviewed annually with PRA, VP, and the cleric. Also, there can be additional, written notations tailored to the needs of a specific situation which are signed by all parties and appended to this document. Any change or alteration to this agreement will involve consultation with the cleric, his monitor, the PRA, and the VP. The cleric, his monitor, the PRA, or the VP can initiate the discussion for change or alteration, or request that this Individual Specific Protocol be reviewed by the Professional Responsibility Review Board. At the discretion of any of the parties, the legal and/or canonical counsel of the cleric may be involved in the discussions.

I have reviewed, understand, and agree to all of these individual specific Protocols.

Signed: James M. Ray Date: 15 April, 2006

Printed Name: JAMES M. RAY

Signature of PRA: [Signature] Date: 5/1/06

Signature of VP: Edward D. Grose Date: 5/3/06

Additional, written notations appended to this document? yes  no

(Revised 1/XII/04)

ARCHDIOCESE OF CHICAGO

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Office of Professional Responsibility



P.O. Box 1979  
Chicago, Illinois 60690-1979

(312) 751-5205  
Fax: (312) 751-5279  
www.archchicago.org

May 10, 2006

Rev. James Ray  
P.O. Box 455  
Mundelein, Illinois 60060-0455

Dear Fr. Ray,

Enclosed with this letter is a copy of your current completed and signed Individual Specific Protocol. Please note that copies of this document have also been sent to your canonical advocate, Vicar for Priests, and to your on-site monitor Deacon Richard Hudzik.

If you have any questions, please feel free to contact me at [312] 751-5205.

Sincerely,

A handwritten signature in cursive script, appearing to read "Leah McCluskey".

Leah McCluskey  
Professional Responsibility Administrator

Enclosure

Cc: Rev. Edward Grace, Vicar for Priests ✓  
Deacon Richard Hudzik, On-site Monitor  
Rev. Michael P. Joyce, CM, Canonical Advocate

AOC 019331

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**TRAVEL/VACATION NOTIFICATION**

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**MAY 22 2006**

ARCHDIOCESE OF CHICAGO  
OFFICE OF PROFESSIONAL RESPONSIBILITY

JIM RAY [name of cleric] has informed this office that he will be traveling to  
MILAN, ITALY [destination address and contact phone number] from  
6-6-06 [departure date] through 6-14-06 [return date].

JIM [name of cleric] will be monitored by  
[redacted] [name of travel monitor]. They [name of  
travel monitor] has <sup>ye</sup> accepted the responsibility of verifying the location and activities of  
JIM [name of cleric] during the aforementioned time frame.

*[see attached correspondence]*

1. Contacts with minors by JIM [name of cleric] must be in the presence of [redacted] [name of travel monitor]. Inappropriate situations and locations incompatible with a priestly lifestyle are to be avoided.
2. They [name of travel monitor] may be asked to attest to the activities and whereabouts of JIM [cleric name] over \_\_\_\_\_ [aforementioned time frame].
3. As previously noted, the date of return to JIM's [cleric name] residence has been scheduled for 6-14-06 [aforementioned return date].  
However, due to weather conditions or emergencies that may arise, the date may be changed. In the event of such a circumstance, should the original plans be substantially changed, please contact PRA at [312] 751-5205.

Cleric Signature: James M. Ray Date: 22 May, 2006

PRA Signature: [redacted] Date: 5/30/06

A copy of this document will be provided to the cleric. The original will be placed in the cleric's file in the Office of Professional Responsibility and a copy will be placed in the cleric's file in the Vicar for Priests' Office.

Revised 8/28/03

**ARCHDIOCESE OF CHICAGO  
PAYROLL AUTHORIZATION/CHANGE FORM/PAYROLL SET UP  
ARCHDIOCESE PRIESTS**

JUN 22 2006  
4R

Rev. James  
Last Name, First, Middle Initial      [Redacted]  
Social Security Number      201323  
Employee Number

Active F/T  Active P/T \_\_\_\_\_ Active P/T Benefits \_\_\_\_\_ Position \_\_\_\_\_

Ordination Date 1975 Transfer to P.C. \_\_\_\_\_ Date Transfer from Agency/Parish/School# \_\_\_\_\_

Dept. Name \_\_\_\_\_ No. 10152 Agency \_\_\_\_\_ No. 10411

31  
yr.

Pay through payroll  
Regular Salary (Compensation Book) \$ 24,240  
Other: Type \_\_\_\_\_ \$ \_\_\_\_\_

Effective Date: July 1, 2006

-10% \$ 2,424

Non-Payroll Compensation  
Type \_\_\_\_\_ \$ \_\_\_\_\_

Total through Payroll \$ 21,816

Total Non-Payroll \$ \_\_\_\_\_

Comments Cardinal requested 10% reduction

Birth Date \_\_\_\_\_ EEOC: OM \_\_\_\_\_ PR \_\_\_\_\_ OC \_\_\_\_\_ SW \_\_\_\_\_ SL \_\_\_\_\_ ADM \_\_\_\_\_ Other \_\_\_\_\_ Veteran \_\_\_\_\_

Home Phone \_\_\_\_\_ Work Phone \_\_\_\_\_ Handicap: Yes \_\_\_\_\_ No \_\_\_\_\_

Mailing Address \_\_\_\_\_

Street, City, State, Zip Code \_\_\_\_\_

Dental Insurance: Yes \_\_\_\_\_ No \_\_\_\_\_ Name of Dental Plan \_\_\_\_\_

Payroll Direct Deposit: Yes \_\_\_\_\_ No \_\_\_\_\_ Forms attached: Yes \_\_\_\_\_ No \_\_\_\_\_ Federal/State Taxes: Yes \_\_\_\_\_ No \_\_\_\_\_ Forms attached: Yes \_\_\_\_\_ No \_\_\_\_\_

Defined Contribution Plan (AETNA) Yes \_\_\_\_\_ No \_\_\_\_\_ Amount per year \$ \_\_\_\_\_

**TRANSFERS – EFFECTIVE DATE**

Transfer From \_\_\_\_\_ To \_\_\_\_\_  
Name Parish #, School #, or Agency #      Personnel Services – Interim Salary #

Transfer From \_\_\_\_\_ To \_\_\_\_\_  
Personnel Services – Interim Salary #      Name Parish #, School #, or Agency #

Transfer From \_\_\_\_\_ To \_\_\_\_\_  
Location      Location

Termination/Resignation/Date \_\_\_\_\_ Reason \_\_\_\_\_

Agency Director/Date  
[Signature] 7/3/06  
Chancellor/Date

Department Director/Date  
[Signature] 6/22/06  
Director, Personnel Services/Date

Director, Human Resources/Date

Original: Payroll

Yellow: Human Resources

Pink: Agency

Gold: Benefits

Rev. 5/04

RECEIVED

AUG 03 2006

TRAVEL/VACATION NOTIFICATION

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

ARCHDIOCESE OF CHICAGO OFFICE OF PROFESSIONAL RESPONSIBILITY

JIM RAY [name of cleric] has informed this office that he will be traveling to [destination address and contact phone number] 2209 Beaumont Ct, Aurora

[redacted] from 8-5-06 [departure date]

through 8-6-06 [return date]. Jim [name of cleric]

will be chaperoned by [redacted] [name of chaperone]. PRA may contact

the chaperone at the following phone number prior to departure [redacted]. The

identified chaperone has accepted the responsibility of verifying the location and

activities of Jim [name of cleric] during the aforementioned time frame.

1. Contacts with minors by Jim [name of cleric] must be in the presence of the identified chaperone. Inappropriate situations and locations incompatible with a priestly lifestyle are to be avoided.

2. The identified chaperone may be asked to attest to the activities and whereabouts of Jim [cleric name] over the aforementioned time period of travel.

3. As previously noted, the date of return to Jim [cleric name]'s residence has been scheduled for 8-6-06 [aforementioned return date].

However, due to weather conditions or emergencies that may arise, the date may be changed. In the event of such a circumstance, should the original plans be substantially changed, please contact PRA at [312] 751-5205.

Cleric Signature: [Signature] Date: 3 August, 2006

PRA Signature: [Signature] Date: did not speak w/ chaperone prior to departure

A copy of this document will be provided to the cleric. The original will be placed in the cleric's file in the Office of Professional Responsibility and a copy will be placed in the cleric's file in the Vicar for Priests' Office.

COPY of an original document from the files of ARCHDIOCESE OF CHICAGO OFFICE OF PROFESSIONAL RESPONSIBILITY This is a red ink stamp DO NOT COPY

Revised 3/28/06

TRAVEL/VACATION NOTIFICATION

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

JIM RAY [name of cleric] has informed this office that he will be traveling to
[destination address and contact phone number] Sunrise Beach, MO
[redacted] from 8-10-06 [departure date] (Lake of the Ozarks)
through 8-15-06 [return date]. Jim [name of cleric]
will be chaperoned by [redacted] [name of chaperone]. PRA may contact
the chaperone at the following phone number prior to departure [redacted]. The
identified chaperone has accepted the responsibility of verifying the location and
activities of Jim [name of cleric] during the aforementioned time
frame.

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- 1. Contacts with minors by Jim [name of cleric] must be in the
presence of the identified chaperone. Inappropriate situations and locations
incompatible with a priestly lifestyle are to be avoided.
2. The identified chaperone may be asked to attest to the activities and whereabouts of
Jim [cleric name] over the aforementioned time period of travel.
3. As previously noted, the date of return to Jim [cleric name]'s
residence has been scheduled for 8-15-06 [aforementioned return date].
However, due to weather conditions or emergencies that may arise, the date may be
changed. In the event of such a circumstance, should the original plans be
substantially changed, please contact PRA at [312] 751-5205.

Cleric Signature: Stephen M. Ray Date: 21 August, 2006
PRA Signature: Paul McElvany Date: 9/11/06 did not call chaperone

A copy of this document will be provided to the cleric. The original will be placed in the cleric's file
in the Office of Professional Responsibility and a copy will be placed in the cleric's file in the Vicar
for Priests' Office.

Revised 3/28/06

SEP 25 2006

TRAVEL/VACATION NOTIFICATION

ARCHDIOCESE OF CHICAGO  
OFFICE OF PROFESSIONAL RESPONSIBILITY

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

JIM RAY [name of cleric] has informed this office that he will be traveling to  
[destination address and contact phone number] West Linn, OR

[REDACTED] from 10-26-06 [departure date]

through 11-6-06 [return date]. Jim [name of cleric]

will be chaperoned by [REDACTED] [name of chaperone]. PRA may contact  
the chaperone at the following phone number prior to departure [REDACTED]. The

identified chaperone has accepted the responsibility of verifying the location and  
activities of JIM [name of cleric] during the aforementioned time  
frame.

**COPY**  
of an original document from the files of  
**OFFICE OF PROFESSIONAL RESPONSIBILITY**

1. Contacts with minors by Jim [name of cleric] must be in the  
presence of the identified chaperone. Inappropriate situations and locations  
incompatible with a priestly lifestyle are to be avoided.

**ARCHDIOCESE OF CHICAGO**  
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2. The identified chaperone may be asked to attest to the activities and whereabouts of  
JIM [cleric name] over the aforementioned time period of travel.

3. As previously noted, the date of return to Jim's [cleric name]  
residence has been scheduled for 11-6-06 [aforementioned return date].

However, due to weather conditions or emergencies that may arise, the date may be  
changed. In the event of such a circumstance, should the original plans be  
substantially changed, please contact PRA at [312] 751-5205.

Cleric Signature: [Signature] Date: 25 September 2006

PRA Signature: [Signature] Date: 10/4/06 *did not call chaperone*

A copy of this document will be provided to the cleric. The original will be placed in the cleric's file  
in the Office of Professional Responsibility and a copy will be placed in the cleric's file in the Vicar  
for Priests' Office.

Revised 3/28/06



DEC 07 2006

TRAVEL/VACATION NOTIFICATION

ARCHDIOCESE OF CHICAGO  
OFFICE OF PROFESSIONAL RESPONSIBILITY

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

JIM RAY [name of cleric] has informed this office that he will be traveling to  
[destination address and contact phone number] Bartlett, IL

[REDACTED] from 12-24-06 [departure date]

through 12-25-06 [return date], JIM [name of cleric]

will be chaperoned by [REDACTED] [name of chaperone]. PRA may contact  
the chaperone at the following phone number prior to departure [REDACTED] The

identified chaperone has accepted the responsibility of verifying the location and  
activities of JIM [name of cleric] during the aforementioned time  
frame.

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1. Contacts with minors by JIM [name of cleric] must be in the  
presence of the identified chaperone. Inappropriate situations and locations  
incompatible with a priestly lifestyle are to be avoided.

2. The identified chaperone may be asked to attest to the activities and whereabouts of  
JIM [cleric name] over the aforementioned time period of travel.

3. As previously noted, the date of return to JIM's [cleric name]  
residence has been scheduled for 12-25-06 [aforementioned return date].

However, due to weather conditions or emergencies that may arise, the date may be  
changed. In the event of such a circumstance, should the original plans be  
substantially changed, please contact PRA at [312] 751-5205.

Cleric Signature: [Signature] Date: 7 December, 2006

PRA Signature: [Signature] Date: 12/7/06 - did not call chaperone

A copy of this document will be provided to the cleric. The original will be placed in the cleric's file  
in the Office of Professional Responsibility and a copy will be placed in the cleric's file in the Vicar  
for Priests' Office.

Revised 3/28/06

(2)

DEC 07 2006

ARCHDIOCESE OF CHICAGO  
OFFICE OF PROFESSIONAL RESPONSIBILITY

TRAVEL/VACATION NOTIFICATION

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

JIM RAY [name of cleric] has informed this office that he will be traveling to  
[destination address and contact phone number] Boyer Mountain, MI

[REDACTED] from 1-7-07 [departure date]

through 1-14-07 [return date]. Jim [name of cleric]

will be chaperoned by [REDACTED] [name of chaperone]. PRA may contact  
the chaperone at the following phone number prior to departure [REDACTED]. The

identified chaperone has accepted the responsibility of verifying the location and  
activities of Jim [name of cleric] during the aforementioned time  
frame.

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OFFICE OF PROFESSIONAL RESPONSIBILITY

ARCHDIOCESE OF CHICAGO

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1. Contacts with minors by Jim [name of cleric] must be in the  
presence of the identified chaperone. Inappropriate situations and locations  
incompatible with a priestly lifestyle are to be avoided.

2. The identified chaperone may be asked to attest to the activities and whereabouts of  
Jim [cleric name] over the aforementioned time period of travel.

3. As previously noted, the date of return to Jim's [cleric name]  
residence has been scheduled for 1-7-07 [aforementioned return date].

However, due to weather conditions or emergencies that may arise, the date may be  
changed. In the event of such a circumstance, should the original plans be  
substantially changed, please contact PRA at [312] 751-5205.

Cleric Signature: [Signature] Date: 7 December, 2006

PRA Signature: [Signature] Date: 12/7/06 *did not call chaperone*

A copy of this document will be provided to the cleric. The original will be placed in the cleric's file  
in the Office of Professional Responsibility and a copy will be placed in the cleric's file in the Vicar  
for Priests' Office.

Revised 3/28/06

1/6/07  
Sent to  
CSR Mt. Cnp

RECEIVED

JAN 17 2007

TRAVEL/VACATION NOTIFICATION

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

OFFICE OF CHICAGO  
OFFICE OF PROFESSIONAL RESPONSIBILITY

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ARCHDIOCESE OF CHICAGO

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JIM RAY [name of cleric] has informed this office that he will be traveling to

[destination address and contact phone number] Weslaco, TX to visit [redacted]

[redacted] from 2-6-07 [departure date]

through 2-16-07 [return date], JIM [name of cleric]

will be chaperoned by [redacted] [name of chaperone]. PRA may contact

the chaperone at the following phone number prior to departure [redacted]. The

identified chaperone has accepted the responsibility of verifying the location and

activities of JIM [name of cleric] during the aforementioned time

frame.

1. Contacts with minors by JIM [name of cleric] must be in the presence of the identified chaperone. Inappropriate situations and locations incompatible with a priestly lifestyle are to be avoided.

2. The identified chaperone may be asked to attest to the activities and whereabouts of JIM [cleric name] over the aforementioned time period of travel.

3. As previously noted, the date of return to JIM's [cleric name] residence has been scheduled for 2-16-07 [aforementioned return date].

However, due to weather conditions or emergencies that may arise, the date may be changed. In the event of such a circumstance, should the original plans be substantially changed, please contact PRA at [312] 751-5205.

Cleric Signature: James M. Ray Date: 18 January, 2007

PRA Signature: [Signature] Date: 2/5/07

A copy of this document will be provided to the cleric. The original will be placed in the cleric's file in the Office of Professional Responsibility and a copy will be placed in the cleric's file in the Vicar for Priests' Office.

Revised 3/28/06

2/5/07 - PRA spoke w/ [redacted] confirmed all info. + Fr. Ray's restrictions. Will be staying in retirement community

in Texas w/ friends.

ARCHDIOCESE OF CHICAGO

**COPY**

Office of Professional Responsibility



Post Office Box 1979  
Chicago, Illinois 60690-1979  
1-800-994-6200  
312-751-5279 (fax)

Leah R. McCluskey, MSW, LSW  
Administrator  
312-751-5205  
lmcccluskey@archchicago.org

Patricia J. Zacharias, LCPC, CADC, CEAP  
Assistant Administrator  
312-867-8793  
pzacharias@archchicago.org

January 19, 2007

Rev. James Ray  
P.O. Box 455  
Mundelein, Illinois 60060-0455

Dear Fr. Ray,

I am writing to you in regards to the **TRAVEL/VACATION NOTIFICATION** form that you have agreed to fill out and return to me three weeks prior to any planned overnight absence from your residence of the Cardinal Stritch Retreat House. Upon filling out the form, please provide a copy to Deacon Richard Hudzik prior to sending it to my office. This is to ensure that Deacon Hudzik is aware of your planned overnight absence in the event that he does not receive a copy of the notification form from my office prior to any planned departure. I have enclosed a blank copy of the notification form with this letter.

Rev. Edward Grace and I will be in contact with you regarding any future additional changes to your Individual Specific Protocol, Daily Log, and/or Travel/Vacation notification forms. If you have any questions, please feel free to contact me at [312] 751-5205.

Sincerely,

Handwritten signature of Leah McCluskey in black ink.  
Leah McCluskey  
Professional Responsibility Administrator

Enclosure

Cc Rev. Edward Grace, Vicar for Priests  
Deacon Richard Hudzik  
Rev. Michael P. Joyce, CM, canonical advocate  
Rev. Daniel A. Smilanic, Cardinal's Delegate to the Review Board

AOC 019340

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FEB 05 2007

ARCHDIOCESE OF CHICAGO  
OFFICE OF PROFESSIONAL RESPONSIBILITY

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TRAVEL/VACATION NOTIFICATION

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

No. 0100 P. 1

Feb. 5. 2007 3:24PM Cardinal Stritch Retreat House

Correct #

JIM RAY [name of cleric] has informed this office that he will be traveling to

[destination address and contact phone number] GALENA, IL

[redacted] from 2-23-07 [departure date]

through 2-25-07 [return date]. JIM [name of cleric]

will be chaperoned by [redacted] [name of chaperone]. PRA may contact

the chaperone at the following phone number prior to departure: [redacted]

identified chaperone has accepted the responsibility of verifying the location and

activities of JIM [name of cleric] during the aforementioned time

frame.

1. Contacts with minors by JIM [name of cleric] must be in the presence of the identified chaperone. Inappropriate situations and locations incompatible with a priestly lifestyle are to be avoided.

2. The identified chaperone may be asked to attest to the activities and whereabouts of JIM [cleric name] over the aforementioned time period of travel.

3. As previously noted, the date of return to JIM's [cleric name] residence has been scheduled for 2-25-07 [aforementioned return date].

However, due to weather conditions or emergencies that may arise, the date may be changed. In the event of such a circumstance, should the original plans be substantially changed, please contact PRA at [312] 751-5205.

Cleric Signature: James M. Ray Date: 5 February, 2007

PRA Signature: [redacted] Date: 2/23/07

A copy of this document will be provided to the cleric. The original will be placed in the cleric's file in the Office of Professional Responsibility and a copy will be placed in the cleric's file in the Vicar for Priests' Office.

Revised 3/28/06

PRA tried to call [redacted] on 2/5/07 and 2/8/07 to confirm info. Unable to reach and/or leave message.

Tried to call 2/12/07. Same recording - unable to leave message.

2/12/07 - called Jim Ray @ a diff. phone # 4 [redacted]. Requested return call.

2/13/07 - spoke w/ Fr. Ray. Will check phone # + call back.

2/21/07 - still can't reach -> called Fr. Ray to clarify # is [redacted]

2/21/07 - message stating that all circuits are busy - can't leave a message (called 3xs)

2/22/07 - left a voicemail + requested return call

2/23/07 - I spoke w/ [redacted] she confirmed that Fr. Ray was staying w/ them in Galena as stated; I reviewed Fr. Ray's restrictions w/ her

AOC 019341

**ADDITIONAL ALLEGATIONS AGAINST ACCUSED**

**Name of accuser:** [REDACTED]

**Date of Birth:**

**Current age:**

**Name of civil attorney:**

**Date allegation received:** 11/20/91

**Date allegation formalized:**

**Date of initial incident of alleged abuse:** 1974/1975

**Date of last incident of alleged abuse:** 1974/1975

**Approximate number of incidents of alleged abuse:** one

---

**Brief summary of alleged abuse:** [REDACTED]

[REDACTED] Fr. Ray bounced [REDACTED] around and got erection; [REDACTED] reported this only happened one time

**Brief summary and date of response from accused:**

**Stage of disposition by Review Board:**

---

**Additional allegations made by accuser:** None

---

**Signature of Director:**



**Date:**

4/12/07

### Victim Statement Abstract

This abstract supplements a brief summary recording the details of Victim JT's allegation of abuse against Fr. James Ray. According to the summary, prepared by Leah McCluskey, Director of the Archdiocese of Chicago's Office for Child Abuse Investigations and Review on April 12, 2007, Victim JT alleged a single incident of alleged abuse by Ray. The incident occurred at the St. Anastasia rectory in approximately 1974 or 1975.

**COPY**

ARCHDIOCESE OF CHICAGO

Office for the Protection of Children and Youth  
Office of Assistance Ministry  
Office for Child Abuse Investigations and Review  
Safe Environment Office



P. O. Box 1979  
Chicago, Illinois 60690-1979  
312-751-5254, general  
312-751-8307, fax

**HAND DELIVERED**

April 13, 2007

Deacon Richard Hudzik  
Cardinal Stritch Retreat House  
P.O. Box 455  
Mundelein, Illinois 60060-0455

Dear Deacon Hudzik,

Enclosed with this letter is a copy of the summary of allegations of the sexual abuse of minors against Rev. James Ray that have been received by the Office for Child Abuse Investigations and Review to date. You will also find copies of the most recent "Clergy Daily Log" and "Travel/Vacation Notification" forms that Fr. Ray will be directed to use as a client of this office.

As you know, one of our Vicars for Priests Rev. Edward Grace and myself are scheduled to meet with Fr. Ray today to review with him his updated Individual Specific Protocol [ISP]. Once I have a signed copy of Fr. Ray's updated ISP, I will forward a copy to you for your information and records.

If you have any questions, please feel free to contact me at [312] 751-5205.

Sincerely,

A handwritten signature in black ink that reads "Leah McCluskey".

Leah McCluskey  
Director, Office for Child Abuse Investigations and Review

Cc Rev. Edward Grace, Vicar for Priests  
Rev. Daniel Smilanic, Cardinal's Delegate to the Review Board

AOC 019344



RECEIVED  
MAY 30 2007

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

INDIVIDUAL SPECIFIC PROTOCOLS  
For  
Rev. James Ray

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

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

1. The client is restricted from being alone with a minor or minors, that is anyone under the age of 18, without the presence of another responsible adult.

2.

3.

