

SETTLEMENT AGREEMENT
AND MUTUAL RELEASE

This Settlement Agreement and Mutual Release (hereafter "Agreement") is made by and between James Beck and the Roman Catholic Archdiocese of Milwaukee (hereafter "Archdiocese"), and all of its affiliated entities.

WHEREAS, James Beck has determined to voluntarily leave the priesthood of the Roman Catholic Church under certain conditions, as more specifically set out below; and

WHEREAS, the Archdiocese of Milwaukee is willing to accept James Beck's resignation from the priesthood of the Roman Catholic Church, and in reliance on that resignation is willing to agree to the terms set out below; and

WHEREAS, James Beck and the Archdiocese wish to settle and compromise all claims that either of them may have against the other, and wish to accomplish the complete and total separation of James Beck from the priesthood of the Roman Catholic Church;

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

1. The Archdiocese agrees to pay to James Beck the sum of \$25,000, receipt of which is hereby acknowledged. All parties will bear their own costs and attorneys fees associated with this settlement.

2. James Beck presently is entitled to a severance reimbursement from the Archdiocese of Milwaukee priest's

pension fund. This reimbursement will be paid to James Beck pursuant to a letter from James Beck directing how these funds are to be paid, so long as consistent with the rules of the plan.

3. James Beck agrees to sign a letter of resignation in the form attached as Exhibit A to this Settlement Agreement.

4. The Archdiocese agrees to pay for six months of medical insurance for James Beck commencing on the date that he signs this Settlement Agreement and letter of resignation. Following that six-month period, James Beck shall inform the Archdiocese if he elects, pursuant to law, to continue that coverage at his own expense for 18 more months. The Archdiocese shall have no obligation to pay any amounts towards medical insurance following the six month period referred to above.

5. In return for the payments set out above, and for the mutual promises contained herein, and for other good and valuable consideration, receipt of which is hereby acknowledged, James Beck agrees to release and forever discharge the Roman Catholic Archdiocese of Milwaukee, and all of the Archdiocese's employees, agents, officers, directors and assigns, including, without limitation, all members of the Roman Catholic clergy, and all parishes and schools, and any person or entity affiliated with the Roman Catholic Church in the territory of the Archdiocese of Milwaukee from, and covenants not to sue them for, all

claims, causes of action, charges, and demands, whether in tort, contract, or otherwise, of any nature that he may have had at any time up to and including the date of signing of this Settlement Agreement, including without limitation any claim of any nature arising from any entitlements he could assert from having been a priest in the Roman Catholic Church. By signing this Settlement Agreement and attached letter, James Beck hereby resigns from the priesthood of the Roman Catholic Church, and agrees never to function in any capacity as a priest, nor to seek reinstatement to the priesthood of the Roman Catholic Church at any time. He further agrees to give up any claim or entitlement that he may have to any benefit, compensation, support, or other attribute of the Roman Catholic priesthood, other than as specifically set out in the Settlement Agreement and Mutual Release. He further agrees not to perform any of the functions of the priesthood, including without limitation, administering the sacraments and the celebration of mass, and in no respect will hold himself out to be a priest of the Roman Catholic Church in the future.

6. The Archdiocese, and all of its affiliated entities, hereby release and forever discharge James Beck from all claims, demands, and causes of action of any nature that they may have had up to and including the date of the signing of this Settlement Agreement.

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

8. The parties agree not to disclose to any third party, including, without limitation, any newspaper, any electronic media, any reporters, or to release for publicity any of the provisions of this Settlement Agreement.

9. In witness of this Agreement, we have signed below on the dates indicated.

In presence of:

JAMES BECK
JAMES BECK

Date: 2/18/95

Douglas Penny

ROMAN CATHOLIC ARCHDIOCESE
OF MILWAUKEE

BY: Archbishop Dennis Cardinal

Date: 2/18/95

In presence of:

Douglas Penny

QUARLES & BRADY LLP

TRUST ACCOUNT

DEC 16 2004 AM

DATE: 12-14-04

PAYEE: Franklyn W. Becker

CHECK #: 40487 Q20 N

DATE	DESCRIPTION	MATTER #	AMOUNT
12/14/04	Check to Franklyn W. Becker	130031.30108	\$ 10,000.00

THIS CHECK IS VOID WITHOUT A COLORED BACKGROUND AND AN ARTIFICIAL WATERMARK ON THE BACK - HOLD AT ANGLE TO VIEW

Quarles & Brady LLP

TRUST ACCOUNT

411 East Wisconsin Avenue
Milwaukee, WI 53202-4497
Phone 414-277-6000

M&I Marshall & Ilsley Bank
Milwaukee, WI 53201

CHECK NO. 40487

12-5750

DATE 12-14-04

PAY Ten Thousand USD and no cents

TO THE Franklyn W. Becker
ORDER OF

\$***10,000.00

AUTHORIZED SIGNATURE

Thomas J. Quinn

VOID AFTER 180 DAYS

SIGNATURE HAS A COLORED BACKGROUND • BORDER CONTAINS MICROPRINTING

ADOM027182

Mr. Curt

ARCHDIOCESE  OF MILWAUKEE
OFFICE OF THE ARCHBISHOP

JAN 10 2005

December 29, 2004
Year of the Eucharist

Reverend Patrick R. Lagges
Archdiocese of Chicago
155 E. Superior Street
Chicago, IL 60611

Dear Father Lagges,

I am in receipt of your letter of inquiry about insurance coverage for Franklyn Becker to whom you are providing canonical advice. Thank you for your willingness to offer him counsel.