4. (W) The "Clergy Daily Log" to be completed on a daily basis and co-signed by the on-site supervisor. The log is a tool that is used for the protection of minors, the cleric, the on-site supervisor and the Archdiocese. Although it identifies time periods, it is intended to provide a general record of the day rather than a detailed clock. If you are describing an off-site activity, please include your destination and the general purpose of the visit or activity. For example, it is enough to indicate that you did personal shopping at a given Shopping Center rather than the details of each individual store. However, if your self-description is challenged or a complaint is lodged with the Archdiocese, some documentation and verification may be necessary to sufficiently address the situation.

5. (D) Abide by the assignment of residence to Cardinal Stritch Retreat House, Mundelein, IL.

6. u Must complete and submit the "Travel/Vacation Agreement," and obtain concurrence with the Agreement, prior to a scheduled departure. In the event of a prolonged stay in a particular location, the Archdiocese is required to notify the Ordinary of that place of your presence there.



8. No inappropriate use of computers, software, Internet capabilities, communications tools or video technology. The standards articulated in the *Policies and Procedures of the Archdiocese of Chicago* and the *Handbook For Archdiocesan Employees* apply as they do to all Archdiocesan personnel.

9. No ministerial participation in the public celebration of the Eucharist or any other Sacrament or Sacramental without the prior, written permission of the Vicar for Priests.

10. Refrain from wearing any garb that would give the appearance of, or seem to infer, a priest/deacon who has canonical faculties and is currently assigned to some ministry (e.g., the 'clerical shirt').

11. On-site visits by the Director and the VP annually to include a meeting with the cleric.

This Individual Specific Protocol is to be reviewed annually with the Director, VP, and the cleric. Also, there can be additional, written notations tailored to the needs of a specific situation which are signed by all parties and appended to this document. Any change or alteration to this agreement will involve consultation with the cleric, his on-site supervisor, the Director, and the VP. The cleric, his on-site supervisor, the Director, or the VP can initiate the discussion for change or alteration, or request that this Individual Specific Protocol be reviewed by the independent Review Board. At the discretion of any of the parties, the legal and/or canonical counsel of the cleric may be involved in the discussions.

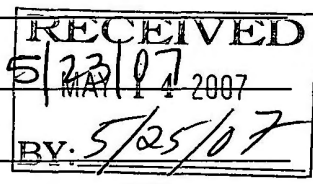
I have reviewed, understand, and agree to all of these individual specific Protocols.

Signed: James M. Ray Date: 15 May, 2007

Printed Name: JAMES M. RAY

Signature of Director: [Signature] Date: 5/23/07

Signature of VP: [Signature] Date: 5/25/07



Additional, written notations appended to this document? yes  no

(Revised 4/5/07)

# ARCHDIOCESE OF CHICAGO

Office for the Protection of Children and Youth  
Office of Assistance Ministry  
Office for Child Abuse Investigations and Review  
Safe Environment Office



P. O. Box 1979  
Chicago, Illinois 60690-1979  
312-751-5388  
312-751-8307, fax

May 31, 2007

Rev. James Ray  
P.O. Box 455  
Mundelein, Illinois 60060-0455

Dear Fr. Ray,

I wanted to thank you again for taking the time to meet with Rev. Vincent Costello, Rev. Edward Grace, and myself last month to review the enclosed Individual Specific Protocols [ISP].

As we discussed on April 13<sup>th</sup>, I am returning the ISP and the related forms that we reviewed to you and have forwarded copies to your canonical advocate as well. I ask that you review and discuss the ISP with your counsel and then return the signed protocol to me by June 14, 2007.

If you have any questions, please feel free to contact me at [312] 751-5205 or Fr. Grace at [312] 642-1837.

Sincerely,

A handwritten signature in black ink, appearing to read "Leah McCluskey".

Leah McCluskey  
Director, Office for Child Abuse Investigations and Review

Enclosures

cc Rev. Edward Grace, Vicar for Priests  
Rev. Michael P. Joyce, CM, canonical advocate

AOC 019347

**ARCHDIOCESE OF CHICAGO  
PAYROLL AUTHORIZATION/CHANGE FORM/PAYROLL SET UP  
ARCHDIOCESE PRIESTS**

Ray, James  
Last Name, First, Middle Initial      [Redacted] Social Security Number      201323 Employee Number

Active F/T  Active P/T \_\_\_\_\_ Active P/T Benefits \_\_\_\_\_ Position \_\_\_\_\_

Ordination Date 1975 Transfer to P.C. \_\_\_\_\_ Date Transfer from Agency/Parish/School# \_\_\_\_\_

Dept. Name \_\_\_\_\_ No. 10152 Agency \_\_\_\_\_ No. 10411

Pay through payroll		Effective Date: <u>July 1, 2007</u>
Regular Salary (Compensation Book)	\$ <u>25,290</u>	Non-Payroll Compensation
Other: Type		Type
	\$ _____	\$ _____
<u>-10%</u>	\$ <u>2,529</u>	\$ _____
	\$ _____	\$ _____
	\$ _____	\$ _____
Total through Payroll	\$ <u>22,761</u>	Total Non-Payroll
		\$ _____

Comments 10% reduction in salary per Cardinal George

Birth Date \_\_\_\_\_ EEOC: OM \_\_\_\_\_ PR \_\_\_\_\_ OC \_\_\_\_\_ SW \_\_\_\_\_ SL \_\_\_\_\_ ADM \_\_\_\_\_ Other \_\_\_\_\_ Veteran \_\_\_\_\_  
 Home Phone \_\_\_\_\_ Work Phone \_\_\_\_\_ Handicap: Yes \_\_\_\_\_ No \_\_\_\_\_  
 Mailing Address \_\_\_\_\_  
 Street, City, State, Zip Code \_\_\_\_\_  
 Dental Insurance: Yes \_\_\_\_\_ No \_\_\_\_\_ Name of Dental Plan \_\_\_\_\_  
 Payroll Direct Deposit: Yes \_\_\_\_\_ No \_\_\_\_\_ Forms attached: Yes \_\_\_\_\_ No \_\_\_\_\_ Federal/State Taxes: Yes \_\_\_\_\_ No \_\_\_\_\_ Forms attached: Yes \_\_\_\_\_ No \_\_\_\_\_  
 Defined Contribution Plan (AETNA) Yes \_\_\_\_\_ No \_\_\_\_\_ Amount per year \$ \_\_\_\_\_

**TRANSFERS – EFFECTIVE DATE** \_\_\_\_\_

Transfer From \_\_\_\_\_ To \_\_\_\_\_  
 Name Parish #, School #, or Agency #      Personnel Services – Interim Salary #

Transfer From \_\_\_\_\_ To \_\_\_\_\_  
 Personnel Services – Interim Salary #      Name Parish #, School #, or Agency #

Transfer From \_\_\_\_\_ To \_\_\_\_\_  
 Location      Location

Termination/Resignation/Date \_\_\_\_\_ Reason \_\_\_\_\_

Agency Director/Date \_\_\_\_\_ Department Director/Date \_\_\_\_\_ Director, Human Resources/Date \_\_\_\_\_  
[Signature] 6/20/07      [Signature] 6-15-07      [Signature]  
 Chancellor/Date      Director, Personnel Services/Date

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

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

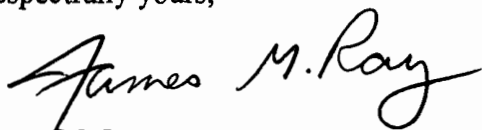
Your Eminence,

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

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

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

Respectfully yours,

  
James M. Ray

# ARCHDIOCESE OF CHICAGO

Office of the Chancellor  
Jimmy M. Lago



Post Office Box 1979  
Chicago, Illinois 60690-1979

312-751-5382  
Fax: 312-751-5381

April 9, 2008

Reverend James Ray  
Cardinal Stritch Retreat House  
PO Box 455  
Mundelein, IL 60060-0455

Dear Father Ray,

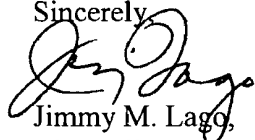
This letter is to update you on actions we are taking to upgrade our monitoring and supervision program. For the past year, we have been reviewing the recommendations from the consultants we hired in 2006 as well as the Ad Hoc Committee who worked with us this past year to redesign our programs for oversight and compliance. We are now in the process of implementing improvements to both of these programs.

We have engaged Dr. Monica Applewhite, former president of Praesidium, Inc., the national accrediting body for religious communities seeking to comply with the *Charter for the Protection of Children and Youth* and *Essential Norms*, to design and recommend an individual protocol with each removed priest. Secondly, we have hired a new compliance supervisor, Ms. Shawnte Jenkins, to oversee compliance with these agreements and protocols.

The Vicar for Priests and members of the Office for the Protection of Children and Youth will be in contact with you to discuss these changes.

Please give them your cooperation.

Sincerely,

  
Jimmy M. Lago,  
Chancellor

cc. Cardinal Francis George  
Fr. John Canary  
Fr. Vince Costello  
Fr. Ed Grace  
Jan Slattery

*mailed  
4-9-08*

AOC 019350

**ARCHDIOCESE OF CHICAGO  
PAYROLL AUTHORIZATION/CHANGE FORM/PAYROLL SET UP  
ARCHDIOCESE PRIESTS**



Ray James \_\_\_\_\_ [Redacted] \_\_\_\_\_ 201323  
 Last Name, First, Middle Initial Social Security Number Employee Number

Active F/T  Active P/T \_\_\_\_\_ Active P/T Benefits \_\_\_\_\_ Position \_\_\_\_\_

Ordination Date 1975 Transfer to P.C. \_\_\_\_\_ Date Transfer from Agency/Parish/School# \_\_\_\_\_

Dept. Name \_\_\_\_\_ No. 10152 Agency \_\_\_\_\_ No. 10411

Pay through payroll  
 Regular Salary \$ 17,000  
 (Compensation Book)  
 Other: Type \_\_\_\_\_ \$ \_\_\_\_\_  
 \_\_\_\_\_ \$ \_\_\_\_\_  
 \_\_\_\_\_ \$ \_\_\_\_\_  
 \_\_\_\_\_ \$ 18,600  
 Total through Payroll \$ 17,000

Effective Date: July 15 2008  
 Non-Payroll Compensation  
 Type \_\_\_\_\_ \$ \_\_\_\_\_  
 \_\_\_\_\_ \$ \_\_\_\_\_  
 \_\_\_\_\_ \$ \_\_\_\_\_  
 \_\_\_\_\_ \$ \_\_\_\_\_  
 Total Non-Payroll \$ \_\_\_\_\_

Comments \_\_\_\_\_

Birth Date \_\_\_\_\_ EEOC: OM \_\_\_\_\_ PR \_\_\_\_\_ OC \_\_\_\_\_ SW \_\_\_\_\_ SL \_\_\_\_\_ ADM \_\_\_\_\_ Other \_\_\_\_\_ Veteran \_\_\_\_\_

Home Phone \_\_\_\_\_ Work Phone \_\_\_\_\_ Handicap: Yes \_\_\_\_\_ No \_\_\_\_\_

Mailing Address \_\_\_\_\_

Street, City, State, Zip Code \_\_\_\_\_

Dental Insurance: Yes \_\_\_\_\_ No \_\_\_\_\_ Name of Dental Plan \_\_\_\_\_

Payroll Direct Deposit: Yes \_\_\_\_\_ No \_\_\_\_\_ Forms attached: Yes \_\_\_\_\_ No \_\_\_\_\_ Federal/State Taxes: Yes \_\_\_\_\_ No \_\_\_\_\_ Forms attached: Yes \_\_\_\_\_ No \_\_\_\_\_

Defined Contribution Plan (AETNA) Yes \_\_\_\_\_ No \_\_\_\_\_ Amount per year \$ \_\_\_\_\_

**TRANSFERS – EFFECTIVE DATE** \_\_\_\_\_

Transfer From \_\_\_\_\_ To \_\_\_\_\_  
 Name Parish #, School #, or Agency # Personnel Services – Interim Salary #

Transfer From \_\_\_\_\_ To \_\_\_\_\_  
 Personnel Services – Interim Salary # Name Parish #, School #, or Agency #

Transfer From \_\_\_\_\_ To \_\_\_\_\_  
 Location Location

Termination/Resignation/Date \_\_\_\_\_ Reason \_\_\_\_\_

Agency Director/Date \_\_\_\_\_ Department Director/Date \_\_\_\_\_ Director, Human Resources/Date \_\_\_\_\_  
[Signature] 7/22/08 [Signature] 7-21-08  
 Chancellor/Date Director, Personnel Services/Date

Original: Payroll      Yellow: Human Resources      Pink: Agency      Gold: Benefits

# ARCHDIOCESE OF CHICAGO

Office of the Archbishop



155 E. Superior St.  
Chicago, Illinois 60611

## DECREE

# COPY

On July 22, 2005, I issued a decree removing Archdiocesan faculties from **Reverend James Ray**, since I had determined that he had committed the delict of c. 1395§2. I also dispensed him from the obligation to wear ecclesiastical garb and forbade him to represent himself as a priest to those unknown to him or to act as an agent of the Archdiocese of Chicago. He was permitted to celebrate the Most Holy Eucharist privately, and celebrate the sacraments of Penance and the Anointing of the Sick for those in danger of death.

In giving me permission to provide for Father Ray's case for a determinate period of time by means of a penal decree and precept, the Congregation for the Doctrine of the Faith also allowed for the possibility that "at the end of the said determinate period the competent Ordinary may deem it necessary, upon review of the circumstances, to issue a new decree for a further period of time." (CDF P.N. 293/03-19664)

Since neither the circumstances nor the particular law for the United States has changed in the past three years, I renew the provisions of my decree of July 22, 2005 for another three years. Since the responsibility for determining the terms of monitoring has now been given to the Office for Protection of Children and Youth, it is that office that will work with Father Ray to establish a specific protocol for his monitoring and therapeutic intervention.

Given in Chicago, Illinois, on the 22<sup>nd</sup> day of July, 2008.

Francis Cardinal George, O.M.I.  
Archbishop of Chicago



Ecclesiastical Notary



*Is this the  
Entire Jim Ray Interview - CF P. 34 ref to "Last Interview"*

Jim Ray Interview

JENKINS: → This is Shawnte Jenkins and I'm here today, September 10, 2008, with Father Ray. Can you please state and spell your name?

RAY: James Ray. J-A-M-E-S R-A-Y.

JENKINS: And do you know you're being recorded?

RAY: Yes I do.

JENKINS: Okay. I'm just going to start with a little bit of background information about your upbringing so can you start by letting us know, were you raised Catholic?

RAY: Yes.

JENKINS: And did you go to Catholic school? A little bit about your childhood and your experiences being Catholic while you were young.

RAY: Well I was raised Catholic, at the grammar school, Catholic High School and, of course, in the seminary system. Actually my mother was a convert to Catholicism, but she converted before I was born.

JENKINS: Which grammar school did you go to ?

RAY: Well first grade I went to Holy Cross in Deerfield and then second and third grade I went to St. Thomas Aquinas in Fairfield, Connecticut and then fourth, fifth and sixth grade I went to Holy Cross in Deerfield, seventh and eighth grade I went to St. <inaudible 01:10>.

JENKINS: Now what was the break when you were in Connecticut?

RAY: My dad was transferred to New York and so we moved to Connecticut because my mother's one sister lived in Connecticut and we moved to the town next to them and while there, my mother contacted lupus and cancer and so she was sick so my dad took a job back here in Illinois so that she could be near her parents. We were in Connecticut from 56, to 58, and then my mom died in January 59.

APPLEWHITE: Of lupus ultimately?

RAY: ( Well, I was just a kid and one person said it was lupus and another person said it was cancer.

APPLEWHITE: All related probably. That's too bad. How old were you?

## Jim Ray Interview

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RAY: She died five days before my tenth birthday and my youngest brother, there were six of us and my youngest brother was just a year old and then two and a half years later my dad remarried. That's when we moved to [REDACTED] and that's why I went to seventh and eighth grade. Married a widow with three kids and then they had one.

JENKINS: Oh, okay.

RAY: So there were ten of us.

JENKINS: Ten of you. Okay, how about high school?

RAY: Went to Quigley Preparatory Seminary, North as they called it for four years.

JENKINS: So how did you come to enter the priesthood or where do you feel like you made that decision?

RAY: Well as I told you, I first remember thinking about it was when I was in fourth grade. In those days you often had people coming to the...to talk about vocations and I remember thinking about it in fourth grade and then when we moved to the new parish in seventh and eighth grade, there was a sister there, Sister [REDACTED] who encouraged...she had a brother who was a priest and she encouraged him into the priesthood and I started thinking about it again and decided to go to Quigley.

JENKINS: How did your family feel about it?

RAY: Oh they were very proud about it.

JENKINS: Did you have any other siblings or brothers who wanted to join also?

RAY: My brother [REDACTED] my stepbrother, wanted to take the exam at Quigley and [REDACTED] is what four years younger than I, but something happened and he didn't get to the exam so he never went there. And I had a sister who actually went into the convent for years of high school, the Aspirancy, my sister [REDACTED] and she was there for four years, Sisters Christian Charity in Wilmot. *Wilmot?*

At the year she graduated from high school, they closed the Aspirancy down and they wanted the girls that graduate to work a year so [REDACTED] worked a year and re-applied. They thought she

## Jim Ray Interview

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wasn't mature enough. They wanted her to work another year so she said well, heck with that, I'm going to school so she never went back. And actually my dad was a Christian brother at one time. He took temporary vows for several times and finally said it's time to take final vows or get out and he said well, I can't say I'm going to do this forever so he left. Actually at the end of his life he became a permanent deacon after he retired. He got this letter from the parish pastor saying we would like you to consider doing this so...after he retired he went to school for a couple of years and was ordained a deacon, a permanent deacon.

- APPLEWHITE: Oh, that's great.
- JENKINS: When did you finish your education?
- RAY: Well I graduated from high school in 67, college in 71, was ordained a priest in 75.
- JENKINS: What was your degree in?
- RAY: In College? Sociology.
- JENKINS: Did you...
- RAY: I also had a...ended up getting like a certificate for teaching.
- JENKINS: Did you go into any masters program or doctoral programs?
- RAY: Well the divinity...and then seminary.
- JENKINS: Did you get certified to teach, did you say?
- RAY: Yeah.
- JENKINS: What were you certified to teach?
- RAY: History.
- JENKINS: What grades?
- RAY: K-12.
- JENKINS: Did you ever do any teaching?
- RAY: I taught when I stayed at the seminary. Taught part-time at Carmel High School across the street, at the girls school, taught religion

## Jim Ray Interview

part-time for two years when I was in the major seminary here and then, of course, at the parish I did teaching.

JENKINS: How about any other work that you've done?

RAY: When I was in high school, I worked as a camp counselor in the park district for a couple of years and then two years worked at the parish school as a janitor in the summer into college and then my second or third year of college I started working, well volunteering basically, at St. Mells in Westside, Chicago so I worked there during the summers and on weekends and things like that. At the end of college, I moved up here to major seminary.

JENKINS: Any other work experience or history even as an adult?

RAY: When I was at the seminary full time, I was teaching part-time at the Carmel High School and I worked a couple of nights as a auditor at a Holiday Inn in North Chicago.

JENKINS: I thought I remembered something about you working at Catholic Charities at some point.

RAY: Well yeah but as a priest.

JENKINS: This was after you had been removed and you were doing some....

RAY: Well yeah. I was removed in November of 1991, and January of 1992, I started worked at Catholic Charities and my title was Liaison for Catholic Health Ministry or Catholic Health Care and basically worked with chaplains in the hospitals and sometimes people have a complaint about the hospital, they'd call me and I'd try to talk to hospital and when Cardinal George came he named Bishop Conway cause he wanted him to be his liaison for Catholic Health Care so Ed and I had lunch together. He was my boss at Catholic Charities at the time.

And also he had home human services with Archdiocese and he said well...what was my title going to be and I said well call me the Assistant Liaison for Catholic Health Ministry and he said well, I think we should call you the Associate Liaison for Catholic Health Ministry and I said, no problem with that. As the old time pastor said, I don't care if you call him an assistant or associate, its still abbreviated A-S-S.

So basically I worked with....well I also worked with, I'm trying to think now, I was working with the Catholic chaplains and the head

## Jim Ray Interview

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of human services. He had a group that we met once a month and I kind of facilitated. It was like people in all human service ministries, the Office for the Deaf and the Blind and the Mentally Ill, several groups that came together basically once a month to update what was going on and what have you. I also worked part-time at Mercy Hospital as a chaplain.

I said mass there every Saturday afternoon and I was on call for emergencies at night. This was when I was living in the city. Usually two nights a week or so.

JENKINS: What part of your work would you say you found the most fulfilling?

RAY: Parish work. As I tell people, the comment you made earlier, when I was in the parish and I went away on vacation and if I was gone for a week, I was chomping at the bit to get back. Now if you want to go someplace for how long, I'm ready, lets go.

JENKINS: What aspect of the parish life?

RAY: It was just the variety. Even when I was in high school, I said I never want to sit behind a desk eight hours a day. It was just the variety of it. Different people, kids, adults, seniors, teaching, visiting sick in the hospital, although that wasn't my favorite, but marrying, burying, counseling, just the vast array of the things that you do.

JENKINS: People oriented work?

RAY: Yeah.

JENKINS: Could you tell us about a typical day now in your current life?

RAY: Now?

JENKINS: Yeah, like on a Monday through Friday, what would you do? You wake up in the morning on Monday and what does Father Ray do?

RAY: Well I get up, I brush my teeth, I make my bed, I take a shower and then I sit down and do morning prayer at 7:30. Celebrate mass or concelebrate mass as the case may be. At 8:00, I go down for breakfast and then I come back up to my room after breakfast and spend a few, not a long time, but reading some scripture and then it varies.

## Jim Ray Interview

Now that routine is the same everyday, Monday through Sunday. Depending on the days of the week, I mean I do, I cross-stitch and I read and like I say, on Saturday mornings I go to my mom's and I take her out for lunch and short shopping and the hairdresser now that she's not driving anymore. She had her glaucoma attack. Well for instance tomorrow as soon as breakfast is over, some friends of mine who I used to see once a month, moved to Galena, but they're in visiting their grandkids right now in Elgin and so tomorrow morning after, we used to play bridge once a month, so I'm going to go there tomorrow morning after breakfast.

Well, the kids will be in school and we're going to play some pinochle and visit and go out for lunch and then after that I'm going to stop in Aurora. I was at my friends for a cookout a week ago Saturday and left my sunglasses there so I'm going to stop and pick up my sunglasses and I just happen to be going to another friend's in Batavia, [REDACTED] for dinner. I see them maybe four or five times a year.

They do have two kids. [REDACTED] in sixth grade and [REDACTED] in fourth grade. I'll have dinner with them and come home. Like yesterday, I was here all morning, did some reading, some cross-stitching. In the afternoon I went to Oakbrook [REDACTED] and drove into the city for <inaudible 11:53> and then came home.

APPLEWHITE: Who was the first family? What was the name of that first family that you were seeing that they are not usually around, but they're babysitting their grandkids.

RAY: [REDACTED]

APPLEWHITE: Is that [REDACTED]

RAY: No.

APPLEWHITE: That's different.

RAY: That's [REDACTED] who was a nurse. I met her at Mercy Hospital.

APPLEWHITE: Okay, I'm sorry. The first one again?

RAY: [REDACTED] [REDACTED] have two kids, one lives in Iowa, a son. He's married and has three girls. And then their daughter, [REDACTED] and her husband [REDACTED] live in Elgin and they have two kids, [REDACTED] my goddaughter.

## Jim Ray Interview

APPLEWHITE: How old is she?

RAY:

*8 is Born after He was Removed*  
[REDACTED] in third grade and [REDACTED] is in sixth grade.

APPLEWHITE: How much do these folks know about your history?

RAY:

They know. They per se don't know what I may or may not have done, but they know that I was removed and why I was removed.  
Yes.

APPLEWHITE:

And they probably vary in terms of the extent to which they really believe or don't believe or how they defend or don't defend.

RAY:

Yeah

APPLEWHITE:

Okay.

JENKINS:

And you said [REDACTED] your goddaughter?

RAY:

Yes.

JENKINS:

And she's third grade?

RAY:

Yes.

JENKINS:

And she is the daughter of?

RAY:

[REDACTED]

JENKINS:

Okay. Do you eat many meals here?

RAY:

Not a lot. I do have breakfast and if I'm here for lunch, I have lunch. Well actually I eat more meals here than it shows on the thing cause a lot of times I sign out for dinner when there's no retreatants here. I'll just have some tuna salad or whatever's in the refrigerator. Some guys complain so much about what the dinners are for...in my way I say then why don't you sign out and have a big lunch and just have a sandwich or something for dinner. So rather than waste food, a lot of times I will just sign out for dinner. I mean if I sign out for dinner Friday, but I'll be here for dinner Friday night.

JENKINS:

When you go to dinner...do you normally go to dinner around here somewhere? What kind of places do you go?

## Jim Ray Interview

RAY: Well I never go to dinner by myself. Usually I'm at someone's house or I go out to dinner with [REDACTED] and/or [REDACTED]. Yeah, I don't go out and have dinner by myself. It's fun going out to eat, I don't like being by myself.

JENKINS: Very lonely. How does your weekday differ from your weekend?

RAY: It doesn't really.

JENKINS: No?

RAY: The only thing is on Saturdays. They say around here that Saturday is mother's day, although this week Friday is mother's day so...

JENKINS: Does your mom live close to here?

RAY: She lives in <sup>MORTON</sup> Martin Grove. If the traffic is good, it's a 40-minute drive from here. So usually on Saturday mornings I leave here about ten after nine or so and then actually I don't write it down in the log, but I stop at Panera's and pick her up a coffee.

APPLEWHITE: Now, the other things, you kind of went through a series of three stops in that day. Are all of those things...would they be in the log and so and do those people know that they could be contacted?

RAY: Yes they do.

APPLEWHITE: Because it's good for you to let them know ahead of time.

RAY: Oh definitely.

APPLEWHITE: So they don't get the surprise phone call. Cause there's probably going to be more of that kind of actually calling. Certainly if we can know who the people are with families. And of course we will be asking them about the children who are there, but if you can let us know in advance, that's always good.

RAY: Well I do. What I do is I buy mom four large coffees, of Hazelnut coffee at Panera and then she puts it in her refrigerator and drinks it during the week.

APPLEWHITE: Oh really?

RAY: Well she likes it. My sister bought her some she could brew at home, but it's not Panera so...and she has to watch...she only has



## Jim Ray Interview

30% of her kidney so she has to watch her liquid intake so she's got these little cups about this big and about that big of round that she puts the coffee in and puts it in the microwave and she has her coffee.

JENKINS: When you're taking your mom around, do you all ever go and take your mom to visit families that may have children?

RAY: No.

JENKINS: What kind of activities do you do with your mom when you're spending the day with her? I know you mentioned the hairdresser which I've seen on the log and taking her to some doctors appointments, but anything else?

RAY: No, that's basically it. Well I take her out for lunch. This past Monday, I took her to the heart doctor and then we went out for dinner.

JENKINS: How about siblings in the area? There's ten of you. I just want to get an idea of your family members, those in the area, who you might spend some time with.

RAY: Okay.

JENKINS: Can you kind of go sibling by sibling?

RAY: Sure. Well, my oldest brother [REDACTED] lives in [REDACTED]

JENKINS: I remember that.

RAY: Yes. He has four children, only one lives at home. [REDACTED] is now 19 years old and [REDACTED] is married and has a son. He lives in [REDACTED]. Actually, [REDACTED] is my brother's stepson and he's married and lives in [REDACTED] also. Then he has a son [REDACTED] who's married and has a son and lives in [REDACTED] and a daughter [REDACTED] [REDACTED] is 30 years old, [REDACTED] is 28 years old or 29 years old and lives in [REDACTED]

APPLEWHITE: Who lives in Wisconsin?

RAY: I have a nephew who lives in [REDACTED]

APPLEWHITE: Oh [REDACTED]

RAY: Yes.

## Jim Ray Interview

APPLEWHITE: What's his name?

RAY: [REDACTED]

JENKINS: And [REDACTED] is the one that still lives at home?

RAY: No, [REDACTED]

JENKINS: [REDACTED]

RAY: [REDACTED] 19.

APPLEWHITE: [REDACTED] married.

RAY: Yeah [REDACTED] married and has twins in the breadbox, his wife does.

JENKINS: And has?

RAY: They have a two-year-old and they are expecting twins.

JENKINS: Oh okay. And they live in?

RAY: [REDACTED]

JENKINS: Okay.

RAY: [REDACTED] is in [REDACTED] and his wife [REDACTED] and [REDACTED] is three years old I believe. And then [REDACTED] is not married and lives in [REDACTED]

APPLEWHITE: So these are all [REDACTED]

RAY: [REDACTED] wife is [REDACTED] his ex-wife is [REDACTED] lives in [REDACTED] Let see I go to [REDACTED] well on the old forms I'd put on I was going out to dinner with [REDACTED] and we'd go to the plays at <inaudible 18:56> with some friends.

JENKINS: So [REDACTED] ex-wife is [REDACTED] and lives in [REDACTED]

RAY: Correct.

APPLEWHITE: Where's [REDACTED]

RAY: It's between here...you probably drive...you come up 41? You drive...well Hyland Park, [REDACTED] is directly west of Hyland Park.

## Jim Ray Interview

APPLEWHITE: Oh okay.

JENKINS: Okay, so that's your brother [REDACTED]

RAY: My brother [REDACTED] lives in [REDACTED] Oregon which is south of [REDACTED]

APPLEWHITE: Is [REDACTED] remarried before we go on?

RAY: No.

APPLEWHITE: Okay.

RAY: She says when we go out it's so nice to go out on date and not have to worry about a goodnight kiss cause we are friends.

APPLEWHITE: And you stayed on good terms?

RAY: Yes.

JENKINS: Did you say [REDACTED] was remarried right?

RAY: Yes, [REDACTED] is his wife.

JENKINS: [REDACTED] okay.

RAY: Who is Italian. And [REDACTED] <sup>Brother</sup> lives in [REDACTED] Oregon. He has six children. The youngest lives at home. [REDACTED] she's 28. Her birthday was last week. She's 28 years old. And [REDACTED] is 29 and that's [REDACTED] kids, two kids. [REDACTED] has two from his first marriage who is [REDACTED] who is right now in jail out in Oregon and [REDACTED] lives in [REDACTED]

APPLEWHITE: [REDACTED] son is named [REDACTED]

RAY: Yes.

APPLEWHITE: [REDACTED]

RAY: [REDACTED]

APPLEWHITE: [REDACTED]

RAY: [REDACTED]

## Jim Ray Interview

JENKINS: Okay, so that's [REDACTED]

RAY: [REDACTED] is married and has two children. I don't see her very often.

JENKINS: Do you know how old her children are?

RAY: I think [REDACTED] is in kindergarten now and [REDACTED] is in second or third grade. Yeah my niece [REDACTED] her father's name is [REDACTED] her brother's name is [REDACTED] her husband's name is [REDACTED] her father-in-law's name is [REDACTED] and her son's name is [REDACTED]

APPLEWHITE: And she decided to call her son [REDACTED]

RAY: Yep.

JENKINS: Yeah because I was just thought, did I hear him say [REDACTED].?

APPLEWHITE: Yeah you did.

JENKINS: Okay.

RAY: And then my brother has the two, a stepson and stepdaughter. [REDACTED] lives in [REDACTED] Oregon. Her husband is [REDACTED] and they have two kids. [REDACTED] is in sixth grade I believe and [REDACTED] is in second grade and she is also my goddaughter.

APPLEWHITE: I was going to ask if either of them were your godchildren.

RAY: Yes, [REDACTED] is and then...

APPLEWHITE: How old is she?

RAY: 40ish.

APPLEWHITE: [REDACTED]

RAY: Oh no [REDACTED] I'm thinking of [REDACTED] She's in second grade.

APPLEWHITE: Oh okay.

JENKINS: She's in second grade so that makes her about seven or eight.

RAY: Seven or eight yeah.

JENKINS: And they live in Oregon?

## Jim Ray Interview

RAY: [REDACTED] Oregon yes.

APPLEWHITE: Do you have any godchildren who are boys?

RAY: Yes.

APPLEWHITE: And who are they?

RAY: Let me think now. This is from a long time ago. Friends who I haven't seen in 20 years down in [REDACTED] Arkansas. I'm their son's godfather. We'll get to my nephew [REDACTED] I'm his godfather.

JENKINS: So that's it for [REDACTED]

RAY: Yeah and then [REDACTED] lives in Oklahoma. He's married and has three children, two boys and a girl.

JENKINS: And who is he married to?

RAY: [REDACTED]

JENKINS: Okay. And his kids' names?

RAY: I knew you were going to ask me that. I've never met his kids. I know the youngest was born, in fact, her first birthday is, [REDACTED] [REDACTED] I know that cause I did cross-stitch for them with her name on it and then the two boys, one is [REDACTED] and I can never remember the other one's name. I think it's [REDACTED] but I've never met the kids. [REDACTED] may not even be correct, I'm not sure about that.

JENKINS: And they're how old?

RAY: All under five.

APPLEWHITE: Don't feel bad about it if you can't remember a name. I'm shocked that you remember as many as you do.

JENKINS: Yeah exactly.

RAY: Well as I say I have nine siblings and 18 nieces and nephews.

APPLEWHITE: Okay. So we've done [REDACTED]

RAY: Then the next line is me and then [REDACTED] is my stepbrother. He's married to [REDACTED]. The last time I saw [REDACTED] was my father's funeral

## Jim Ray Interview

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four years ago and [REDACTED] is seven months younger than I and he's married to a Chinese gal. He calls my mom almost everyday and sees her when he can, but the only thing we can think of is that one time when my dad was going downhill with his Alzheimer and [REDACTED] and [REDACTED] were at the house and, of course, my dad thinks he's whispering to my mom, but everyone could hear, she's strange, isn't she and so I think since then there was a big split and...we call him up to ask him to family functions cause they never came. We weren't even sure he was going to come to my father's funeral, but you talk to him on the phone, everything is honky dory. Everything is fine. And [REDACTED] was a special ed child.

APPLEWHITE: In what way?

RAY: My parents just thought he was lazy, but then they, in sixth or seventh grade they had him tested and he had learning disabilities. What they were I don't remember. As a family he had this crossbeam bar that he had to walk on and we'd help him with that. Hold it so he could walk on it and things like that for his balance. What is learning disability is I couldn't tell you.

APPLEWHITE: And the woman that you're calling mom now is your...

RAY: My stepmother, correct.

APPLEWHITE: But for many many years.

RAY: My parents would have been married 47 years last month. My dad died a week before their 43 wedding anniversary. And then after [REDACTED] is [REDACTED]

JENKINS: Do [REDACTED] have any children?

RAY: She has three children from her first marriage who are all grown. I've never met them.

JENKINS: Okay.

RAY: Then there's [REDACTED] She lives in [REDACTED]

APPLEWHITE: Where is that?

RAY: Just northwest of here. I mean, if there's no traffic, I can get there in 20 minutes from here. And she's married to [REDACTED] and they have no children. My sister [REDACTED] has [REDACTED] so she's retired. She used to teach, in fact, she got a degree in special ed and did special ed for

## Jim Ray Interview

several years and then she couldn't physically handle that anymore so she went and taught like junior high school for several years and then she finally had to....well she quit that and she did some substitute teaching, but she doesn't do that anymore because by the afternoon she's worn out and it's not fair to the kids or herself.

JENKINS: What's [REDACTED] last name?

RAY: [REDACTED]

JENKINS: I think I've talked to her.

RAY: Yeah you called her because we went down for my nephew's graduation from high school, but we actually ended up not spending the night because my brother-in-law [REDACTED] had a meeting the next day so we drove home that night, but the original plan was to spend the night down there and come back the next day which we ended up not, we came home the same night from Champagne that is. That's [REDACTED] and then [REDACTED] is my stepbrother. His last name is [REDACTED] last name s [REDACTED] also.

JENKINS: Okay.

RAY: And he's, I think he's married to [REDACTED]

APPLEWHITE: Not your closest...

RAY: Well when [REDACTED] and [REDACTED] celebrated their 25<sup>th</sup> anniversary, he lives in Colorado, there is a state law if you cohabit for seven years you're legally married. I know they've been together for 27 years cause at [REDACTED] wedding one of my sister's said well, rumor has it you sent an announcement off to all of your friends saying congrats, we're not married. She said well I didn't, but that sounds like a good idea. And they do not have any children.

And then there's [REDACTED] And she goes by [REDACTED]. She was married, divorce and went back to her maiden name. And she has two boys, [REDACTED] who will be 19 in October and [REDACTED] who will be 17 in a couple of weeks and [REDACTED] is my godson. The boys' last name is [REDACTED]

APPLEWHITE: And there's a third boy?

RAY: No, just two.

## Jim Ray Interview

APPLEWHITE: Just two.

RAY: Yeah.

APPLEWHITE: Where does she live?

RAY: [REDACTED]

APPLEWHITE: How far is that from here?

RAY: Three hour drive, two and a half or three-hour drive.

JENKINS: This is the graduation you went to.

RAY: Yes.

APPLEWHITE: [REDACTED]

RAY: Yeah, [REDACTED] is now a freshmen at [REDACTED] and [REDACTED] is a junior in high school.

APPLEWHITE: You've got two more siblings.

RAY: Three more.

APPLEWHITE: Three more? Oh okay.

RAY: The next is [REDACTED] and her last name is [REDACTED]  
[REDACTED]

APPLEWHITE: I'm sorry, can you give me that last name again.

RAY: [REDACTED]

JENKINS: And she's married?

RAY: She's married to [REDACTED] and they have three children. [REDACTED] is 30, she'll be 31 next month and [REDACTED] is 28, be 29 next month and [REDACTED] is 14, will be 15 next month. [REDACTED] is her second husband. [REDACTED] and [REDACTED] are from her first marriage and [REDACTED] is from her second marriage.

APPLEWHITE: Do [REDACTED] and [REDACTED] have children?

RAY: No, neither of them are married.



## Jim Ray Interview

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APPLEWHITE: And where do they live?

RAY: [REDACTED]

APPLEWHITE: I'm sorry, I'm so focused on the last name that I didn't write down her first name.

RAY: [REDACTED] She's my stepsister, but everyone thinks we're natural brother and sister because we do look kind of a like. We used to.

JENKINS: And for so long you've all been...Okay

RAY: There's [REDACTED] His wife is [REDACTED] They just last year moved from Connecticut...actually [REDACTED] moved last year, [REDACTED] didn't move until this year. He got a job in [REDACTED] and then took him nine months to sell the house. They have three children.

JENKINS: And they live in [REDACTED]?

RAY: [REDACTED] Wisconsin which is just south of Milwaukee. And [REDACTED] is, just had a birthday, I don't remember if its' 25 or 26 now, he's engaged, he's in the [REDACTED] planning to get married next year. And then [REDACTED] is, she just graduated from college, so 23 I guess, 22 or 23 and then [REDACTED] just turned 21. She's a junior at the [REDACTED]

JENKINS: Do any of them have children?

RAY: No, none of them are married. [REDACTED] is engaged. And then that was [REDACTED] [REDACTED] is a dentist in [REDACTED] Minnesota.

JENKINS: Is he married?

RAY: Good question. Yes. The reason I say that is his wife [REDACTED] and as he has not seen her in many years.

APPLEWHITE: What's her name?

RAY: [REDACTED] It drives me crazy cause he has a bumper sticker on the back of the car that says I heart my wife and he said I was married for better or worse.

APPLEWHITE: I hurt my wife?

RAY: No, heart, I love. I love my wife.

## Jim Ray Interview

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JENKINS: You said that drives you crazy?

RAY: Well because he hasn't seen her. She has nothing to do with him. [REDACTED] She had two sons from a previous marriage. In fact, I think my brother was the third husband and ever once in a while he'll call up the son. The last I heard she was living with the son. She became pregnant and lost the baby and I guess that's when [REDACTED] Has nothing to do with my brother, but he says he married for better or for worse so...

JENKINS: Do they have any children together?

RAY: No.

APPLEWHITE: That's a sad story.

RAY: It is and my brother's a really good guy. He just doesn't deserve it.

APPLEWHITE: Does he have any contact with...I mean was he a father to the boys?

RAY: No, no.

APPLEWHITE: Never.

RAY: No, but I say I mean once in a while he does call one of the sons just to check and see how she's doing and what have you.

JENKINS: And you said he calls him the son.

RAY: No, no, he calls him [REDACTED]

JENKINS: I thought I heard you say something about the son.

RAY: Well he calls her son, the son to see how she's doing.

APPLEWHITE: And the boys keep up with her kind of?

RAY: Well I know one moved out to California to be near his dad and the last I heard, we really haven't talked about it in a long time, [REDACTED] was living with or near [REDACTED] came down with [REDACTED] one year for Christmas before they got married so I got to meet [REDACTED] and I don't even know the other son's name. The only time I met him was at the wedding.

APPLEWHITE: Okay. That's it for your siblings.

## Jim Ray Interview

JENKINS: I almost hate to ask this, but cousins or other adults in the area that you spend time with. You have so many friends.

RAY: Yeah, my dad was an only child and my mother had one sister. I have three cousins and they all live out east.

JENKINS: Okay.

APPLEWHITE: Do you ever visit with them?

RAY: Not in years. In fact, I think the last time I saw them was when my, when I went out there for my cousin [REDACTED] wedding and that's got to be over 20 years ago, or maybe not 20, but a long time ago. My cousin [REDACTED] came when my sister [REDACTED] got married and that was 20 years ago so that's the last time I saw [REDACTED] and I think [REDACTED] wedding was before that.

APPLEWHITE: May I ask just a couple...

JENKINS: Oh sure.

APPLEWHITE: You're one of the people who's in this system that it's rare that has kind of worked through some of the issues that you had before and so I wanted to ask you a little bit about that.

RAY: Sure.

APPLEWHITE: When did you first start having problems as far as your interactions with children?

RAY: Well first of all let me say, the person who made the accusation was not a child. He was over 18 so I'm not a pedophile. I don't know what else you want to know.

APPLEWHITE: Okay well I understood and maybe I got it wrong, but I thought that there was some interactions with 10 and 11-year-olds that you had actually...

RAY: No.

APPLEWHITE: Agreed it happened. Is that not correct?

RAY: No, no. The young man who made the accusation against me was 20 years old at the time he made the accusation and basically it

## Jim Ray Interview

was backrubs that went below the belt, but never had anything with anyone younger.

APPLEWHITE: Okay.

RAY: I would never touch a child inappropriately.

APPLEWHITE: Who was under 18?

RAY: Huh?

APPLEWHITE: So the allegations that came from people about things that happened when they were 10 or 11 years old...

RAY: Well okay, let me back up, because eight years later another person made an accusation against me and he said h was like 12 years old. The first one, when I was first called in, in 1990, Ray Gatter was the Vicar for Priest at the time, they did not have a name, [REDACTED] and I admit that and then several years later a young man from my first parish made accusations against me which I denied.

APPLEWHITE: Okay. Let's take a break.

*Jim Ray  
- admits 1 = 18yr old*

*Later - young man from 1<sup>st</sup>  
Parish. which Jim denies*

## Jim Ray Interview

APPLEWHITE: With Father James Ray – I'm Monica Applewhite and Shawnte Jenkins on September the 11th. Can you spell your name?

JENKINS: Shawnte Jenkins. 2008

RAY: Jim Ray.

APPLEWHITE: We're going to start with contact information for family members. Do you have contact information?

JENKINS: On the travel request form.

APPLEWHITE: And [REDACTED]

RAY: [REDACTED] is my ex-sister-in-law and her address is [REDACTED] Illinois [REDACTED] her phone number is [REDACTED]

APPLEWHITE: And [REDACTED] is [REDACTED] daughter?

RAY: Yes.

APPLEWHITE: And where do they live?

RAY: They live in [REDACTED]

APPLEWHITE: Do we have contact information for them?

RAY: I don't have her address, but I do have her phone number: [REDACTED]

APPLEWHITE: What's [REDACTED] last name?

RAY: [REDACTED]

APPLEWHITE: [REDACTED]

RAY: Could you maybe make a sheet of people I need to look up because I don't think I have their information in this book. I know I have it at home; I don't have it here.

APPLEWHITE: [REDACTED]

RAY: I don't ever see them, though.

APPLEWHITE: You never met his kids?

## Jim Ray Interview

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RAY: Yes.

APPLEWHITE: You need their names because you did cross stitching.

RAY: I can't think of the two boys' names. They live in Oklahoma. If you want, I have their address at home.

APPLEWHITE: [REDACTED]

RAY: [REDACTED] has two other kids you don't have down there.

APPLEWHITE: We have [REDACTED] is in Oregon.

RAY: There's also [REDACTED].

APPLEWHITE: How did I miss that? Maybe we were focusing on families that had children.

RAY: Maybe, they're both the same.

APPLEWHITE: There are a lot of people, so we're focusing on families that have children. Is that okay?

RAY: [REDACTED] – her kids are grown and gone, too. She lives by herself.

APPLEWHITE: But you visit with her pretty regularly.

RAY: We go out to a play and dinner, yes.

APPLEWHITE: its people you see regularly or families that you visit with that have children. And not to say that any of these other people if you go and visit them, obviously they would be part of travel verification, but with as many contacts as there are, we have to sort of prioritize.

RAY: ~~[REDACTED] lives with my brother~~; she's 20 years and old and [REDACTED] is 29 and lives in the area, so I see him when I go out to visit my brother [REDACTED]

APPLEWHITE: So [REDACTED] you see him.

RAY: He lives in the Oregon area.

APPLEWHITE: Do you have contact information? Well, we should know about [REDACTED] though.

## Jim Ray Interview

RAY: She's got the information on my travel form. I can tell you now if you want it.

APPLEWHITE: She's got it on the travel form.

JENKINS: He's the one in –

RAY: Oregon.

APPLEWHITE: [REDACTED]

RAY: I don't see them always. [REDACTED] has three kids from her first marriage who are all adults; actually I've never met them.

APPLEWHITE: Did someone have a learning disability?

RAY: My brother [REDACTED]

APPLEWHITE: Your brother [REDACTED] that's right and [REDACTED] I remember this story now. [REDACTED]

RAY: Have no children.

APPLEWHITE: And do you see them often?

RAY: Fairly.

APPLEWHITE: Do you have contact information?

RAY: I do.

JENKINS: This is [REDACTED]

RAY: Yes. [REDACTED] Phone number [REDACTED] and their address is, they just moved to [REDACTED]

APPLEWHITE: Phone number is okay for now.

RAY: [REDACTED] on [REDACTED] it's either [REDACTED] I think it's maybe [REDACTED]

APPLEWHITE: [REDACTED] lives in [REDACTED]

RAY: And she has two boys –

APPLEWHITE: [REDACTED]

## Jim Ray Interview

RAY: Correct and her address is [REDACTED] and their phone number is [REDACTED]

APPLEWHITE: I have [REDACTED] as next.

RAY: [REDACTED]

APPLEWHITE: And [REDACTED] is her husband.

RAY: Correct, and she has three children, two lives at her own house and [REDACTED] lives in an apartment in town and lives at home, he's 14, he'll be 15 next month. Their address is [REDACTED]; phone number [REDACTED]

APPLEWHITE: [REDACTED]

RAY: They have three grown children, the youngest is a junior in college. They just moved. [REDACTED]

APPLEWHITE: [REDACTED] is in Minnesota.

RAY: He has no children, but I can give you his information: I don't have his address here, but I have his phone number [REDACTED] RAY: [REDACTED] I have his business address but not his home address; he's a [REDACTED] in rural Minnesota.

APPLEWHITE: And [REDACTED]

RAY: [REDACTED] Their kids are married and out of the house.

APPLEWHITE: Who's [REDACTED] [REDACTED] in kindergarten, [REDACTED] in fifth grade?

RAY: Those are their grandchildren, but don't live with them.

APPLEWHITE: Is that maybe they were taking care of or something?

RAY: You asked about them. Once in a while I'm there to see [REDACTED] and [REDACTED] the kids stop by but I'm friends with the parents, not with the kids. I married the kids, but I'm friends with the parent. [REDACTED] address is [REDACTED]



## Jim Ray Interview

APPLEWHITE: And you saw them pretty regularly, this family.

RAY: I was there for a cookout two weeks ago, so I stopped by and picked them up last week.

APPLEWHITE: You talked with [REDACTED] You've talked with her before.

RAY: { You did once, because when we went away on a trip and she said, I hope she wasn't upset because I wasn't expecting the call and I was working, I thought like I brushed her off, which I didn't mean to do.

JENKINS: You have so many, no, no, I remember that name, but I couldn't remember if I read it or if I talked to her.

RAY: Her address is [REDACTED]  
[REDACTED] We went to a Reba McIntyre concert on Saturday night. In the rain – it was outdoors, but we were dressed for it. Coming home, we just missed being in an accident. I think a car in front of us spun around and she went to one car and the other car, it was scary, poor guy was stuck in his car and couldn't get out – on 55<sup>th</sup> Street.

APPLEWHITE: [REDACTED]

RAY: Right. Their address is [REDACTED] I think they are divorced right now and dating. So this is the house number, I can get you [REDACTED] phone number, his cell phone number is [REDACTED] That's [REDACTED] cell phone number.

APPLEWHITE: I've got [REDACTED]

RAY: [REDACTED]

APPLEWHITE: Is married to [REDACTED]

RAY: Correct. And – [REDACTED]

APPLEWHITE: Do you have contact information for him?

RAY: [REDACTED]

APPLEWHITE: [REDACTED]

RAY: Their address is [REDACTED]  
[REDACTED]

## Jim Ray Interview

APPLEWHITE: [REDACTED] Actually [REDACTED] first.

RAY: [REDACTED] lives with his parents.

APPLEWHITE: And [REDACTED]

RAY: Do I have his information here or not.

APPLEWHITE: Does [REDACTED] work? What does he do?

RAY: He works as a maintenance janitor for the [REDACTED]  
[REDACTED] I don't have [REDACTED] information here.

APPLEWHITE: [REDACTED]

RAY: I was supposed to have had lunch with her today but she cancelled, so I called her son and had lunch with her son.

APPLEWHITE: What was his name?

RAY: His name is [REDACTED]

JENKINS: He's the one with the [REDACTED]

APPLEWHITE: That's [REDACTED]

JENKINS: He's the one with [REDACTED]

RAY: He didn't have one today, though, it's all cleared up. [REDACTED]'s address is [REDACTED]  
Do you want [REDACTED] - I know he lives on [REDACTED] I don't know the number.

APPLEWHITE: Is it [REDACTED]

RAY: With a [REDACTED] His number is [REDACTED]

APPLEWHITE: Does he live in a house?

RAY: An apartment. Lives in a Spanish neighborhood, and expensive rent, I guess. Pilson - large Hispanic population over there.

APPLEWHITE: What about [REDACTED]

## Jim Ray Interview

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RAY: [REDACTED] His address is [REDACTED]  
His cell number is [REDACTED]

APPLEWHITE: And [REDACTED] Did we get them?

RAY: Nope. Their address is [REDACTED]  
[REDACTED].

APPLEWHITE: Who was [REDACTED]

RAY: That's [REDACTED] parents.

APPLEWHITE: Are you still in touch with them?

RAY: Yes.

APPLEWHITE: What are their first names?

RAY: [REDACTED] I don't have their address here, but they live in  
[REDACTED] and their number is [REDACTED]

APPLEWHITE: [REDACTED]

RAY: [REDACTED] They live down in [REDACTED] I don't know the  
address, the street is No Return. A dirt road, they have a priest that  
lives there and it is the Road to No Return. I have [REDACTED] cell phone  
number RAY: [REDACTED] You talked to him. So their address  
might be on there.

APPLEWHITE: What about [REDACTED]

RAY: He lives in Colorado. And the only time I see him is when he  
basically comes to visit his parents.

APPLEWHITE: Have you seen him in Colorado?

RAY: I have, but not at his house. I was there one evening, but not  
overnight, just –

APPLEWHITE: Do you have a –

RAY: His phone number is [REDACTED] and he lives in [REDACTED]  
Colorado.

APPLEWHITE: He's not living in DC right now?

## Jim Ray Interview

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RAY: No, he was just there for three months. When I visited him there, he was there two years ago, I think it was for a – he works at the Department of [REDACTED] and he did a three-month stint with Senator [REDACTED] office and I went out to visit him. He was just there.

APPLEWHITE: What about [REDACTED]

RAY: [REDACTED] Her address is [REDACTED]  
Her phone number is [REDACTED]

APPLEWHITE: What's [REDACTED] last name.

RAY: [REDACTED]

APPLEWHITE: Christmas eve – she has a daughter?

RAY: Yes, she has five kids, but [REDACTED] lives at home. [REDACTED] will be 39 next month, or the 29<sup>th</sup> of this month.

APPLEWHITE: I thought she was 29?

RAY: I may have said that, but she will be 39 the 29<sup>th</sup> of this month.

APPLEWHITE: What about [REDACTED]

RAY: Their address is [REDACTED] Phone [REDACTED]  
[REDACTED]

APPLEWHITE: Did you have a zip on that?

RAY: No, I don't know it by heart, I've got it at home, I don't have it here. I was there last Thursday.

JENKINS: How far away is that?

RAY: About 40/50 miles from [REDACTED] That far from [REDACTED] so Thursday when I picked up my sunglasses at [REDACTED] and then went to [REDACTED] for dinner. Let me just page through this and see if there is anybody that we missed. You want [REDACTED] [REDACTED]? I spent some time with [REDACTED] because she's taking me to the airport on Thursday. I don't have their address – [REDACTED] [REDACTED] They have two boys who both live in [REDACTED], Wisconsin, in their 30s and [REDACTED] lives in [REDACTED] her husband lives in Maryland because of employment. You have Shawnte's phone number, right?

## Jim Ray Interview

APPLEWHITE: And you have his number?

JENKINS: I do.

RAY: Do you want the [REDACTED] like there is [REDACTED] I don't see that often; I actually see his parents every time I see [REDACTED]

APPLEWHITE: Every time you see – okay. They live by each other?

RAY: [REDACTED] and I go to the theatre five times a year, at Lincolnshire, we go to the theatre. [REDACTED] is their son, who I see him once every two or three years and he has two daughters. Their address is [REDACTED] [REDACTED] and their number is [REDACTED] And then his parents are [REDACTED] and I see them as often as I see [REDACTED] and they live in [REDACTED], I don't know the exact number, in [REDACTED] Illinois.

APPLEWHITE: That's right by you. How did you meet them?

RAY: Back in 1982, I helped with a play, when I was at seminary I taught at Carmel High School for two years and then when I was a priest, I came back and helped them do Fiddler on the Roof there and [REDACTED] and his sister [REDACTED] were in the play and I got to know the kids and through the kids I got to know the parents. But their phone number is [REDACTED]

APPLEWHITE: How often do you see them?

RAY: [REDACTED] Five times a year basically when we go to the plays. And once in a while, like [REDACTED] mother celebrated her 98<sup>th</sup> birthday this past summer so I was at her birthday party which was at [REDACTED] house. That's the last time I saw [REDACTED]

APPLEWHITE: Let me ask you some of the other things that have come up and we can also see in your daily log if there are other people that you are spending time with.

RAY: I know there's [REDACTED]

APPLEWHITE: And who's that?

RAY: We went to grammar school together. Their kids are all gone. [REDACTED] [REDACTED] and their address is [REDACTED]

## Jim Ray Interview

[REDACTED] and their phone number is [REDACTED]

APPLEWHITE: Do you want to take a break before we go on?

RAY: Let's go ahead, traffic is going to be terrible going home.

APPLEWHITE: We'll get you out of here. One of the things that I didn't ask, we talked about the workout facility. Do you still go to a workout facility?

RAY: No, I haven't been going there since – I had a two-year contract and it ended last December and I didn't renew it.

APPLEWHITE: Are you going to work out anywhere?

RAY: ( Actually, Jack and I have just started walking around the lake two weeks ago or a week ago or whatever.

APPLEWHITE: Are you going anywhere where you change?

RAY: Where I was going was Bally's and there's a cheaper – like Dick goes to a Mundelein has a facility where you could go work out and I said there are kids there, Bally's policy is you have to be 18 or over to be there, so I felt safe there. But I didn't renew when my contract was up last December.

APPLEWHITE: Are you getting exercise now?

RAY: I am now.

APPLEWHITE: Walking on the lake?

RAY: Walking part way around the lake.

APPLEWHITE: And who's that with?

RAY: Jack.

APPLEWHITE: Jack Keehan?

RAY: Yes.

APPLEWHITE: One of the things that I asked that we talked about was how things were different for you now than they were for you back in the 80s, and one of the things we talked about was if things, precautions

*Re: Kids*

Jim Ray Interview

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that you take now as far as making sure that nothing goes astray and that's important to kind of know what somebody's own rules are for themselves and how they do that. As I was listening, you said that if there was somebody, if today, compared to back when, that if you held somebody on your lap now, you would try to make sure that they weren't close to you. Has there ever been a time in your recent past when you weren't able to do that?

RAY: No.

APPLEWHITE: Or when things went –

*RAY:*

And actually the only ones who jump on me in a sense is my god daughter and usually she's never sitting still. But she's getting older now and so that doesn't happen – it happened more when they were much younger, so when I was there last time, I went with and she was on my lap, but not near my organs or anything at all.

*precautions re kids on lap*

APPLEWHITE: Have any of the parents ever – Are these your things for yourself or have the parents ever wanted any kind of restrictions or any kind of limitation?

RAY: They have never approached me with that.

APPLEWHITE: Has anybody?

*Parents were present? ?*

RAY: But they've always been there. There was one time, I was just going back, is now 11 years old, he was maybe three or four and at that time, parents were living in also and we were at their house and had to go to the bathroom and he said, I want Jim to take me, well, no, no, we'll take you. And I wouldn't have gone anyways, but they are cognizant of what I have been through.

APPLEWHITE: And not putting you in a bad position, being supportive that way. Have any of them ever expressed that something was happening that they didn't want to happen anymore?

RAY: No.

APPLEWHITE: Did they ever ask you to tuck the kids into bed?

RAY: No. They go to bed, they come down, kiss good night and they go up and tuck them into bed. I do not tuck them into bed.

## Jim Ray Interview

APPLEWHITE: Help with bathtime?

RAY: No.

APPLEWHITE: Tooth brushing?

RAY: No.

APPLEWHITE: None of that. The other thing I was wondering, is just in terms of your -- right now have had to come from you as opposed to them sort of imposing on you. You're doing your own.

RAY: As I say, I cannot change the past, I only have control over today.

APPLEWHITE: Can you tell me what you consider to be for you sort of your appropriate boundaries with kids today, like what you consider to be appropriate affection today.

RAY: Basically when I encounter the kids, the kids give me a hug; sometimes they will come sit next to me on the couch, but other than [REDACTED] nobody really climbs on top of me anymore at all. If I go to [REDACTED] their youngest daughter, I think, in first grade now and their son is in fifth grade and they'll come and sit next to me and watch TV, but not on my lap.

*who on the couch*

APPLEWHITE: What are the scenarios that come up, I live in a house where there are kids and kids run all the time, I'm picturing all this chaos, it's the way that it is and I'm just wondering are there times when you had to be by yourself lately, like if I call these people and I say has he been alone with your children, what are they going to tell me. I would like to know ahead of time what we're going to hear.

RAY: Like I say, I do not go to anyone's house and I call and let them know I'm coming first and I have not been alone with these children for the past 17, 18 years.

APPLEWHITE: How about taking them in the car or going somewhere, to get something to eat or an ice cream?

RAY: I'm trying to think. Alone with the kids, no, yeah, I've been in the car with --, but they have a van and we've gone out together for a bite to eat or something, and I've sat in the front seat and the kids are all in the back.

APPLEWHITE: With the parents?



## Jim Ray Interview

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RAY: [REDACTED] driving and you're there. I have not been alone in a car with a child.

APPLEWHITE: Not to take kids and get something to eat. When we talk with them and especially big families, we like to let them know that you're engaging in this voluntarily and that's a good thing, but then we ask these questions.

RAY: And the couple of families that I have dinner with or see in the past week, you maybe give them a call so it's not out of the blue.

APPLEWHITE: Would you like to have any time to let anybody else know that we'll be calling or is there anybody in particular that you want to make sure you tell them first because they're a nervous person or, you know what I mean. We want this to be comfortable for them too and we want them to be able to be part of a supportive community, and so we would rather not make it sort of like the Gestapo, its better if you let them know, "look, I've decided I want to go down this path, they may be calling."

RAY: I'll tell you what, I leave Thursday for Milan. So I'm leaving basically at noon to go to the airport, 1:00 to the airport, so I'll call before noon on Thursday, how's that.

APPLEWHITE: I know we went over the Italy situation, but are you staying in a place where there are children?

RAY: My nephew is 19 years old and I'm staying at my brother's apartment and my sister works inside the apartment.

APPLEWHITE: Are you ever alone with the 19 year old?

RAY: No.

APPLEWHITE: Probably on your protocol, it's going to be at least 22 as to not be alone with, so if we can kind of start living that way now, it would be better.

RAY: And they'll understand.

APPLEWHITE: That's the other piece of it. What do they know about what's happened so far?

RAY: Like when I was first removed, my brother was still living in Italy and he called me at the hospital where they put us, they put us at Mercy Hospital, when we were first removed 19, 18, 17 years ago.

## Jim Ray Interview

APPLEWHITE: In a hospital?

RAY: We were there for a couple of weeks and then the hospital had an apartment building. In fact, my brother, although I didn't use a name, my brother [REDACTED] is the only one I told about this accusation. My sister [REDACTED] knows the family.

APPLEWHITE: Does she still?

RAY: Well, they moved [REDACTED] at least the parents have, but she's not in contact with them anymore that I'm aware of.

APPLEWHITE: Do you still have contact with any of the people who made allegations?

RAY: No. There was one time, [REDACTED] who made the first accusation against me, this was about three or four years ago, called the ~~retreat house~~ and at that time, Tony Telerico was at the retreat house there, the administrator, what have you, and the way [REDACTED] could be, he just insisted, insisted, and insisted so finally Tony gave him the number for our number upstairs and he called and left about ten messages. You'd be surprised to hear, I'd like to talk to you and he left his phone number. At that time, Ray Vetter was staying with us. And so I took his number down, I gave it to Ray, I said you maybe you want to call them. He took it and gave to the victim's assistance people. And I never heard anything after that. I've never had any contact with [REDACTED] family or with [REDACTED] and his family.

APPLEWHITE: Anyone else that there's been any incident or allegation with, are you still in touch with any of them?

RAY: No.

JENKINS: I just wanted to, we were talking about internal mechanisms that you do now. In the last interview, you were talking about in the past you had an issue with liking to watch – could you talk a little bit about now how you can manage that? How you do manage that?

RAY: I tell myself, don't watch. Every once in a while I'll be sitting somewhere and I'll notice myself staring at crotch and I'll say, cut that out. But I say it doesn't happen very often any more, but every once in a while it still happens, [REDACTED]

## Jim Ray Interview

*Beat  
myself up.*

[REDACTED] As I say, sometimes, I'll sit and beat myself up and I say, cut it out, I can't change the past, I can only live well today.

JENKINS:

Have you noticed the times or the places you are where you find yourself doing that and you have to redirect yourself? Is there a place that is more?

RAY:

No. I'm not a bar person and I go out for dinners, but at my friends' houses, usually at my friends' houses we're too busy for me to do that so to speak, but every once in a while, it doesn't happen regularly, just like, dummy, cut it out.

APPLEWHITE:

Anything else that we need to know?

RAY:

I don't know, ask me?

APPLEWHITE:

Sometimes somebody will be interviewed and then they'll think, what I think I didn't tell that right, is there anything like that that you want to clarify that you thought about afterwards?

RAY:

You offered me the transcription, maybe if you want to give me a copy of that. It will be good to see what I said. Do you want me to fax these to you?

JENKINS:

You can call me.

RAY:

Are you going to be at the house on Thursday?

JENKINS:

Yes.

RAY:

Because I'm leaving until like 1:00 on Thursday, so I'll give them to you then.

**From:** Leah McCluskey  
**To:** Jenkins, Shawnte  
**Date:** 10/14/2008 3:42:06 PM  
**Subject:** Re: Jim Ray preliminary concerns

Hi Shawnte,

Just for clarification on your memo, are [REDACTED] the "Two boys under the age of 18, that were sophomores and juniors in high school..." or are these two additional boys?

Thank you.

Leah

>>> Shawnte Jenkins 10/14/2008 12:16 PM >>>

**From:** Leah McCluskey  
**To:** Jenkins, Shawnte  
**Date:** 10/15/2008 4:30:21 PM  
**Subject:** Fwd: Re: Jim Ray preliminary concerns

Shawnte,

Thank you so much for the information.

Leah

>>> Shawnte Jenkins 10/15/2008 4:24 PM >>>

Leah,

I'm sorry I got your email while I was out of the office and forgot to respond this morning. From my understanding [REDACTED] are different from the two boys under 18. [REDACTED]. I hadn't considered that [REDACTED] would be in different grades, so didn't think to get clarification but I can see how it maybe confusing. I will clarify with [REDACTED] and let you know. Thanks for the observation.

Shawnte

>>> Leah McCluskey 10/15/2008 3:51 PM >>>

Hi Shawnte,

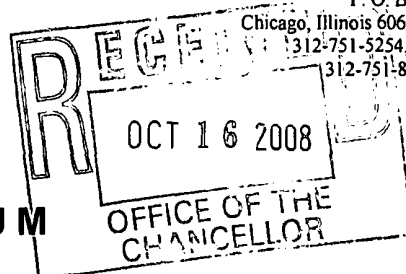
I just wanted to make sure that you had received my e-mail with my request for clarification on the Jim Ray matters that you shared yesterday. Once I have your clarifications, I will be able to open the appropriate files and circulate the notices to the appropriate offices.

Thank you.

Leah

# ARCHDIOCESE OF CHICAGO

Office for the Protection of Children and Youth  
Office of Assistance Ministry  
Office for Child Abuse Investigations and Review  
Safe Environment Office



FILE COPY

P. O. Box 1979  
Chicago, Illinois 60690-1979  
312-751-5254, general  
312-751-8307, fax

## MEMORANDUM

**To:** Very Rev. John Canary, Vicar General  
Rev. Vincent Costello, Vicar for Priests  
Carol Fowler, Personnel Services  
Rev. Edward D. Grace, Vicar for Priests  
Matt Hunnicutt, Assistance Ministry  
Jimmy Lago, Chancellor  
Rev. Daniel Smilanic, Archbishop's Delegate to the Review Board

**From:** Santa Garcia, Secretary *SGR*  
Office for Child Abuse Investigations and Review

**Date:** October 16, 2008

**Re:** [PFR-36] RAY, REV. JAMES (WITHDRAWN) [REDACTED]

Attached is a copy of a new allegation received by this office on October 14, 2008.

Please advise this office of any information you may have in your files regarding [PFR-36] RAY, REV. JAMES (WITHDRAWN) [REDACTED]

It is extremely important that your forward copies of any and all documentation pertinent to this case to this office within 5 business days of receipt of this memo to ensure that the investigation of this matter be properly handled.

Please call Leah McCluskey with any questions you may have at 312-751-5205.  
Thank you.

Attachment

Cc: John O'Malley, Attorney

# ARCHDIOCESE OF CHICAGO

Office for the Protection of Children and Youth  
Office of Assistance Ministry  
Office for Child Abuse Investigations and Review  
Safe Environment Office



P. O. Box 1979  
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## MEMORANDUM

**FILE COPY**

**To:** Very Rev. John Canary, Vicar General  
Rev. Vincent Costello, Vicar for Priests  
Carol Fowler, Personnel Services  
Rev. Edward D. Grace, Vicar for Priests  
Matt Hunnicutt, Assistance Ministry  
Jimmy Lago, Chancellor  
Rev. Daniel Smilanic, Archbishop's Delegate to the Review Board

**From:** Santa Garcia, Secretary *SG*  
Office for Child Abuse Investigations and Review

**Date:** October 16, 2008

**Re:** [PFR-36] RAY, REV. JAMES (WITHDRAWN)/UNIDENTIFIED MALE #5

Attached is a copy of a new allegation received by this office on October 14, 2008.

Please advise this office of any information you may have in your files regarding  
**[PFR-36] RAY, REV. JAMES (WITHDRAWN)/UNIDENTIFIED MALE #5.**

It is extremely important that your forward copies of any and all documentation pertinent to this case to this office within 5 business days of receipt of this memo to ensure that the investigation of this matter be properly handled.

Please call Leah McCluskey with any questions you may have at 312-751-5205.  
Thank you.

Attachment

Cc: John O'Malley, Attorney

# ARCHDIOCESE OF CHICAGO

Office for the Protection of Children and Youth  
Office of Assistance Ministry  
Office for Child Abuse Investigations and Review  
Safe Environment Office



P. O. Box 1979  
Chicago, Illinois 60690-1979  
312-751-5254, general  
312-751-8307, fax

## MEMORANDUM

FILE COPY

**To:** Very Rev. John Canary, Vicar General  
Rev. Vincent Costello, Vicar for Priests  
Carol Fowler, Personnel Services  
Rev. Edward D. Grace, Vicar for Priests  
Matt Hunnicutt, Assistance Ministry  
Jimmy Lago, Chancellor  
Rev. Daniel Smilanic, Archbishop's Delegate to the Review Board

**From:** Santa Garcia, Secretary *SG*  
Office for Child Abuse Investigations and Review

**Date:** October 16, 2008

**Re:** [PFR-36] RAY, REV. JAMES (WITHDRAWN) [REDACTED]

Attached is a copy of a new allegation received by this office on October 14, 2008.

Please advise this office of any information you may have in your files regarding [PFR-36] RAY, REV. JAMES (WITHDRAWN) [REDACTED]

It is extremely important that your forward copies of any and all documentation pertinent to this case to this office within 5 business days of receipt of this memo to ensure that the investigation of this matter be properly handled.

Please call Leah McCluskey with any questions you may have at 312-751-5205.  
Thank you.

Attachment

Cc: John O'Malley, Attorney

*Rec: James Serritella*

AOC 019392



# ARCHDIOCESE OF CHICAGO

Office for the Protection of Children and Youth  
Office of Assistance Ministry  
Office for Child Abuse Investigations and Review  
Safe Environment Office



P. O. Box 1979  
Chicago, Illinois 60690-1979  
312-751-5254, general  
312-751-8307, fax

## MEMORANDUM

**FILE COPY**

**To:** Very Rev. John Canary, Vicar General  
Rev. Vincent Costello, Vicar for Priests  
Carol Fowler, Personnel Services  
Rev. Edward D. Grace, Vicar for Priests  
Matt Hunnicutt, Assistance Ministry  
Jimmy Lago, Chancellor  
Rev. Daniel Smilanic, Archbishop's Delegate to the Review Board

**From:** Santa Garcia, Secretary *SG*  
Office for Child Abuse Investigations and Review

**Date:** October 16, 2008

**Re:** [PFR-36] RAY, REV. JAMES (WITHDRAWN)/ [REDACTED]

Attached is a copy of a new allegation received by this office on October 14, 2008.

Please advise this office of any information you may have in your files regarding [PFR-36] RAY, REV. JAMES (WITHDRAWN)/ [REDACTED]

It is extremely important that your forward copies of any and all documentation pertinent to this case to this office within 5 business days of receipt of this memo to ensure that the investigation of this matter be properly handled.

Please call Leah McCluskey with any questions you may have at 312-751-5205.  
Thank you.

Attachment

Cc: John O'Malley, Attorney

*Bcc: James Serritella*

AOC 019393

# ARCHDIOCESE OF CHICAGO

Office for the Protection of Children and Youth  
Office of Assistance Ministry  
Office for Child Abuse Investigations and Review  
Safe Environment Office



P. O. Box 1979  
Chicago, Illinois 60690-1979  
312-751-5254, general  
312-751-8307, fax

## MEMORANDUM

**FILE COPY**

**To:** Very Rev. John Canary, Vicar General  
Rev. Vincent Costello, Vicar for Priests  
Carol Fowler, Personnel Services  
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Matt Hunnicutt, Assistance Ministry  
Jimmy Lago, Chancellor  
Rev. Daniel Smilanic, Archbishop's Delegate to the Review Board

**From:** Santa Garcia, Secretary *SG*  
Office for Child Abuse Investigations and Review

**Date:** October 16, 2008

**Re:** **[PFR-36] RAY, REV. JAMES (WITHDRAWN)/UNIDENTIFIED MALE #2**

Attached is a copy of a new allegation received by this office on October 14, 2008.

Please advise this office of any information you may have in your files regarding **[PFR-36] RAY, REV. JAMES (WITHDRAWN)/UNIDENTIFIED MALE # 2**.

It is extremely important that your forward copies of any and all documentation pertinent to this case to this office within 5 business days of receipt of this memo to ensure that the investigation of this matter be properly handled.

Please call Leah McCluskey with any questions you may have at 312-751-5205.  
Thank you.

Attachment

Cc: John O'Malley, Attorney

*Bcc: James Serritella*

AOC 019394

# ARCHDIOCESE OF CHICAGO

Office for the Protection of Children and Youth  
Office of Assistance Ministry  
Office for Child Abuse Investigations and Review  
Safe Environment Office



P. O. Box 1979  
Chicago, Illinois 60690-1979  
312-751-5254, general  
312-751-8307, fax

**FILE COPY**

## MEMORANDUM

**To:** Very Rev. John Canary, Vicar General  
Rev. Vincent Costello, Vicar for Priests  
Carol Fowler, Personnel Services  
Rev. Edward D. Grace, Vicar for Priests  
Matt Hunnicutt, Assistance Ministry  
Jimmy Lago, Chancellor  
Rev. Daniel Smilanic, Archbishop's Delegate to the Review Board

**From:** Santa Garcia, Secretary *SG*  
Office for Child Abuse Investigations and Review

**Date:** October 16, 2008

**Re:** **[PFR-36] RAY, REV. JAMES (WITHDRAWN)/UNIDENTIFIED MALE #3**

Attached is a copy of a new allegation received by this office on October 14, 2008.

Please advise this office of any information you may have in your files regarding **[PFR-36] RAY, REV. JAMES (WITHDRAWN)/UNIDENTIFIED MALE #3**.

It is extremely important that your forward copies of any and all documentation pertinent to this case to this office within 5 business days of receipt of this memo to ensure that the investigation of this matter be properly handled.

Please call Leah McCluskey with any questions you may have at 312-751-5205.  
Thank you.

Attachment

Cc: John O'Malley, Attorney

*Bcc: James Serritella*

AOC 019395

# ARCHDIOCESE OF CHICAGO

Office for the Protection of Children and Youth  
Office of Assistance Ministry  
Office for Child Abuse Investigations and Review  
Safe Environment Office



P. O. Box 1979  
Chicago, Illinois 60690-1979  
312-751-5254, general  
312-751-8307, fax

## MEMORANDUM

**FILE COPY**

**To:** Very Rev. John Canary, Vicar General  
Rev. Vincent Costello, Vicar for Priests  
Carol Fowler, Personnel Services  
Rev. Edward D. Grace, Vicar for Priests  
Matt Hunnicutt, Assistance Ministry  
Jimmy Lago, Chancellor  
Rev. Daniel Smilanic, Archbishop's Delegate to the Review Board

**From:** Santa Garcia, Secretary *SG*  
Office for Child Abuse Investigations and Review

**Date:** October 16, 2008

**Re:** **[PFR-36] RAY, REV. JAMES (WITHDRAWN)/UNIDENTIFIED MALE #4**

Attached is a copy of a new allegation received by this office on October 14, 2008.

Please advise this office of any information you may have in your files regarding **[PFR-36] RAY, REV. JAMES (WITHDRAWN)/UNIDENTIFIED MALE #4**.

It is extremely important that your forward copies of any and all documentation pertinent to this case to this office within 5 business days of receipt of this memo to ensure that the investigation of this matter be properly handled.

Please call Leah McCluskey with any questions you may have at 312-751-5205.  
Thank you.

Attachment

Cc: John O'Malley, Attorney

Bcc: James Serritella

AOC 019396

# ARCHDIOCESE OF CHICAGO

Office for the Protection of Children and Youth  
Office of Assistance Ministry  
Office for Child Abuse Investigations and Review  
Safe Environment Office



P. O. Box 1979  
Chicago, Illinois 60690-1979  
312-751-5254, general  
312-751-8307, fax

## MEMORANDUM

**FILE COPY**

**To:** Very Rev. John Canary, Vicar General  
Rev. Vincent Costello, Vicar for Priests  
Carol Fowler, Personnel Services  
Rev. Edward D. Grace, Vicar for Priests  
Matt Hunnicutt, Assistance Ministry  
Jimmy Lago, Chancellor  
Rev. Daniel Smilanic, Archbishop's Delegate to the Review Board

**From:** Santa Garcia, Secretary *SG*  
Office for Child Abuse Investigations and Review

**Date:** October 16, 2008

**Re:** [PFR-36] RAY, REV. JAMES (WITHDRAWN)/UNIDENTIFIED MALE #1

Attached is a copy of a new allegation received by this office on October 14, 2008.

Please advise this office of any information you may have in your files regarding  
**[PFR-36] RAY, REV. JAMES (WITHDRAWN)/UNIDENTIFIED MALE #1.**

It is extremely important that your forward copies of any and all documentation pertinent to this case to this office within 5 business days of receipt of this memo to ensure that the investigation of this matter be properly handled.

Please call Leah McCluskey with any questions you may have at 312-751-5205.  
Thank you.

Attachment

Cc: John O'Malley, Attorney

*Bcc: James Serritella*

AOC 019397

# ARCHDIOCESE OF CHICAGO

Office of the Archbishop



155 E. Superior St.  
Chicago, Illinois 60611

## DECREE

In the name of God. Amen.

Mindful of the fact that the **Reverend James M. Ray** is a priest ordained for the Archdiocese of Chicago in 1975 and remains incardinated in this Archdiocese;

heedful that there have been complaints of his violation of the 6<sup>th</sup> commandment of the Decalogue with minors, which both a pre-Review Board administrative process and the Review Board of the Archdiocese of Chicago advised the Ordinary were credible, and which advice was accepted by the Ordinary;

attentive to Norm 8 of the Essential Norms that legislated what “when even a single act of sexual abuse of a minor by a priest or deacon is admitted or is established after an appropriate process in accordance with canon law, the offending priest will be removed permanently from ecclesiastical ministry;”

attentive to the fact that I was recently made aware that in a risk assessment evaluation concluded on October 8, 2008 **Father Ray** was found to be a risk for sexual and violent recidivism, as well as for general criminal recidivism;

aware that in accord with the norm of canons 281§2, 538§3, and 1350§1, **Father Ray**’s suitable support must be provided for; and

recalling that in accord with the norm of canon 273, **Father Ray** is bound by a special obligation to show reverence and obedience to his Ordinary;

therefore, I, Francis Cardinal George, hereby

### decree

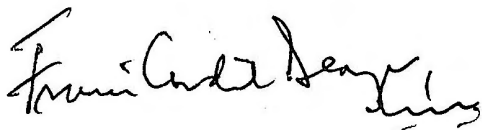
That **Reverend James M. Ray** is to reside at [REDACTED], effective today; and that he is to move to the aforementioned [REDACTED] immediately. He is assigned to this facility for the purposes of [REDACTED] as well as to prevent access to minors and vulnerable adult victims.

This assignment is made for a period of six months, after which the progress of [REDACTED] will be reported to me for further action.

Should **Father Ray** fail to comply with this decree, I will apply canonical penalties, not excluding, if warranted, a formal request to the Holy Father that **Father Ray** be dismissed from the clerical state *pro bono Ecclesiae*.

This decree shall be made known to **Father Ray** and his advocate at the earliest possible moment. They shall also be informed of their right to appeal this to the **Congregation for the Doctrine of the Faith** within the time limits prescribed by law.

Given in Chicago, Illinois on November 13, 2008. All things to the contrary notwithstanding.



Francis Cardinal George, O.M.I.  
Archbishop of Chicago



Reverend Patrick R. Lagges  
Ecclesiastical Notary



**ARCHDIOCESE OF CHICAGO**  
**Vicar for Priests Office**  
645 N. Michigan Avenue, Ste. 543  
CHICAGO, ILLINOIS 60611  
(312) 642-1837  
(312) 642-4933 (Fax)

## FAX COVER SHEET

**TO:** Fr Michael Joyce, CM

**DATE:** 11/14/2008 3:43 PM

**FAX:** 901-373-1269

**RE:** Jim Ray's decree and protocol

---

**FROM:** Ed Grace

**FAX:** 312 642-4933

**NUMBER OF PAGES INCLUDING COVER SHEET:** 8

---

**MESSAGE:**



# ARCHDIOCESE OF CHICAGO

Vicar for Priests



645 N. Michigan Ave.  
Suite 543  
Chicago, Illinois 60611

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

## MEMORANDUM

To: File  
From: Ed Grace  
Re: Jim Ray  
Date: November 14, 2008

Today Shawnte Jenkins and I met with Jim Ray at Cardinal Stritch Retreat House. We presented Jim with a Decree signed by Cardinal George assigning Jim to reside [REDACTED]. I stressed that this was an assignment [REDACTED] and not an exile. Ms Jenkins also stressed that the decisions makers in this matter understood Jim to be cooperative and were willing to give him an opportunity [REDACTED] and the possibility of continuing to live as a priest removed from ministry rather than seeking laicization.

I informed Jim of his right to appeal and have left a message with Fr. Joyce, CM, Jim's canonical advocate. I told Fr. Joyce of the Decree and asked him to contact me so that I can arrange to provide him a copy of the decree and also of the protocols [REDACTED].

Jim asked some questions about the consequences of a failure to comply. I suggested that Jim, think over his options carefully and consult with family and his advocate before any decision. I encouraged Jim to at least [REDACTED].

After discussing the decree, Shawnte went over the specific protocol for Jim [REDACTED]. These had been signed by the Cardinal.

Finally, we discussed the time line for a move [REDACTED]. We informed Jim that we were thinking in terms of him moving next Wednesday, November 19<sup>th</sup>.

I will fax a copy of the Decree and protocol to Fr. Joyce

A handwritten signature in black ink, appearing to read "Ed Grace".

# INDIVIDUAL SPECIFIC PROTOCOLS: JAMES RAY

Implementation Date

November 17, 2008

Date of Review

December 1, 2008

## HISTORY OF ASSIGNMENTS

Date of Birth: [REDACTED]

Ordained: May 14, 1975

May, 1975 – St. Anastasia, Waukegan

June, 1982 – St. Peter Damian, Bartlett

June, 1989 – Transfiguration, Wauconda

July, 1999 – Assistant Liaison for Health Care, Catholic Charities

July 22, 2005 removed from ministry.

## HISTORY OF ABUSE ALLEGATIONS: SUBSTANTIATED AND NON-SUBSTANTIATED.

**Allegation 1.** In 1991, a 28-year – old man come forward and reported an incident that occurred when he was about 11 years old [REDACTED]

**Allegation 2.** In 1999, a 33 year old man came forward to the Archdiocese and reported that Jim Ray, [REDACTED] sexual abused him from the time he was approximately 10 years old until he was about 16 years old [REDACTED]

**CURRENT CANONICAL STATUS.**

On July 31, 2005 the case of James Ray was referred to the Congregation for the Doctrine of the Faith. After reviewing the materials, Cardinal Ratzinger, then Cardinal Prefect of the Congregation of the Doctrine of the Faith, now His Holiness Pope Benedict XVI, on July 15, 2004, granted His Eminence, Francis Cardinal George permission to impose a penal precept on James Ray for a determinate period of time. The letter provided for the possibility that at the end of the determinate period, a new precept may be issued. The Congregation specifically voiced concern because, "the facts of the case, given the young age of the victims, are indeed grave."

In accordance, then, with the directives of the Congregation for the Doctrine of the Faith and in consultation with James Ray's canonical advocate, His Eminence, Francis Cardinal George on July 22, 2005, issued a decree which established that Cardinal George was morally certain that James Ray engaged in sexual activity with a minor during the years 1976 through 1982 and that he also engaged in sexual activity with an adult male in 1993. Therefore, Cardinal George removed James Ray's faculties for a period of three years and dispensed with his obligation to wear ecclesiastical garb for the period of the decree.

On November 13, 2008 Cardinal Francis George issued a decree assigning James Ray to reside [REDACTED]  
[REDACTED] James Ray has refused to go [REDACTED] and has asked to be laicized.

**CURRENT LIVING ARRANGEMENT AND INVOLVEMENT WITH MINORS.**

James Ray is currently living in the Cardinal Stritch Retreat House with 8 other members of the Archdiocesan priesthood who have been removed from ministry due to sexual misconduct, mostly with minors. During the past ten years, James Ray has continued to maintain relationships with a number of families he met through ministry, including families with minor children, both boys and girls. James Ray also maintains close ties to his own family members, who are numerous. He knows the children well, is able to recall their names and is able to describe their interests and activities. Calls to family members and friends demonstrated that James Ray has not shared his full history with others and has led most people to believe that he was removed from ministry because of a sexual relationship he had with an adult male. Serious concerns about current risk have led the Archdiocese [REDACTED]

[REDACTED]

On November 13, 2008  
Cardinal Francis George issued a decree assigning James Ray to reside [REDACTED]

[REDACTED] James Ray has refused to go [REDACTED] and has asked to be laicized.

**Individual Specific Protocols**

James Ray will reside at the Cardinal Stritch Retreat House until the laicization process is completed.

**RISK MANAGEMENT STRATEGIES**

**STATEMENT OF PROBLEM 1: SEXUAL OFFENSES AGAINST MINORS WHILE IN MINISTRY**

RISK REDUCTION STRATEGY	METHOD OF VERIFICATION	COMMENTS
<p>Even with a prudent companion, James Ray is not permitted to spend time with families who have minor children. This includes time in their homes, his family home or in public places. James Ray is prohibited at all times from spending social time with anyone under the age of 22. <u>He is not permitted to leave the grounds of his residence at the Cardinal Stritch Retreat House in Mundelein, IL to visit with families or to meet families at any location. He is permitted to leave the residence with a chaperone approved by Compliance Supervisor.</u></p> <p>James Ray is prohibited at all times from being alone with anyone under the age of 25.</p>	<p>Verification with Community Support Network.</p> <p>Oversight by Compliance Supervisor.</p> <p>Unannounced verification (telephone, in-person visits, GPS) of daily logs.</p>	

*Log this incident  
Trips to  
Diary show  
- His diary  
etc.*

RISK REDUCTION STRATEGY	METHOD OF VERIFICATION	COMMENTS
<p>James Ray is required to log out his whereabouts on the "Clergy Daily Log Sheet" daily and submit it to his Compliance Supervisor prior to leaving the residence at the Cardinal Stritch Retreat House.</p>	<p>Verification by Compliance Supervisor.</p>	
<p>James Ray is required to complete the "Request for Travel" and receive approval in accordance with its timelines and procedures, prior to any trips or overnight stays away from the residence.</p>	<p>Verification by Compliance Supervisor.</p>	
<p>James Ray is required to return to his residence no later than 9:00 pm, unless previously approved by his Compliance</p>	<p>Verification by Compliance Supervisor and site monitor.</p>	

Individual Specific Protocols

7  
This  
is  
to  
be  
done

Supervisor.		
James Ray is required to allow his Compliance Supervisor access to his residence in Boyne Michigan for the purposes of verification.	Verification by Compliance Supervisor and site monitor.	
James Ray is prohibited from exercising priestly ministry in all forms, including, but not limited to public celebration of Mass, wearing the Roman Collar or other symbols of ministry, wearing clerical garb (or any garb that denotes priesthood or ministry), and introducing or calling himself "Father" or "Reverend".	Verification with Community Support Network.  Oversight by Compliance Supervisor.  Unannounced verification (telephone, visits) of daily logs.	
James Ray will provide to his Compliance Supervisor a listing of the close friends and relatives who support him, including contact information, for the purpose of verifying his adherence to the protocols and ensuring his ongoing support and accountability ( <b>to be submitted within 5 business days of implementation of protocol</b> ).	Completion of Community Support Network form	
James Ray is prohibited from attending public mass outside of the Cardinal Stritch Retreat Center.	Verification with Community Support Network.  Unannounced verification (telephone, visits, GPS) of daily logs.	

RISK REDUCTION STRATEGY	METHOD OF VERIFICATION	COMMENTS
James Ray is prohibited from communicating or contacting by telephone, email, birthday card, text or letter with anyone under the age of 25.	Verification with Community Support Network.  Unannounced verification (telephone, visits, GPS) of daily logs.	

Individual Specific Protocols

Once established, James Ray will spend one evening each week at the Cardinal Stritch Retreat House, participating in an evening meal, faith sharing and group meeting.	Verification by Retreat House Director.	
	Verification by Compliance Supervisor.	
James Ray is prohibited from providing spiritual direction, pastoral care, counseling and all other forms of ministry that may be provided by laypersons.	Verification with support network. Unannounced verification of daily logs.	
In the event that a minor initiates contact with James Ray, he is required to remove himself from the situation immediately and inform his employer and Compliance Supervisor.	Verification by Compliance Supervisor.	

RISK REDUCTION STRATEGY	METHOD OF VERIFICATION	COMMENTS
James Ray is prohibited from working or volunteering with any organization that provides services to persons under the age of 25. This includes any form of work in schools, parishes or rectories.	Verification with Community Support Network. Unannounced verification (telephone, visits, GPS) of daily logs.	
James Ray is prohibited from any form of work or volunteerism or visiting of vulnerable adults that is not approved by Compliance Supervisor.	Verification with support network. Unannounced verification of daily logs.	
James Ray is encouraged to continue to work with his medical doctor to manage his diabetes.	Discussion with Compliance Supervisor.	
James Ray is prohibited from viewing, downloading or otherwise possessing pornography or sexually explicit materials of	Verification by Archdiocesan or contracted Information	

**Individual Specific Protocols**

<p>any kind. Computer is subject to confiscation for verification purposes.</p>	<p><i>Technology Personnel and Compliance Supervisor.</i></p>	
<p>Online chat, social networking involvement, and other internet relationships, as well as sites visited are subject to review by his Compliance Supervisor (with designated Information Technology Personnel) for the first six months of the program. The need for ongoing review will be evaluated following this period of time.</p>	<p><i>Verification by Archdiocesan or contracted Information Technology Personnel and Compliance Supervisor.</i></p>	

<p><b>RISK REDUCTION STRATEGY</b></p>	<p><b>METHOD OF VERIFICATION</b></p>	<p><b>COMMENTS</b></p>
<p>James Ray is prohibited from visiting "Child-Oriented Destinations*"</p>	<p><i>Verification with Community Support Network.</i></p> <p><i>Oversight by Compliance Supervisor.</i></p> <p><i>Unannounced verification (telephone, in-person visits, GPS) of daily logs.</i></p>	

**Individual Specific Protocols**

CONSEQUENCES FOR NON-COMPLIANCE WITH THE PROTOCOLS.

- Canonical action, up to and including involuntary removal from the priesthood.

SIGNATURES.

Signed: Francis George Date: Nov 19, 2008

Printed Name: FRANCIS GEORGE

Signature of Vicar for Priest: \_\_\_\_\_ Date: \_\_\_\_\_

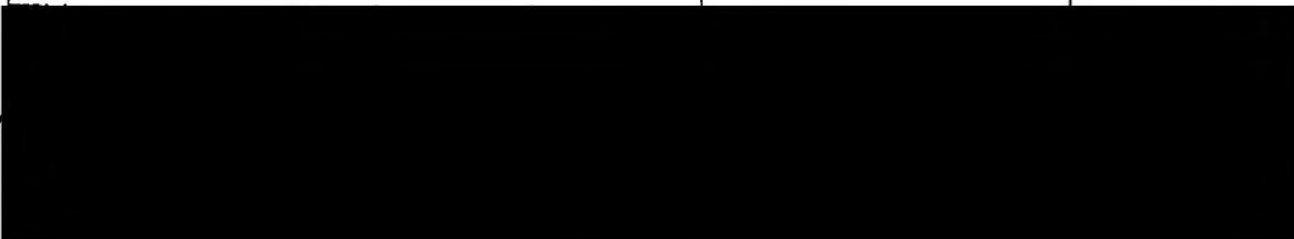
Signature of Ecclesiastic Notary: Paul M... Date: 11/21/08

Signature of Cardinal: \_\_\_\_\_ Date: \_\_\_\_\_

Individual Specific Protocols



RISK REDUCTION STRATEGY	METHOD OF VERIFICATION	COMMENTS
James Ray is to abide by the rules of conduct established by [REDACTED]	Verification by Compliance Supervisor each month.	



**CONSEQUENCES FOR NON-COMPLIANCE WITH THE PROTOCOLS.**

Depending on the gravity of the instance of non-compliance, any of the following consequences may apply:

- Immediate voluntary polygraph to determine whether abuse may have occurred.
- Canonical action, up to and including involuntary removal from the priesthood.

**SIGNATURES.**

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

Printed Name: \_\_\_\_\_

Signature of Vicar for Priest: Rev. Edward N. Grou Date: Nov. 14, 2008

Signature of Ecclesiastic Notary: [Signature] Date: 12/11/08

Signature of Cardinal: Francis Cardinal George Date: 12/11/08

**Individual Specific Protocols**

### Victim Statement Abstract

This abstract supplements the Individual Specific Protocols for Fr. James Ray, which provides a history of Ray's assignments, allegations of abuse, and summarizes the restrictions and requirements of Ray's monitoring program. Regarding allegations of abuse, Ray's ISP details Victim JT's report of a single incident of alleged abuse that occurred at the St. Anastasia rectory in approximately 1974 or 1975. The ISP also details Victim JS's reported abuse, which allegedly occurred from approximately 1976 to 1982 and consisted of genital touching. Victim JS also spent the night at the rectory with Ray on several occasions.

3

From: Patrick Lagges  
To: egrace@archchicago.org  
Date: 11/19/2008 6:17 PM  
Subject: RE: JRay Laicization

The case has to be assembled first. It won't go over right away. Cases are usually 100 to 200 pages taken from all the files we have on him.

Mobile email powered by Nokia Intellisync

----- Original Message -----

From: "Edward Grace" <egrace@archchicago.org>  
Date: 11/19/08 5:03 pm  
To: "Jan Slattery" <jslattery@archchicago.org>  
Cc: "Patrick Lagges" <plagges@archchicago.org>  
Subj: Re: JRay Laicization  
Jan,

2

Pat Lagges would ordinarily be the one to send the letter to Rome with all the other appropriate paper work. I do not know if Pat has even received the letter from Ray. I have copied Pat on this email for his information. I should have me cell phone most of the day tomorrow if you wish to get in touch with me

Ed

1

>>> Jan Slattery 11/19/2008 4:41 PM >>>  
Ed,

Jim Ray faxed a copy of his letter to the Holy Father to Shawnte. Do you know if he actually sent the letter to Rome?

Jan

Jan Slattery  
Director Office for the Protection of Children and Youth  
Archdiocese of Chicago  
312-751-5319

This message is intended for the use of the individual or entity to which it is addressed and may contain information that is privileged, confidential and exempt from disclosure under applicable law. If the reader of this message is not the intended recipient or the employee or agent responsible for delivering the message to the intended recipient, you are hereby notified that any dissemination, distribution or copying of this communication is strictly prohibited. If you have received this communication in error, please notify us immediately by replying to the sender of this e-mail. Thank you.

*I Jan Slattery's question*

*2 My Response to Jan*

*3 Pat Lagges' Response 2 My CC*

# ARCHDIOCESE OF CHICAGO

Vicar for Priests



645 N. Michigan Ave.  
Suite 543  
Chicago, Illinois 60611

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

## MEMORANDUM

To: Pat Lagges  
From: Ed Grace  
Re: Jim Ray  
Date: November 24, 2008

COPY

Pat,

Enclosed please find the original of Jim Ray's (undated) letter to the Holy Father requesting laicization. Jim gave me this letter Friday, November 21, 2008 at the Cardinal Stritch Retreat House. At that time Jim informed me that this is the original letter he signed himself.

*Ed Grace*

### Victim Statement Abstract

This abstract replaces a memorandum to file from Shawnte Jenkins, Compliance Supervisor for the Archdiocese of Chicago's Office for Protection of Children and Youth, dated November 26, 2008, summarizing her conversation with a relative of Fr. James Ray. The relative expressed frustration with the Archdiocese for forcing Ray to leave the priesthood. Jenkins explained to Ray's relative that Ray had requested to leave and was not being forced to leave by the Archdiocese. Ray's relative then stated that she was aware of several individuals who were negatively impacted by their relationship with Ray when they were minors. The relative did not provide any additional details concerning the nature or time frame of the abuse. Jenkins provided the relative with information concerning the Archdiocese of Chicago's Office of Assistance Ministry and the services they offer. Jenkins also offered to speak with the relative again in the future as needed.

**From:** Leah McCluskey  
**To:** Jenkins, Shawnte  
**Date:** 12/10/2008 2:57 PM  
**Subject:** Re: Jim Ray  
**Attachments:** Leah McCluskey.vcf

Shawnte,

This is a huge help. Thank you.

Leah

Leah McCluskey, MSW, LSW  
Director, Office for Child Abuse Investigations and Review  
Archdiocese of Chicago  
737 N. Michigan Ave., Suite 900  
Chicago, Illinois 60611  
Office: [312] 751-5205  
Fax: [312] 751-5279  
lmcluskey@archchicago.org

This message is intended only for the use of the individual or entity to which it is addressed and may contain information that is privileged, confidential and exempt from disclosure under applicable law. If the reader of this message is not the intended recipient or the employee or agent responsible for delivering the message to the intended recipient, you are hereby notified that any dissemination, distribution or copying of this communication is strictly prohibited. If you have received this communication in error, please notify us immediately by replying to the sender of this e-mail. Thank you.

>>> Shawnte Jenkins 12/10/2008 2:25 PM >>>  
Leah,

In my initial conversation with [REDACTED] she did not specifically give a number, all that she was willing to say was that [REDACTED] are currently in their 30's and 40's. I assumed this to mean more than one because she referred to [REDACTED] in plural form. During this conversation [REDACTED] It was clear that she did not feel comfortable revealing too much information at that time. She did not specifically say what Jim Ray did to mess up their lives. She did say that as a result of Jim [REDACTED] have struggled [REDACTED] for years. I have since had a subsequent conversation with [REDACTED] in which she spoke more freely. With regards to [REDACTED] she clarified that there are [REDACTED] who she suspects may have been abused by Jim Ray. She stated that Jim was [REDACTED] for a number of years when they were young children and there are rumors [REDACTED] that Jim abused them [REDACTED]. Hope this helps.

Shawnte

>>> Leah McCluskey 12/10/2008 1:55 PM >>>  
Hi Shawnte,

Thank you for your Memorandum dated November 26, 2008 with regard to Rev. Jim Ray. For clarification purposes, could you please tell me the number of [REDACTED] talked to you about and if she specifically defined what Fr. Ray did to caused [REDACTED]

Thank you.

Leah

Leah McCluskey, MSW, LSW  
Director, Office for Child Abuse Investigations and Review  
Archdiocese of Chicago  
737 N. Michigan Ave., Suite 900  
Chicago, Illinois 60611  
Office: [312] 751-5205  
Fax: [312] 751-5279

**From:** Leah McCluskey  
**To:** Garcia, Santa  
**Date:** 12/10/2008 4:17 PM  
**Subject:** New allegations  
**Attachments:** Leah McCluskey.vcf

Santa,

Please open two new files:

Ray, Rev. James [Withdrawn]/Unidentified male #5  
Ray, Rev. James [Withdrawn]/Unidentified male #6

Shawnte shared written information with me today that she has been made aware that two [REDACTED] were allegedly sexually abused by him when [REDACTED] were minors.

Thank you.

Leah

Leah McCluskey, MSW, LSW  
Director, Office for Child Abuse Investigations and Review  
Archdiocese of Chicago  
737 N. Michigan Ave., Suite 900  
Chicago, Illinois 60611  
Office: [312] 751-5205  
Fax: [312] 751-5279  
lmcccluskey@archchicago.org

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# ARCHDIOCESE OF CHICAGO


Office for the Protection of Children and Youth  
Office of Assistance Ministry  
Office for Child Abuse Investigations and Review  
Safe Environment Office



P. O. Box 1979  
Chicago, Illinois 60690-1979  
312-534-5254, general  
312-751-8307, fax

## MEMORANDUM

**To:** Very Rev. John Canary, Vicar General  
Rev. Vincent Costello, Vicar for Priests  
Carol Fowler, Personnel Services  
Rev. Edward D. Grace, Vicar for Priests  
Matt Hunnicutt, Assistance Ministry  
Jimmy Lago, Chancellor  
Rev. Daniel Smilanic, Archbishop's Delegate to the Review Board

**From:** Leah McCluskey   
Director, Office for Child Abuse Investigations and Review

**Re:** **[PFR - 36] RAY, REV. JAMES (WITHDRAWN)/UNIDENTIFIED MALE #6**

**Date:** December 18, 2008

Attached is a copy of a new allegation received by this office on December 10, 2008.

Please advise this office of any information you may have in your files regarding **[PFR - 36] RAY, REV. JAMES (WITHDRAWN)/UNIDENTIFIED MALE #6**.

It is extremely important that your forward copies of any and all documentation pertinent to this case to this office within 5 business days of receipt of this memo to ensure that the investigation of this matter be properly handled.

Please contact me at [312] 534-5205 with any questions you may have.

Thank you.

Attachment

Cc: John O'Malley, Attorney

AOC 019416



# ARCHDIOCESE OF CHICAGO


Office for the Protection of Children and Youth  
Office of Assistance Ministry  
Office for Child Abuse Investigations and Review  
Safe Environment Office



P. O. Box 1979  
Chicago, Illinois 60690-1979  
312-534-5254, general  
312-751-8307, fax

## MEMORANDUM

**To:** Very Rev. John Canary, Vicar General  
Rev. Vincent Costello, Vicar for Priests  
Carol Fowler, Personnel Services  
Rev. Edward D. Grace, Vicar for Priests  
Matt Hunnicutt, Assistance Ministry  
Jimmy Lago, Chancellor  
Rev. Daniel Smilanic, Archbishop's Delegate to the Review Board

**From:** Leah McCluskey   
Director, Office for Child Abuse Investigations and Review

**Re:** **[PFR - 36] RAY, REV. JAMES (WITHDRAWN)/UNIDENTIFIED MALE #5**

**Date:** December 18, 2008

Attached is a copy of a new allegation received by this office on December 10, 2008.

Please advise this office of any information you may have in your files regarding **[PFR - 36] RAY, REV. JAMES (WITHDRAWN)/UNIDENTIFIED MALE #5**.

It is extremely important that your forward copies of any and all documentation pertinent to this case to this office within 5 business days of receipt of this memo to ensure that the investigation of this matter be properly handled.

Please contact me at [312] 534-5205 with any questions you may have.

Thank you.

Attachment

Cc: John O'Malley, Attorney

AOC 019417

**From:** <PRear@aol.com>  
**To:** <egrace@archchicago.org>  
**Date:** 1/23/2009 9:03 AM  
**Subject:** Re: James Ray

Dear Ed,

Thanks for the note on Jim Ray. I have spoken with him and asked him to give these matters some thought also. But we have been unable to meet and probably won't do so until late next week. I don't yet know of Jim's special circumstances and therefore cannot yet discuss how to address them. But it seems from your email that you are on the right track at this point.



Best wishes

Pat R

\*\*\*\*\*From Wall Street to Main Street and everywhere in between, stay up-to-date with the latest news. (<http://aol.com?ncid=emlcntaolcom00000023>)

**From:** Edward Grace  
**To:** Jenkins, Shawnte  
**CC:** Slattery, Jan; Welter, Daniel  
**Date:** 1/30/2009 1:51 PM  
**Subject:** Jim Ray

Greetings Shawnte,

Following up on yours of this morning:

I have just spoken with Jim Ray and he confirmed that he had not left me any messages.

I have spoken with Jim's attorney and confirmed that they will be meeting next Tuesday to discuss the proposal I sent last week.

I also informed Jim that Dan Welter is working on the laicization package to be sent to Rome. In fact, I'm expecting Dan to be at my office this P.M. to go over the Jim Ray file.

Have a good week end If I don't see you.

Ed

**From:** Edward Grace  
**To:** Jenkins, Shawnte  
**CC:** Slattery, Jan; Welter, Daniel  
**Date:** 1/30/2009 11:45 AM  
**Subject:** Re: Jim Ray

Hello Shawnte,

I'm not surprised that Jim is anxious to leave.

I have not received any messages from him, but I will attempt to reach him this p.m.

January 21st I sent a proposal to Jim's attorney. He acknowledged receipt and indicated that he would speak with Jim and get back to me. He has not yet done so.

Ed

>>> Shawnte Jenkins 1/30/2009 11:29 AM >>>  
Good morning Fr. Grace,

I met with Jim Ray yesterday and he is very anxious to leave. He is wondering where he is at in the process and how much longer things will take. He expressed great frustration with being under such a restrictive protocol. Jim Ray is stating that he has tried calling you and his attorney but has not heard anything back. I told Jim Ray yesterday that I would check on the status and get back to him. I have spoken with Dan Welter and he reports that he is currently working on Jim Ray's packet, he has asked if you have completed the exit packet with Jim Ray. Do you have any updated information on where Jim Ray is at in the process on his exit package?

Thanks.

Shawnte

Shawnte Jenkins  
Compliance Supervisor  
737 N. Michigan Suite 900  
Chicago, IL 60611  
Office (312) 534- 2595  
Fax (312) 751- 8307

This message is intended for the use of the individual or entity to which it is addressed and may contain information that is privileged, confidential and exempt from disclosure under applicable law. If the reader of this message is not the intended recipient or the employee or agent responsible for delivering the message to the intended recipient, you are hereby notified that any dissemination, distribution or copying of this communication is strictly prohibited. If you have received this communication in error, please notify us immediately by replying to the sender of this e-mail. Thank you.

**From:** Shawnte Jenkins  
**To:** Edward Grace  
**CC:** Jan Slattery  
**Date:** 1/30/2009 11:29 AM  
**Subject:** Jim Ray

Good morning Fr. Grace,

I met with Jim Ray yesterday and he is very anxious to leave. He is wondering where he is at in the process and how much longer things will take. He expressed great frustration with being under such a restrictive protocol. Jim Ray is stating that he has tried calling you and his attorney but has not heard anything back. I told Jim Ray yesterday that I would check on the status and get back to him. I have spoken with Dan Welter and he reports that he is currently working on Jim Ray's packet, he has asked if you have completed the exit packet with Jim Ray. Do you have any updated information on where Jim Ray is at in the process on his exit package?

Thanks.

Shawnte

Shawnte Jenkins  
Compliance Supervisor  
737 N. Michigan Suite 900  
Chicago, IL 60611  
Office (312) 534- 2595  
Fax (312) 751- 8307

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RECEIVED

MAR 23 2009

ARCHDIOCESE OF CHICAGO

PFR-36

ARCHDIOCESE OF CHICAGO  
OFFICE FOR CHILD ABUSE  
INVESTIGATIONS AND REVIEW  
Post Office Box 1979  
Chicago, Illinois 60690-1979

Office of Legal Services

John C. O'Malley  
Director  
jomalley@archchicago.org



(312) 534-5379  
Fax: (312) 534-5252

March 20, 2009

PERSONAL AND CONFIDENTIAL

Ms. Shauna Boliker  
Assistant State's Attorney  
State's Attorney of Cook County  
2650 South California, Room 11D10  
Chicago, Illinois 60608


RE: Unidentified Males #5 and #6  
Our File #09 SC 027 and 09 SC 028  
Date of Birth: Unknown  
Date of Incident: Unknown  
Location of Incident: Unknown

Dear Ms. Boliker:

Please be advised that the Archdiocese of Chicago's Office for Child Abuse Investigations and Review has received an allegation from [REDACTED] that [REDACTED] who are currently in their 30s and 40s, (Unidentified Males #5 and #6) were sexually abused as minors by Fr. James Ray. Fr. Ray is withdrawn from ministry.

If our office can provide any additional information, or be of any further help, please let me know.

Very truly yours,

  
John C. O'Malley  
Director of Legal Services

JCOM:dd

cc: Ms. Leah McCluskey ✓  
Mr. James A. Serritella  
Ms. Dixie Peterson, DCFS Counsel

SCDir\09SC027&09SC028\SA Notification Re Unidentified Male #5 and #6

AOC 019422



**ARCHDIOCESE OF CHICAGO**  
**Vicar for Priests Office**  
645 N. Michigan Avenue, Ste. 543  
CHICAGO, ILLINOIS 60611  
(312) 642-1837  
(312) 642-4933 (Fax)

## FAX COVER SHEET

**TO:** Alex Becker  
**DATE:** 3/27/2009 12:22 PM  
**FAX:** 1-708-449-8148  
**RE:** Jim Ray's Pension

---

**FROM:** Ed Grace  
**FAX:** 312 642-4933

NUMBER OF PAGES INCLUDING COVER SHEET: ~~4~~ 2

---

**MESSAGE:** Alex, with this cover sheet I am sending Page <sup>5</sup> 4 of the exit agreement signed by Jim Ray on March 2, 2009.

Ed

*Note it was Page 5 of the  
Exit agreement - EG*

**ARCHDIOCESE OF CHICAGO  
PAYROLL AUTHORIZATION/CHANGE FORM/PAYROLL SET UP**

**POSTED**

**ARCHDIOCESE PRIESTS**

Rev. James [REDACTED] 201323  
 Last Name, First, Middle Initial Social Security Number Employee Number

Active F/T  Active P/T \_\_\_\_\_ Active P/T Benefits \_\_\_\_\_ Position \_\_\_\_\_

Ordination Date 1975 Transfer to P.C. \_\_\_\_\_ Date Transfer from Agency/Parish/School# \_\_\_\_\_

Dept. Name \_\_\_\_\_ No. \_\_\_\_\_ Agency \_\_\_\_\_ No. \_\_\_\_\_

Pay through payroll		Effective Date: _____
Regular Salary	\$ _____	
(Compensation Book)		Non-Payroll Compensation
Other: Type		Type
_____	\$ _____	_____ \$ _____
_____	\$ _____	_____ \$ _____
_____	\$ _____	_____ \$ <u>1,259</u>
_____	\$ _____	_____ \$ _____
Total through Payroll	\$ _____	Total Non-Payroll \$ _____

Comments \_\_\_\_\_

Birth Date \_\_\_\_\_ EEOC: OM \_\_\_\_\_ PR \_\_\_\_\_ OC \_\_\_\_\_ SW \_\_\_\_\_ SL \_\_\_\_\_ ADM \_\_\_\_\_ Other \_\_\_\_\_ Veteran \_\_\_\_\_

Home Phone \_\_\_\_\_ Work Phone \_\_\_\_\_ Handicap: Yes \_\_\_\_\_ No \_\_\_\_\_

Mailing Address \_\_\_\_\_

Street, City, State, Zip Code \_\_\_\_\_

Dental Insurance: Yes \_\_\_\_\_ No \_\_\_\_\_ Name of Dental Plan \_\_\_\_\_

Payroll Direct Deposit: Yes \_\_\_\_\_ No \_\_\_\_\_ Forms attached: Yes \_\_\_\_\_ No \_\_\_\_\_ Federal/State Taxes: Yes \_\_\_\_\_ No \_\_\_\_\_ Forms attached: Yes \_\_\_\_\_ No \_\_\_\_\_

Defined Contribution Plan (AETNA) Yes \_\_\_\_\_ No \_\_\_\_\_ Amount per year \$ \_\_\_\_\_

**TRANSFERS – EFFECTIVE DATE** March 2, 2009

Transfer From \_\_\_\_\_ To \_\_\_\_\_  
 Name Parish #, School #, or Agency # Personnel Services – Interim Salary #

Transfer From 10152 10411 To \_\_\_\_\_  
 Personnel Services – Interim Salary # Name Parish #, School #, or Agency #

Transfer From \_\_\_\_\_ To Resignation from Priesthood  
 Location Location

Termination/Resignation/Date \_\_\_\_\_ Reason \_\_\_\_\_

Agency Director/Date <u>[Signature]</u> <u>4/7/09</u>	Department Director/Date <u>[Signature]</u> <u>4-3-09</u>	Director, Human Resources/Date
Chancellor/Date	Director, Personnel Services/Date	



VICAR FOR PRIESTS OFFICE

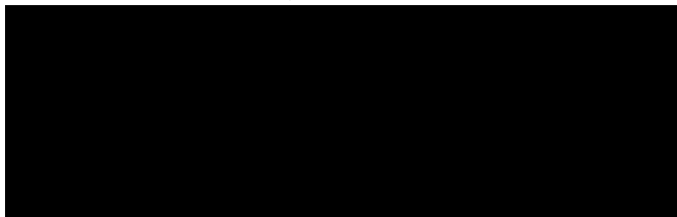
**MEMO**

To: Office of the Chancellor  
From: Vicars for Priests Office  
Re: Resigned Priest: *James Ray*  
Date: *4/16/09*

---

This packet contains the following information concerning:

Name of priest:	<u><i>James Ray</i></u>
Letter of resignation	<u><i>rd</i></u>
Cardinal or VP's letter of acceptance	<u><i>NO</i></u>
Resignation of pastorate, if applicable	<u><i>ONA</i></u>
Copy of request for laicization	<u><i>rd</i></u>
Exit Agreement	<u><i>rd</i></u>



*we*

*rd*

**MEMO**

---

---

To: Alex Becker  
Don Turlek  
From: Sister Pat Cummings  
Re: Resigned Priest  
Date: April 17, 2009

---

---

This is to inform you that James Ray has left the active ministry.



The Exit agreement was signed March 2, 2009.

Auto insurance will be in effect until September 2, 2009.

Health insurance will in effect until <sup>Mar</sup>~~April~~ 1, 2010.

I will inform you prior to the expiration date.


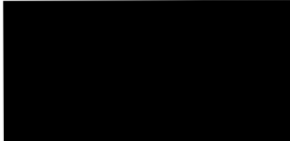
VICAR FOR PRIESTS OFFICE

**MEMO**

To: Office of the Chancellor  
From: Vicars for Priests Office  
Re: Resigned Priest:  
Date: April 17, 2009

---

This packet contains the following information concerning:

<u>Name of priest:</u>	<i>James Ray</i>
Letter of resignation	<u>X</u>
Cardinal or VP's letter of acceptance	<u>No</u>
Resignation of pastorate, if applicable	<u>DNA</u>
Copy of request for laicization	<u>X</u>
Exit Agreement	<u>X</u>
	<u>X</u>
	<u>X</u>
	<u>DNA</u>

# ARCHDIOCESE OF CHICAGO

Office for the Protection of Children and Youth  
Office of Assistance Ministry  
Office for Child Abuse Investigations and Review  
Safe Environment Office




P. O. Box 1979  
Chicago, Illinois 60690-1979  
312-534-5254, general  
312-751-8307, fax

## MEMORANDUM

**FILE COPY**

**To:** Rev. John Canary, Vicar General  
Rev. Vincent Costello, Vicar for Priests  
Colleen Dolan, Communications and Public Relations  
Carol Fowler, Personnel Services  
Matt Hunnicutt, Office of Assistance Ministry  
✓ Jimmy Lago, Chancellor  
John O'Malley, Legal Services  
Rev. Daniel Smilanic, Archbishop's Delegate to the Review Board

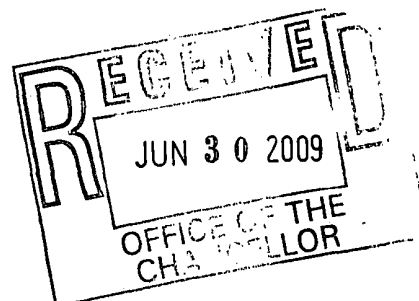
**From:** Leah McCluskey, Office for Child Abuse Investigations and Review 

**Re:** Ray, Rev. James (Resigned)/Unidentified Male #5

**Date:** June 25, 2009

On December 10, 2008 that Rev. James Ray's [REDACTED] reported to Ms. Shawnte Jenkins that Fr. Ray sexually abused two [REDACTED] when they were minors and Fr. Ray was [REDACTED] reported that [REDACTED] are currently in their 30s and 40s.

Due to the fact that 180 days has passed since this office's receipt of the aforementioned report without any contact from [REDACTED] the referenced [REDACTED] and/or anyone on the [REDACTED] behalf, this matter is considered to be inactive at this time.



# ARCHDIOCESE OF CHICAGO

Office for the Protection of Children and Youth  
Office of Assistance Ministry  
Office for Child Abuse Investigations and Review  
Safe Environment Office



P. O. Box 1979  
Chicago, Illinois 60690-1979  
312-534-5254, general  
312-751-8307, fax

## MEMORANDUM

**To:** Rev. John Canary, Vicar General  
Rev. Vincent Costello, Vicar for Priests  
Colleen Dolan, Communications and Public Relations  
Carol Fowler, Personnel Services  
Matt Hunnicutt, Office of Assistance Ministry  
Jimmy Lago, Chancellor  
John O'Malley, Legal Services  
Rev. Daniel Smilanic, Archbishop's Delegate to the Review Board

**From:** Leah McCluskey, Office for Child Abuse Investigations and Review

**Re:** Ray, Rev. James (Resigned) [REDACTED]

**Date:** June 25, 2009

On October 14, 2008, this office received the information that the former Rev. James Ray had self-reported [REDACTED] that he had "snuggled in bed" with [REDACTED] when [REDACTED] was a minor.

Due to the fact that 180 days has passed since this office's receipt of the aforementioned report without any contact from [REDACTED] and/or anyone on his behalf, this matter is considered to be inactive at this time.

Bc: John C. O'Malley  
Office of Legal Services

AOC 019429

# ARCHDIOCESE OF CHICAGO


Office for the Protection of Children and Youth  
Office of Assistance Ministry  
Office for Child Abuse Investigations and Review  
Safe Environment Office



P. O. Box 1979  
Chicago, Illinois 60690-1979  
312-534-5254, general  
312-751-8307, fax

## MEMORANDUM

**To:** Rev. John Canary, Vicar General  
Rev. Vincent Costello, Vicar for Priests  
Colleen Dolan, Communications and Public Relations  
Carol Fowler, Personnel Services  
Matt Hunnicutt, Office of Assistance Ministry  
Jimmy Lago, Chancellor  
John O'Malley, Legal Services  
Rev. Daniel Smilanic, Archbishop's Delegate to the Review Board

**From:** Leah McCluskey, Office for Child Abuse Investigations and Review 

**Re:** Ray, Rev. James (Resigned)/ [REDACTED]

**Date:** June 25, 2009

On October 14, 2008, this office received the information that the former Rev. James Ray had self-reported [REDACTED] that he had "snuggled in bed" with [REDACTED] when [REDACTED] was a minor.

Due to the fact that 180 days has passed since this office's receipt of the aforementioned report without any contact from [REDACTED] and/or anyone on his behalf, this matter is considered to be inactive at this time.

**Bc:** John C. O'Malley  
Office of Legal Services

AOC 019430

# ARCHDIOCESE OF CHICAGO

Office for the Protection of Children and Youth  
Office of Assistance Ministry  
Office for Child Abuse Investigations and Review  
Safe Environment Office




P. O. Box 1979  
Chicago, Illinois 60690-1979  
312-534-5254, general  
312-751-8307, fax

**FILE COPY**

## MEMORANDUM

**To:** Rev. John Canary, Vicar General  
Rev. Vincent Costello, Vicar for Priests  
Colleen Dolan, Communications and Public Relations  
Carol Fowler, Personnel Services  
Matt Hunnicutt, Office of Assistance Ministry  
Jimmy Lago, Chancellor  
John O'Malley, Legal Services  
Rev. Daniel Smilanic, Archbishop's Delegate to the Review Board

**From:** Leah McCluskey, Office for Child Abuse Investigations and Review 

**Re:** Ray, Rev. James (Resigned)/Unidentified Male #6

**Date:** June 25, 2009

On December 10, 2008 that [REDACTED] reported to Ms. Shawnte Jenkins that Fr. Ray sexually abused two of [REDACTED] when they were minors and Fr. Ray was their babysitter. [REDACTED] reported that [REDACTED] are currently in their 30s and 40s.

Due to the fact that 180 days has passed since this office's receipt of the aforementioned report without any contact from [REDACTED] the referenced [REDACTED] and/or anyone on [REDACTED] behalf, this matter is considered to be inactive at this time.

**Bc:** John C. O'Malley  
Office of Legal Services

AOC 019431





# ARCHDIOCESE OF CHICAGO

Office of the Archbishop

Post Office Box 1979  
Chicago, Illinois 60690-1979



Phone: (312) 534-8230  
Fax: (312) 534-6379

## DECLARATION

IN THE NAME OF THE MOST HOLY TRINITY. AMEN

- (1) Whereas James Michael Ray, born on [REDACTED], was ordained a priest of the Archdiocese of Chicago on May 14, 1975 at St. Mary of the Lake Seminary, Mundelein, Illinois, and
- (2) Whereas he was removed from the active ministry on June 25, 2002 and subsequently submitted a letter to the Holy Father on November 18, 2008 requesting that his petition for voluntary laicization be accepted,

I, Francis Cardinal George, O.M.I., by the grace of God and the favor of the Apostolic See, Archbishop of Chicago, do hereby declare:

- a) that James M. Ray has no authorization whatsoever to act as an agent of this Archdiocese;
- b) that he is no longer affiliated as a priest in any way with the Archdiocese of Chicago;
- c) that he is not to represent himself as a Roman Catholic priest with canonical faculties, nor is he to present himself as a 'Catholic priest in good standing'; and furthermore, I declare
- d) that the Archdiocese does not consider itself in any way responsible for the activities of James M. Ray, and
- e) that the Archdiocese should not be held liable for any scandal or harm to souls for which he has been or is responsible.

Francis Cardinal George, O.M.I.  
Archbishop of Chicago

July 25, 2009

Most Rev. Raymond E. Goedert  
Ecclesiastical Notary

Memo to File:

Re: James Ray auto insurance.

From: Sister Pat Cummings

Date: September 1, 2009

James Ray auto insurance [REDACTED] was due to expire Sept. 2, 2009.

I forgot to send him a reminder in August so he would have time to prepare and secure other insurance. I called him today, Sept. 1, 2009. He has new insurance effective this date. I apologized for my error.

I informed Dan Turlek.

# ARCHDIOCESE OF CHICAGO

Vicar for Priests



980 N. Michigan, Suite 1525  
Chicago, Illinois 60611

(312) 534-1837  
Fax: (312) 642-4933

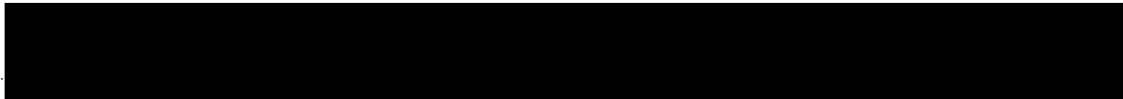
February 3, 2010

Mr. James Ray  
P.O. Box 167233  
Chicago, IL 60616

Dear Jim,

As you know, your health insurance with the archdiocese, which was granted to you for a period of twelve months as part of your Exit Agreement will expire March 1, 2010.

I am hoping this will give you enough time to pursue other means of insurance.



I hope you are healthy and things are going well for you.

God bless!

Sincerely,

*Sister Pat Cummings SSND*

Sister Pat Cummings, SSND  
Associate Director  
Vicar for Priests

c.c. Alex Becker

# ARCHDIOCESE OF CHICAGO

---

Office for the Protection of Children and Youth  
Office of Assistance Ministry  
Office for Child Abuse Investigations and Review  
Safe Environment Office



P. O. Box 1979  
Chicago, Illinois 60690-1979  
312-534-5254, general  
312-751-8307, fax

## MEMORANDUM

---

To: File – PFR – 36

From: Jen Hibben, Office for Child Abuse Investigations and Review

Re: Ray, James/Unidentified male #4

Date: May 24, 2010

On October 14, 2008 Mr. Ray disclosed [REDACTED] that he "shared a bed, no snuggle" with a minor male parishioner.

Due to the fact that 180 days have passed without contact from the unidentified male or his representatives, this case is now considered inactive.

Office for the Protection of Children and Youth  
Job Request for Support Staff

File No: PFR -36

Date of Request: 5/24/10

Time of Request: \_\_\_\_\_

Complete request by: 5/31/10  
(Date/Time)

TO: Gabby

FROM: Jen

Instructions and/or Comments:

thanks!

Open a New File \_\_\_\_\_

File PFR 36 Ray/unidentified #1

Type \_\_\_\_\_

Duplicate # of Copies \_\_\_\_\_ Collate – yes/no \_\_\_\_\_ Staple – yes/no \_\_\_\_\_

Fax to \_\_\_\_\_

Completed by: \_\_\_\_\_

Date/Time \_\_\_\_\_

**Miriam Patrick Cummings - STREET ADDRESS**

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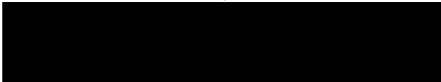
**From:** Daniel Smilanic  
**To:** Cummings, Miriam Patrick  
**Date:** 1/12/2012 11:32 AM  
**Subject:** STREET ADDRESS

---

Sister Pat,

The cell phone number worked - he gave me the following street address, which you might want to note in your files.

Mr. James M. Ray



Fr. Dan Smilanic

requested the name of the priest involved-- Fr. James Ray, 1982 to 1984 is the period involved. [REDACTED] was not definite on the period nor on the spelling of last name. Let me know if I can be of any further assistance.

As far as the victim is concerned, I told [REDACTED] that I would do nothing more until I hear from either of them.

Peace,

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

From: Thomas Tharayil [mailto:[ttharayil@archchicago.org](mailto:ttharayil@archchicago.org)]  
Sent: Monday, May 20, 2013 9:12 AM  
To: [REDACTED]  
Cc: Leah McCluskey  
Subject: Carmel High School Allegation 05202013

Hi [REDACTED]

I just read your email. I'm glad you reached out, and I'm sorry to hear about what your friends have been through. I will try to respond to this information as best as I can.

First, as you will see, I am including Leah Mc Cluskey on this email. She is the Director of Child Abuse Investigation and Review, and is the first point of contact for all allegations of child sexual abuse. She will likely reach out to you to clarify the information and to inform you of the process she must go through, which includes notifying DCFS, and the States Attorney's office that this information has been brought to the attention of the Archdiocese of Chicago. She will also be able to determine if the priest involved was an Archdiocesan priest or from a different religious order. This matters in that each religious order has their own process for dealing with allegations of child sexual abuse by a clergy.

If it turns out this is an Archdiocese of Chicago priest, then [REDACTED] can certainly contact me and I will assist him [REDACTED]

[REDACTED] If the priest was from a religious order, we can work with [REDACTED] to direct him to the person who works with victims/survivors within that religious order.

If he decides to take legal action, it would not change these steps. He would first need to speak to Leah, and services through Assistance Ministry would still be offered to him. If its an Archdiocesan matter, his lawyer would then likely contact the AOC legal department or the legal representatives for the religious order.

Please feel free to call me or let me know if there is more information I can provide to help [REDACTED] or yourself. Peace, Tom T

Thomas P. Tharayil LCSW, BCD  
Director, Office of Assistance Ministry  
Archdiocese of Chicago

>>> [REDACTED] 5/18/2013 9:13 AM >>>

Good Morning Tom,

My wife and I have been blessed with 5 sons who over the years have had a variety of friends. These men are now in an age bracket of late 30's to mid-40's. I was recently talking with one of these men and in our conversation I asked how his [REDACTED] were doing ( good Catholic family of [REDACTED]. The young man I inquired about is named [REDACTED] and is the [REDACTED]

[REDACTED] then related this story to me: [REDACTED]

[REDACTED]

[REDACTED]



[REDACTED]

I advised [REDACTED] that the Diocese has a program to assist those victims and that I would be most happy to walk with [REDACTED] if he desired assistance. [REDACTED] related my offer to [REDACTED] who initially indicated that he did not wish to pursue any assistance but later came back to [REDACTED] and suggested that he had been giving it some thought and had decided to seek assistance. [REDACTED] called me and hence I am reaching out to you with what I perceive possibly two issues. First is [REDACTED] situation as a victim who appears to have buried the problem until just recently when he was offered assistance. The other is the [REDACTED] who has deep seated guilt feelings since he had not warned others about his childhood concerns regarding the priest's behavior.

The status is that [REDACTED] is planning on speaking with [REDACTED] and suggesting that [REDACTED] call me. If he does not I plan on tracking him down and creating an opportunity to talk with him. To whom should I refer him after assuring him of the quality of treatment he will receive? Is it still a fact that he will be offered direct assistance by trained professionals and that if the situation proves credible then he would be eligible for monetary compensation in accordance with a past class action decision.? Money has not been mentioned to this point but I would like to be prepared with the truth so that [REDACTED] is moving forward with the real facts.

I have intentionally not used [REDACTED] name since I have not mentioned my concern for his feelings nor gotten his permission to use his name. I plan on showing him a copy of this email this weekend and I look forward to hearing back from you at you convenience.

Peace and Blessings,

[REDACTED]

[REDACTED]

[REDACTED]

Message: EMA/2013/405074

---

**From:** [Leah McCluskey](#)  
**To:** [Kenneth Budzikowski](#), [Christopher Cannova](#), [Colleen Dolan](#), [Daniel Smilanic](#), [John Canary](#), [Jimmy Lago](#), [Peter Snieg](#), [Thomas Tharayil](#), [Jeff Grob](#)  
**Cc:** [Janet Leonatti](#), [John O'Malley](#)  
**Sent:** 5/20/2013 at 2:56 PM  
**Received:** 5/20/2013 at 2:56 PM  
**Subject:** HP TRIM Electronic Record : ER/2013/221648 : PFR-036 Ray, James M. / [REDACTED] / PCAC memo

---

**Attachments:** [TEXT.htm \(551 bytes\)](#)  
[PFR-036 Ray, James M. \[REDACTED\] PCAC memo.pdf \(551 bytes\)](#)  
[PFR-036 Ray, James M. \[REDACTED\] PCAC memo.tr5 \(551 bytes\)](#)  
[McCluskey, Leah.vcf \(551 bytes\)](#)

---

FYI.

Leah

-----< HP TRIM Record Information >-----

Record Number : ER/2013/221648  
Title : PFR-036 Ray, James M. / [REDACTED] / PCAC memo

Leah McCluskey, MSW, LSW  
Director, Office for Child Abuse Investigations and Review  
Archdiocese of Chicago  
737 N. Michigan Ave., Suite 1220  
Chicago, Illinois 60611  
Office: (312) 534-5205  
Fax: (312) 751-5279  
lmcccluskey@archchicago.org

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AOC 019442

# ARCHDIOCESE OF CHICAGO


Office for the Protection of Children and Youth  
Office of Assistance Ministry  
Office for Child Abuse Investigations and Review  
Safe Environment Office




P. O. Box 1979  
Chicago, Illinois 60690-1979  
312-534-5254, general  
312-751-8307, fax

## MEMORANDUM





To: Rev. Kenneth Budzikowski, Vicar for Priests  
Very Rev. John Canary, Vicar General  
Christopher Cannova, Personnel Services  
Colleen Dolan, Communications and Public Relations  
Rev. Jeffrey Grob, Cardinal's Delegate to the Review Board  
Jimmy Lago, Chancellor  
Very Rev. Daniel Smilanic, Vicar for Canonical Services  
Rev. Peter Snieg, Moderator of the Curia  
Thomas Tharayil, Office of Assistance Ministry

From: Leah McCluskey, Office for Child Abuse Investigations and Review 

Re: PFR-036 Ray, James M. 

Date: May 20, 2013

A new allegation was received by this office today.

- Accused – James M. Ray
  - Current status - laicized
  - Current location – N/A
  - Location/assignment of accused at time of abuse – Immaculate Conception in Waukegan
- Alleged Victim – 
  - If minor, has DCFS been called? – Per information received from third party reporter, Deacon   is currently over the age of 18
- Any other important information – Please see attached e-mails between Deacon  Tom Tharayil, and me

Please review your files and forward any and all information/documentation that may be relevant to this matter to my attention within five business days of receipt of this memo.

If you have any questions or concerns, please contact me at (312) 534-5205 or [lmcccluskey@archchicago.org](mailto:lmcccluskey@archchicago.org).

Attachment

Cc John O'Malley, Legal Services

AOC 019443

Message: EMA/2013/405222

From: Thomas Tharayil  
To:  
Cc: Leah McCluskey  
Sent: 5/20/2013 at 4:25 PM  
Received: 5/20/2013 at 4:25 PM  
Subject: Immaculate Conception allegation 05202013

Attachments: TEXT.htm (14 KB)

██████████  
Thanks for the information. No need to worry about spelling or more information about Fr. James Ray. He is listed on the AOC list of priests with substantiated allegations of sexual misconduct with minors.

[http://www.archchicago.org/c\\_s\\_abuse/report\\_032006/list.pdf](http://www.archchicago.org/c_s_abuse/report_032006/list.pdf)

When the victim is ready to make contact, I will assist him. If he or his family members would like to simply learn more about Assistance Ministry, the Healing Garden, or read issues of the newsletter, please direct them to the following link.

[http://www.archchicago.org/departments/assistance\\_ministry/assistance\\_ministry.shtm](http://www.archchicago.org/departments/assistance_ministry/assistance_ministry.shtm)

If you have other questions, don't hesitate to contact me. Peace, Tom

Thomas P. Tharayil LCSW, BCD  
Director, Office of Assistance Ministry  
Archdiocese of Chicago

T  
>>> ██████████ 5/20/2013 2:13 PM >>>

Hello Tom,

Thank you for the timely response and explanation. I have made contact with ██████████ and requested the name of the priest involved-- Fr. James Ray, 1982 to 1984 is the period involved. ██████████ was not definite on the period nor on the spelling of last name. Let me know if I can be of any further assistance.

As far as the victim is concerned, I told ██████████ that I would do nothing more until I hear from either of them.

Peace.  
██████████

██████████  
██████████  
██████████  
From: Thomas Tharayil [mailto:ttharayil@archchicago.org]  
Sent: Monday, May 20, 2013 9:12 AM  
To: ██████████  
Cc: Leah McCluskey  
Subject: Carmel High School Allegation 05202013

Hi ██████████  
I just read your email. I'm glad you reached out, and I'm sorry to hear about what your friends have been through. I will try to respond to this information as best as I can.

First, as you will see, I am including Leah Mc Cluskey on this email. She is the Director of Child Abuse Investigation and Review, and is the first point of contact for all allegations of child sexual abuse. She will likely reach out to you to clarify the information and to inform you of the process she must go through, which includes notifying DCFS, and the States Attorney's office that this information has been brought to the attention of the Archdiocese of Chicago. She will also be able to determine if the priest involved was an Archdiocesan priest or from a different religious order. This matters in that each religious order has their own process for dealing with allegations of child sexual abuse by a clergy.

If it turns out this is an Archdiocese of Chicago priest, then [REDACTED] can certainly contact me and I will assist him [REDACTED]

[REDACTED] If the priest was from a religious order, we can work with [REDACTED] to direct him to the person who works with victims/survivors within that religious order.

If he decides to take legal action, it would not change these steps. He would first need to speak to Leah, and services through Assistance Ministry would still be offered to him. If its an Archdiocesan matter, his lawyer would then likely contact the AOC legal department or the legal representatives for the religious order.

Please feel free to call me or let me know if there is more information I can provide to help [REDACTED] or yourself. Peace, Tom T

Thomas P. Tharayil LCSW, BCD  
Director, Office of Assistance Ministry  
Archdiocese of Chicago

>>> [REDACTED] 5/18/2013 9:13 AM >>>

Good Morning Tom,  
My wife and I have been blessed with 5 sons who over the years have had a variety of friends. These men are now in an age bracket of late 30's to mid-40's. I was recently talking with one of these men and in our conversation I asked how his [REDACTED] were doing ( good Catholic family of [REDACTED] . The young man I inquired about is named [REDACTED] and is [REDACTED]

[REDACTED] then related this story to me: [REDACTED]

[REDACTED]

I advised [REDACTED] that the Diocese has a program to assist those victims and that I would be most happy to walk with [REDACTED] if he desired assistance. [REDACTED] related my offer to [REDACTED] who initially indicated that he did not wish to pursue any assistance but later came back to [REDACTED] and suggested that he had been giving it some thought and had decided to seek assistance. [REDACTED] called me and hence I am reaching out to you with what I perceive possibly two issues. First is [REDACTED] situation as a victim who appears to have buried the problem until just recently when he was offered assistance. The other is [REDACTED] who has deep seated guilt feelings since he had not warned others about his childhood concerns regarding the priest's behavior.

The status is that [REDACTED] is planning on speaking with [REDACTED] and suggesting that [REDACTED] call me. If he does not I plan on tracking him down and creating an opportunity to talk with him. To whom should I refer him after assuring him [REDACTED] Is it still a fact that [REDACTED] if the situation proves credible then he would be eligible for monetary compensation in accordance with a past class action decision.? Money has not been mentioned to this point but I would like to be prepared with the truth so that [REDACTED] is moving forward with the real facts.

I have intentionally not used [REDACTED] name since I have not mentioned my concern for his feelings nor gotten his permission to use his name. I plan on showing him a copy of this email this weekend and I look forward to hearing back from you at your convenience.

Peace and Blessings,

[REDACTED]

Message: EMA/2013/422713

---

From: Leah McCluskey  
To:  
Cc: Thomas Tharayil  
Sent: 5/30/2013 at 8:55 AM  
Received: 5/30/2013 at 8:55 AM  
Subject: RE: Hello

---

Attachments: McCluskey, Leah.vcf (551 bytes)

---

Good Morning [REDACTED]

Thank you so much for your e-mail. I look forward to hearing from you once you hear from [REDACTED]

Peace,

Leah

Leah McCluskey, MSW, LSW  
Director, Office for Child Abuse Investigations and Review  
Archdiocese of Chicago  
737 N. Michigan Ave., Suite 1220  
Chicago, Illinois 60611  
Office: (312) 534-5205  
Fax: (312) 751-5279  
lmcluskey@archchicago.org

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>>> [REDACTED] 5/29/2013 8:55 PM >>>

Leah,

I spoke with [REDACTED] a few days ago as a follow up and he said I should be hearing from [REDACTED] soon. ASs soon as I do I will be in touch with you.

Peace and thanks for staying in touch.

Hope the past week was a good one for you!

-----Original Message-----

From: Leah McCluskey [mailto:lmcluskey@archchicago.org]  
Sent: Wednesday, May 29, 2013 3:53 PM  
To: [REDACTED]  
Cc: Thomas Tharayil  
Subject: RE: Hello

Dear [REDACTED]

AOC 019447

You are most welcome. Thank you so much for your response and for sharing with [REDACTED] the information that Tom and I have provided to you.

I am happy to answer any questions, concerns, and/or provide any additional information to you, [REDACTED] and/or [REDACTED] at any time. I look forward to speaking with [REDACTED] and/or anyone on his behalf if and when [REDACTED] wishes to do so.

Peace to you,

Leah

Leah McCluskey, MSW, LSW  
Director, Office for Child Abuse Investigations and Review Archdiocese of Chicago  
737 N. Michigan Ave., Suite 1220  
Chicago, Illinois 60611  
Office: (312) 534-5205  
Fax: (312) 751-5279  
lmclcluskey@archchicago.org

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>>> [REDACTED] 5/22/2013 4:13 PM >>>  
Sorry, I hit the send button before I replied.

Leah,  
Thank you for the response and information. As I mentioned earlier, I have spoken with [REDACTED] who plans on speaking with [REDACTED] about progressing forward with you. I plan on waiting until he gets back to me so that I am not pressuring him in any way. I have copied [REDACTED] in on all of this traffic so that there is no confusion on anyone's part. I feel comfortable that I will hear from [REDACTED] in a few days or be advised by [REDACTED] that [REDACTED] has decided to wait.

Peace

And Thanks

-----Original Message-----

From: Leah McCluskey [mailto:lmclcluskey@archchicago.org]  
Sent: Monday, May 20, 2013 2:37 PM  
To: [REDACTED]  
Cc: Thomas Tharayil  
Subject: Hello

Good Afternoon [REDACTED]

I hope that you are well.

As you know, Tom Tharayil has shared with me the e-mails that the two of you have exchanged with regard to [REDACTED] and the reported abuse he sustained by a priest, whom you have identified as Fr. James Ray. James Ray is a laicized priest of the Archdiocese of Chicago and is on the list of Archdiocesan Priests with Substantiated Allegations of Sexual Misconduct with Minors, found on the Archdiocese of Chicago's main website:

[http://www.archchicago.org/departments/ocair/report\\_032006/list.pdf](http://www.archchicago.org/departments/ocair/report_032006/list.pdf)

AOC 019448



As you may know, I work in the Office for Child Abuse Investigations and Review here at the Archdiocese of Chicago. It is in this office that we receive all reports of the sexual abuse of minors by priests, deacons, lay employees, and volunteers. As Tom suggested in his response to you, may I ask that you provide my name and contact information to [REDACTED] and/or to [REDACTED] so that I may share additional information about this office and the related process of coming forward to report abuse? I may be reached at (312) 534-5205 or [lmcccluskey@archchicago.org](mailto:lmcccluskey@archchicago.org). The following is the link to this office's website, which may provide additional information as well:

<http://www.archchicago.org/departments/ocair/ocair.shtm>

Thank you again, [REDACTED] Please do not hesitate to contact me with any additional questions or concerns.

Peace,

Leah

Leah McCluskey, MSW, LSW  
Director, Office for Child Abuse Investigations and Review Archdiocese of Chicago  
737 N. Michigan Ave., Suite 1220  
Chicago, Illinois 60611  
Office: (312) 534-5205  
Fax: (312) 751-5279  
[lmcccluskey@archchicago.org](mailto:lmcccluskey@archchicago.org)

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>>> [REDACTED] 5/20/2013 2:13 PM >>>  
Hello Tom,

Thank you for the timely response and explanation. I have made contact with [REDACTED] and requested the name of the priest involved-- Fr. James Ray, 1982 to 1984 is the period involved. [REDACTED] was not definite on the period nor on the spelling of last name. Let me know if I can be of any further assistance.

As far as the victim is concerned, I told [REDACTED] that I would do nothing more until I hear from either of them.

Peace,

[REDACTED]

[REDACTED]

[REDACTED]

From: Thomas Tharayil [mailto:ttharayil@archchicago.org]  
Sent: Monday, May 20, 2013 9:12 AM  
To: [REDACTED]  
Cc: Leah McCluskey  
Subject: Carmel High School Allegation 05202013

Hi [REDACTED]

I just read your email. I'm glad you reached out, and I'm sorry to hear about what your friends have been through. I will try to respond to this information as best as I can.

First, as you will see, I am including Leah Mc Cluskey on this email. She is the Director of Child Abuse Investigation and Review, and is the first point of contact for all allegations of child sexual abuse. She will likely reach out to you to clarify the information and to inform you of the process she must go through, which includes notifying DCFS, and the States Attorney's office that this information has been brought to the attention of the Archdiocese of Chicago. She will also be able to determine if the priest involved was an Archdiocesan priest or from a different religious order. This matters in that each religious order has their own process for dealing with allegations of child sexual abuse by a clergy.

If it turns out this is an Archdiocese of Chicago priest, then [REDACTED] can certainly contact me and I will assist him [REDACTED]

[REDACTED] If the priest was from a religious order, we can work with [REDACTED] to direct him to the person who works with victims/survivors within that religious order.

If he decides to take legal action, it would not change these steps. He would first need to speak to Leah, and services through Assistance Ministry would still be offered to him. If its an Archdiocesan matter, his lawyer would then likely contact the AOC legal department or the legal representatives for the religious order.

Please feel free to call me or let me know if there is more information I can provide to help [REDACTED] or yourself. Peace, Tom T

AOC 019450

Thomas P. Tharayil LCSW, BCD

Director, Office of Assistance Ministry


Archdiocese of Chicago

>>> [REDACTED] 5/18/2013 9:13 AM >>>

Good Morning Tom,

My wife and I have been blessed with 5 sons who over the years have had a variety of friends. These men are now in an age bracket of late 30's to mid-40's. I was recently talking with one of these men and in our conversation I asked how his [REDACTED] were doing ( good Catholic family of [REDACTED] . The young man I inquired about is named [REDACTED] and is [REDACTED]

[REDACTED] then related this story to me: [REDACTED]



[REDACTED]

I advised [REDACTED] that the Diocese has a program to assist those victims and that I would be most happy to walk with [REDACTED] if he desired assistance. [REDACTED] related my offer to [REDACTED] who initially indicated that he did not wish to pursue any assistance but later came back to [REDACTED] and suggested that he had been giving it some thought and had decided to seek assistance. [REDACTED] called me and hence I am reaching out to you with what I perceive possibly two issues. First is [REDACTED] situation as a victim who appears to have buried the problem until just recently when he was offered assistance. The other is [REDACTED] who has deep seated guilt feelings since he had not warned others about his childhood concerns regarding the priest's behavior.

The status is that [REDACTED] is planning on speaking with [REDACTED] and suggesting that [REDACTED] call me. If he does not I plan on tracking him down and creating an opportunity to talk with him. To whom should I refer him after assuring him [REDACTED] Is it still a fact that [REDACTED] if the situation proves credible then he would be eligible for monetary compensation in accordance with a past class action decision.? Money has not been mentioned to this point but I would like to be prepared with the truth so that [REDACTED] is moving forward with the real facts.

I have intentionally not used [REDACTED] name since I have not mentioned my concern for his feelings nor gotten his permission to use his name. I plan on showing him a copy of this email this weekend and I look forward to hearing back from you at you convenience.

Peace and Blessings,

[REDACTED]



# ARCHDIOCESE OF CHICAGO

Office of Legal Services  
John C. O'Malley  
Director

e-mail: jomalley@archchicago.org



Post Office Box 1979  
Chicago, Illinois 60690-1979

TEL (312) 534-5379  
FAX (312) 534-5252

June 5, 2013

**RECEIVED**

**JUN 10 2013**

Ms. Shauna Boliker  
First Assistant State's Attorney  
Cook County State's Attorney Office  
69 W. Washington, Suite 3200  
Chicago, Illinois 60602

ARCHDIOCESE OF CHICAGO  
OFFICE FOR CHILD ABUSE  
INVESTIGATIONS AND REVIEW


RE: Ray, Rev. James M. / Unknown, [REDACTED]  
Our File Number: 2013SC0035  
Date of Birth: Unknown  
Date of Incident: Unknown  
Location of Incident: Immaculate Conception Parish

Dear Ms. Boliker:

Please be advised that the Archdiocese of Chicago's Office for Child Abuse Investigations and Review has received information from [REDACTED], an Archdiocesan deacon, that [REDACTED] of an unidentified friend was sexually abused as a minor by Fr. James M. Ray. The alleged abuse occurred at Immaculate Conception Parish many years ago. Fr. Ray was a priest of the Archdiocese of Chicago. He was laicized in January 2012. We have no additional information at this time.

If our office can provide any additional information, or be of any further help, please let me know.

Very truly yours,

  
John C. O'Malley  
Director of Legal Services

JCOM:tm

cc: Ms. Valerie McDaniels, SPSA  
Associate Deputy Bureau Chief of Operations  
Ms. Leah McCluskey  
Mr. James A. Serritella

# ARCHDIOCESE OF CHICAGO


Office for the Protection of Children and Youth  
Office of Assistance Ministry  
Office for Child Abuse Investigations and Review  
Safe Environment Office




P. O. Box 1979  
Chicago, Illinois 60690-1979  
312-534-5254, general  
312-751-8307, fax

## MEMORANDUM

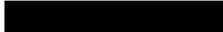

To: File

From: Leah McCluskey, Office for Child Abuse Investigations and Review 

Re: MISC-461 Ray, James M. / Unidentified son of 

Date: January 31, 2014

A new report was received by this office on January 28, 2014.

Tom Tharayil sent me an e-mail regarding his phone conversation with  (see attached).  
As a result of Mr. Tharayil's conversation with  I am opening this miscellaneous file.

If you have any questions or concerns, please contact me at (312) 534-5205 or  
[lmcccluskey@archchicago.org](mailto:lmcccluskey@archchicago.org).

Attachment

Cc John O'Malley, Legal Services  
Jan Slattery, Office for the Protection of Children and Youth  
Tom Tharayil, Office of Assistance Ministry

AOC 019455

**From:** Leah McCluskey  
**To:** Thomas Tharayil  
**Date:** 1/31/2014 3:38 PM  
**Subject:** Re: [REDACTED] and James Ray 01282014  
**Attachments:** McCluskey, Leah.vcf

Hi Tom,

Thank you for sharing your e-mails with [REDACTED]. Due to the fact that [REDACTED] had contacted you to express concern that abuse may have happened, I am going to open a Miscellaneous file. If you do receive additional information from [REDACTED] or from his son to report that there in fact was sexual abuse that took place, I will rename the file. Either way - I completely support your reaching out to [REDACTED] and offering to be a support to him and his son if they wish. Please let me know if I can be of any assistance and/or if [REDACTED] or his son provide you with additional information that would involve CAIR.

Leah

Leah McCluskey, MSW, LSW  
Director, Office for Child Abuse Investigations and Review  
Archdiocese of Chicago  
P.O. Box 1979  
Chicago, Illinois 60690-1979  
Office: (312) 534-5205  
Fax: (312) 751-5279  
lmcccluskey@archchicago.org

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>>> Thomas Tharayil 1/28/2014 11:26 AM >>>

Leah,

I wasn't sure if you would use this information to open a case or not, but I thought I would share it with you and let you decide. Tom

I spoke with [REDACTED] on January 24, 2014. He called because he and his wife were concerned that Fr. Jim Ray might have abused [REDACTED] their sons. [REDACTED]

[REDACTED] I responded with the email below.

He called me yesterday, January 28, 2014 to say the information was helpful. [REDACTED]

I told [REDACTED] that he or his son may contact me at any time if they wish to talk. [REDACTED] was not ready to name his son or provide much detail [REDACTED]

[REDACTED] So he was ambivalent about



how much to reveal.

\*\*\*\*\*

1/24/2014

Dear [REDACTED]

I'm glad you called me today. It sounds like the release of the documents has prompted some confusing memories for your adult son about his interactions with James Ray.

At the moment, I am trying to find more information about James Ray. As you can see in the attachment, he is listed as an Archdiocesan Priests with Substantiated Allegations of Sexual Misconduct with Minors. If I get more information, I will pass it along. Below are some links to resources that may be helpful to you, your wife, and extended family members. I can certainly help you or your family members to identify some professionals in your area if you wish. However I thought the following might be some good resources to start with.

Protect and Heal: This web site has video from an adult male victim, AOC staff, and a parent of two boys that were abused. I think it may help all of you feel less alone with your thoughts and feelings.

<https://protectandhealchicago.org/>

Making Distinctions: A victim/survivor wrote an article for the Assistance Ministry newsletter. In it, she captures the complexity of making distinctions between "predator priests" and "priests."

National Center for PTSD: Most of the victims we have worked with have symptoms of post traumatic stress disorder. This site has videos, aps, and more for better understanding this.

<http://www.ptsd.va.gov/public/index.asp>

If you, your wife, or your adult son wish to speak in person, I can arrange to meet with you. Tom T

Thomas P. Tharayil LCSW, BCD  
Director, Office of Assistance Ministry  
Archdiocese of Chicago  
P.O. Box 1979  
Chicago, Illinois, 60690-1979  
(312) 534-8267

### Victim Statement Abstract

This abstract supplements an e-mail exchange between Leah McCluskey, Director of the Archdiocese of Chicago's Office for Child Abuse Investigations and Review and Thomas Tharayil, Director of the Archdiocese of Chicago's Office of Assistance Ministry, concerning a report received from Victim JU's father. On January 24, 2012, Tharayil spoke with Victim JU's father, who reported a concern that his son may have been abused by Fr. James Ray. Victim JU was uncertain if he experienced any abuse.

**Message:** EMA/2014/56492

---

**From:** Leah McCluskey  
**To:** Thomas Tharayil  
**Cc:**  
**Sent:** 2/4/2014 at 3:09 PM  
**Received:** 2/4/2014 at 3:09 PM  
**Subject:** Re: possible visit

---

**Attachments:** McCluskey, Leah.vcf (516 bytes)

---

Thank you, Tom. Please let me know if I can help at all.

Leah

Leah McCluskey, MSW, LSW  
Director, Office for Child Abuse Investigations and Review  
Archdiocese of Chicago  
P.O. Box 1979  
Chicago, Illinois 60690-1979  
Office: (312) 534-5205  
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>>> Thomas Tharayil 2/4/2014 2:04 PM >>>

██████████  
It was good to hear from you. Please be assured that when and if ██████████ wants to talk, I can meet with him. We can meet here, or I can go to a location that is convenient for him. My intention would primarily be to listen to him, and talk with him about how the Office of Assistance Ministry may be able to help him sort out his experience as a teen. When he is ready to talk, I will be ready to listen.

Peace, Tom

Thomas P. Tharayil LCSW, BCD  
Director, Office of Assistance Ministry  
Archdiocese of Chicago  
P.O. Box 1979  
Chicago, Illinois, 60690-1979  
(312) 534-8267

>>> ██████████ 2/4/2014 12:39 PM >>>

Tom,

**AOC 019459**



Thanks



### Victim Statement Abstract

This abstract supplements an e-mail exchange between Leah McCluskey, Director of the Archdiocese of Chicago's Office for Child Abuse Investigations and Review, Thomas Tharayil, Director of the Archdiocese of Chicago's Office of Assistance Ministry, and Victim JU's father, concerning possible abuse of Victim JU by Fr. James Ray. On February 4, 2012, Victim JU's father emailed Tharayil as part of an ongoing dialog concerning whether Victim JU was possibly abused by Ray. According to Victim JU's father, any alleged abuse would have occurred in the 1990s when Ray was assigned to Transfiguration Parish.

**Message:** EMA/2014/56494

---

**From:** Leah McCluskey  
**To:** Janet Leonatti  
**Cc:**  
**Sent:** 2/4/2014 at 3:11 PM  
**Received:** 2/4/2014 at 3:11 PM  
**Subject:** Fwd: Re: possible visit

---

**Attachments:** McCluskey, Leah.vcf (516 bytes)  
McCluskey, Leah.vcf (516 bytes)

---

Hi Jan,



Leah

Leah McCluskey, MSW, LSW  
Director, Office for Child Abuse Investigations and Review  
Archdiocese of Chicago  
P.O. Box 1979  
Chicago, Illinois 60690-1979  
Office: (312) 534-5205  
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>>> Leah McCluskey 2/4/2014 2:09 PM >>>  
Thank you, Tom. Please let me know if I can help at all.

Leah

Leah McCluskey, MSW, LSW  
Director, Office for Child Abuse Investigations and Review  
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>>> Thomas Tharayil 2/4/2014 2:04 PM >>>

It was good to hear from you. Please be assured that when and if [REDACTED] wants to talk, I can meet with him. We can meet here, or I can go to a location that is convenient for him. My intention would primarily be to listen to him, and talk with him about how the Office of Assistance Ministry may be able to help him sort out his experience as a teen. When he is ready to talk, I will be ready to listen.

Peace, Tom

Thomas P. Tharayil LCSW, BCD  
Director, Office of Assistance Ministry  
Archdiocese of Chicago  
P.O. Box 1979  
Chicago, Illinois, 60690-1979  
(312) 534-8267

>>> [REDACTED] 2/4/2014 12:39 PM >>>

Tom,

[REDACTED]

Thanks

[REDACTED]

Message: EMA/2014/56718

From: Leah McCluskey  
To: Thomas Tharayil  
Cc:  
Sent: 2/4/2014 at 4:33 PM  
Received: 2/4/2014 at 4:33 PM  
Subject: Re: Connecting via [REDACTED]

Attachments: McCluskey, Leah.vcf (516 bytes)

Thank you, Tom.

Leah

Leah McCluskey, MSW, LSW  
Director, Office for Child Abuse Investigations and Review  
Archdiocese of Chicago  
P.O. Box 1979  
Chicago, Illinois 60690-1979  
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>>> Thomas Tharayil 2/4/2014 3:27 PM >>>

Hi [REDACTED]  
I'm glad you reached out. I know it is not an easy step to take.

Your Dad did call me and told me that he talked with you about the Office of Assistance Ministry. The primary mission of this office is to work with victims/survivors of childhood sexual abuse by clergy and provide them with resources to help them begin to heal. Whether one is certain about what happened to them, or sorting out their memories, we can help.

While I can provide you with some links that may help you begin this process, I think it might be best if we talked. My intention would be to listen to you. I can talk with you on the phone or meet with you at our offices in downtown Chicago, or a location that is more convenient for you. After I have a better sense of where you are at, I can offer you some suggestions on some steps to consider.

Thanks again for reaching out. When you are ready to meet or talk, I am ready to listen. Peace, Tom T  
\*\*\*\*\*  
Helpful Links:

Common Questions for Men Trying to Sort This Out: <https://lin6.org/men/common-questions/>

Myths about Men and Sexual Abuse: <https://lin6.org/men/myths/>

Making Distinctions: A victim/survivor perspective about cleric sexual abuse. This was included in the Office of Assistance Ministry "Healing, Learning, Growing" newsletter:  
[http://www.archchicago.org/departments/assistance\\_ministry/Newsletter/OfficeNewsletterMarch2012.pdf](http://www.archchicago.org/departments/assistance_ministry/Newsletter/OfficeNewsletterMarch2012.pdf)

\*\*\*\*\*

Thomas P. Tharayil LCSW, BCD  
Director, Office of Assistance Ministry  
Archdiocese of Chicago  
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Chicago, Illinois, 60690-1979  
(312) 534-8267

>>> [REDACTED] 2/4/2014 2:23 PM >>>

[REDACTED]



### Victim Statement Abstract

This abstract supplements an e-mail exchange between Leah McCluskey, Director of the Archdiocese of Chicago's Office for Child Abuse Investigations and Review, Thomas Tharayil, Director of the Archdiocese of Chicago's Office of Assistance Ministry, and Victim JU, concerning possible abuse of Victim JU by Fr. James Ray. On February 4, 2012, Victim JU emailed Tharayil concerning interactions he had with Ray at Transfiguration Parish in the 1990s. Victim JU also scheduled a time to meet with Tharayil in order to discuss in greater detail Victim JU's past interactions with Ray.

Message: EMA/2014/67671

---

From: [Leah McCluskey](#)  
To: [Thomas Tharayil](#)  
Cc:  
Sent: 2/11/2014 at 4:48 PM  
Received: 2/11/2014 at 4:48 PM  
Subject: Fwd: Re: Connecting via [REDACTED]

---

Attachments: [McCluskey, Leah.vcf \(516 bytes\)](#)

---

Thanks, Tom. I'm glad that [REDACTED] is coming in to meet with you.

Leah

Leah McCluskey, MSW, LSW  
Director, Office for Child Abuse Investigations and Review  
Archdiocese of Chicago  
P.O. Box 1979  
Chicago, Illinois 60690-1979  
Office: (312) 534-5205  
Fax: (312) 751-5279  
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>>> Thomas Tharayil 2/11/2014 3:41 PM >>>

Leah,

Just thought you might like to know that I am going to have an initial meeting with [REDACTED]. If he decides to take the next step of setting up an allegation interview, I'll let you know. Tom

Thomas P. Tharayil LCSW, BCD  
Director, Office of Assistance Ministry  
Archdiocese of Chicago  
P.O. Box 1979  
Chicago, Illinois, 60690-1979  
(312) 534-8267

2/11/2014 2:08 PM >>>

Sounds great, see you then

On Feb 11, 2014, at 1:58 PM, "Thomas Tharayil" wrote:

[REDACTED]  
I'm glad you can make it. I will let the receptionist know you will be coming, and ask that she notifies the parking attendant that you will be coming. Also it may be helpful to know that the office is in a 3 flat building between two other three flats on Dearborn. When you press the buzzer, they will let you into the hallway, let me know, and I'll come down and meet with you . If for any reason, there is a problem, give me a call at [REDACTED]  
Tom

Thomas P. Tharayil LCSW, BCD  
Director, Office of Assistance Ministry  
Archdiocese of Chicago  
P.O. Box 1979  
Chicago, Illinois, 60690-1979  
(312) 534-8267

>>> [REDACTED] 2/11/2014 12:54 PM >>>

Sure, that would be great. I might be able to get there as early as 3:45, just depends on traffic

On Feb 10, 2014, at 4:14 PM, "Thomas Tharayil" wrote:

[REDACTED]  
If you are sure that it is not an inconvenience to come here, it might be the easiest place to meet. We are located at 743 Dearborn Street in Chicago. I could plan on meeting you this Thursday at 4. If you confirm that this will work, I will arrange for you to park at Holy Name parking lot. Tom

AOC 019466

Thomas P. Tharayil LCSW, BCD  
Director, Office of Assistance Ministry  
Archdiocese of Chicago  
P.O. Box 1979  
Chicago, Illinois, 60690-1979  
(312) 534-8267

>>> [REDACTED] 2/9/2014 5:07 PM >>>

Thursday looks like the only day that would really work for me this week, although Tue might be possible?

What are the best suggestions for places to meet?

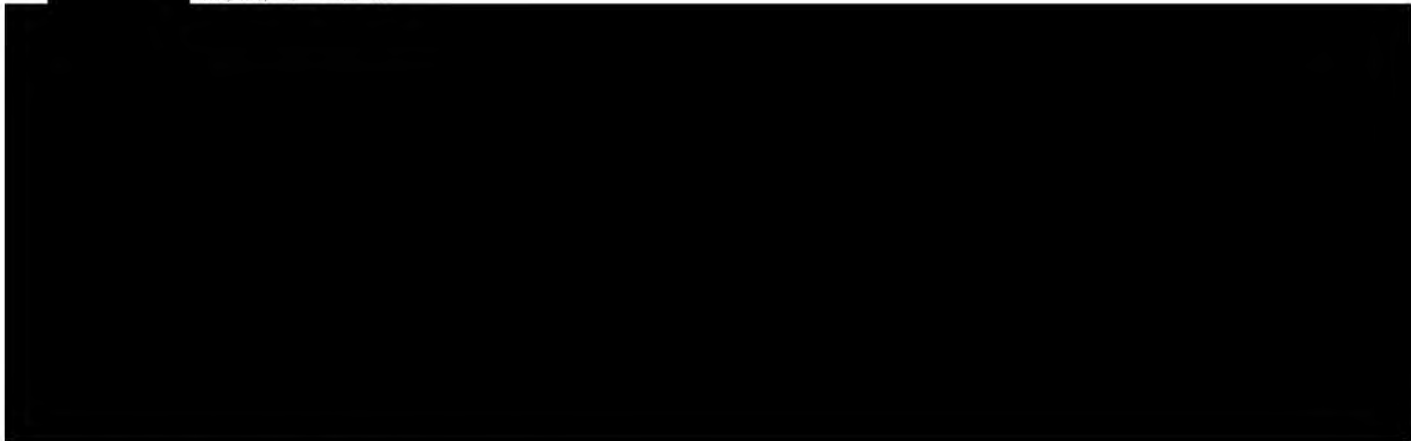
On Feb 8, 2014, at 12:48 PM, "Thomas Tharayil" wrote:

Hi [REDACTED]

I apologize for not getting back to you yesterday. I had to leave the office for another appointment. I was glad to hear you are ready to talk. While I am willing to meet you in [REDACTED] or in our offices, I would suggest we meet in a location that will allow us some privacy. Please let me know some dates and times that work for you and I trust we can find a way to meet. So far everything you have described in your emails sounds pretty consistent with what others have said to me as they begin to sort out their story. Peace, Tom T

Thomas P. Tharayil LCSW, BCD  
Director, Office of Assistance Ministry  
Archdiocese of Chicago  
P.O. Box 1979  
Chicago, Illinois, 60690-1979  
(312) 534-8267

>>> [REDACTED] 02/08/14 1:34 AM >>>



On Feb 4, 2014, at 3:27 PM, "Thomas Tharayil" wrote:

Hi [REDACTED]

I'm glad you reached out. I know it is not an easy step to take.

Your Dad did call me and told me that he talked with you about the Office of Assistance Ministry. The primary mission of this office is to work with victims/survivors of childhood sexual abuse by clergy and provide them with resources to help them begin to heal. Whether one is certain about what happened to them, or sorting out their memories, we can help.

While I can provide you with some links that may help you begin this process, I think it might be best if we talked. My intention would be to listen to you. I can talk with you on the phone or meet with you at our offices in downtown Chicago, or a location that is more convenient for you. After I have a better sense of where you are at, I can offer you some suggestions on some steps to consider.

Thanks again for reaching out. When you are ready to meet or talk, I am ready to listen. Peace, Tom T

\*\*\*\*\*  
Helpful Links:

Common Questions for Men Trying to Sort This Out: <https://lin6.org/men/common-questions/>  
{ <https://urldefense.proofpoint.com/v1/url?u=https://lin6.org/men/common-questions/&k=lvqZyW5wqI5qnk6WtBKAhg%3D%3D%0A&r=Ccj%2FV35Uw3rUVZolYpGvgP9NcS3hvg6%2B5aeX34IVDeo%3D%0A&m=%2FW0tHS81CVFPbUmb6sLYn3S%2BqAvifGHNInUzSG5k0S0%3D%0A&s=e3ldfde90d0511a5fbd77b7085a283ab5c415a8f0c8fe2dda7117cab64bf6c2ef> }

Myths about Men and Sexual Abuse: <https://lin6.org/men/myths/> ( <https://urldefense.proofpoint.com/v1/url?u=https://lin6.org/men/myths/&k=lvqZyW5wqI5qnk6WtBKAhg%3D%3D%0A&r=Ccj%2FV35Uw3rUVZoLYpGvgP9NcS3hvg6%2B5aeX34IVDeo%3D%0A&m=%2FW0tHS8iCVFPbUmb6sLYn3S%2BqAvifGHNIInUzSG5k0S0%3D%0A&s=c54fdf80db64fd1d3975c2d28ea2cc0702c161105500b86392de38f491f624a3> )

Making Distinctions: A victim/survivor perspective about cleric sexual abuse. This was included in the Office of Assistance Ministry "Healing, Learning, Growing" newsletter:  
[http://www.archchicago.org/departments/assistance\\_ministry/Newsletter/OfficeNewsletterMarch2012.pdf](http://www.archchicago.org/departments/assistance_ministry/Newsletter/OfficeNewsletterMarch2012.pdf)

\*\*\*\*\*

Thomas P. Tharayil LCSW, BCD  
Director, Office of Assistance Ministry  
Archdiocese of Chicago  
P.O. Box 1979  
Chicago, Illinois, 60690-1979  
(312) 534-8267

>>> [REDACTED] 2/4/2014 2:23 PM >>>

[REDACTED]