As you are aware, a monetary arrangement has been provided to Franklyn to assist him in transition expenses. In addition, we have tried to assist him in finding health insurance coverage which he could purchase, using some of these funds should he choose to do so. We have been unsuccessful thus far in locating any such coverage. If you are aware of a program that your archdiocese uses, we would be interested in hearing of it.

There may have been some years when, at ordination time, men were told to consider their options regarding signing up for Social Security. However, for at least the past twenty-five years, there have been multiple announcements, every time there was an open enrollment made available, encouraging priests to take advantage of that opportunity. Franklyn apparently ignored that encouragement until very recently. Over the years, therefore, when others were making their self-employed Social Security payments, Franklyn had this additional money available for his own investment for his future needs. Moreover, during the years that Franklin was unassigned and the archdiocese was paying his salary, he also received the "Retirement Savings Supplement." This is an annual amount calculated to match what priests would be paying for Social Security. It is provided regardless of whether or not the priest is actually enrolled in Social Security. Again, we would have anticipated that Franklyn would have invested these funds for his own future needs.

All of us live with the consequences of the decisions we have made, for good and for bad. What Franklyn is facing now is the result of a series of his own decisions. Were a lay employee to be terminated, there would be no assistance at the level Franklyn has experienced. Our financial situation at present does not allow us to consider additional charity on his behalf especially as we face the potential for multi-million dollar settlements in California, some of which will be the direct results of Franklyn's actions.

December 29, 2004

Page Two

Thank you again for your assistance to Franklyn. I do expect that you will inform me of your expenses for this service.

With best wishes during the blessed Christmas season, I am,

Sincerely in Christ,

+ I am very m - TDolan

Most Reverend Timothy M. Dolan
Archbishop of Milwaukee

ADOM039376



February 21, 2003

Rev. James M. Flynt

[REDACTED]
West Bend, WI 53090

Dear James,

This letter is a follow-up to our telephone conversation of February 17, 2003. At that time I communicated to you the report I received following the February 13, 2003 meeting of the Review Board. After carefully studying the written reports of Joseph Link, Acting Chief Investigator for the District Attorney's Office, and a summary report of my February 7th meeting with you, the Review Board recommended to Archbishop Dolan that you not continue to serve in priestly ministry. The Archbishop accepted their recommendation and will communicate this to you by letter upon his return to the office March 3rd.

I expect that the Archbishop will also ask you to voluntarily resign the pastorate of St. Frances Cabrini, West Bend, and encourage you to seek laicization.

The following paragraphs outline what the Archbishop is prepared to offer you in recognition of your canonical rights and the Archbishop's canonical obligations.

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

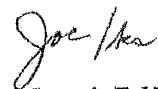
February 21, 2003
Rev. James M. Flynt
- Page 2 -

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

James, I am deeply saddened to have to communicate what must be very disappointing news for you. I remain grateful and appreciative for the many years of priestly ministry through which you served God's people in our Archdiocese to the best of your ability. I urge you to contact a canonical advocate to be of assistance to you at this time of serious decision-making. The Archdiocese will pay for the canonical advocate's services.

With prayer for your personal regard, I am

Sincerely yours in the Lord,



V. Rev. Joseph F. Hornacek
Vicar for Clergy

JFH/ks

ADOM049065



FILE COPY

May 12, 2003

Rev. James Flint
 [REDACTED]
 West Bend WI 53090

Dear James,

My chief purpose in writing to you is to get the enclosed check to you as soon as possible and to inform you of the change in the amount of financial support you will receive from the Archdiocese effective May 1, 2003.

Though your letter of resignation to Archbishop Dolan was sent March 31, 2003, you continued to receive full salary, health and dental insurance, continuing education and retreat fees through April, 2003, as pastor, canonically speaking, of St. Frances Cabrini Parish, West Bend.

Upon resigning the pastorate and voluntarily beginning the process of laicization, you are now receiving a check for \$10,000 to cover some transition expenses. As of May 1, 2003, you will receive \$1250 per month plus health and dental insurance from the Archdiocese. This will continue throughout completion of the laicization process or until your future employment would cover salary and health and dental benefits.

My prayerful wish is that this time of transition may become ever less a time of painful frustration, and evermore a time of healing and renewed hope.

Fraternally yours in the Lord,

V. Rev. Joseph F. Hornacek
 Vicar for Clergy

JFH/ks

P.S. You will also receive another
 check for \$10,000 at the conclusion
 of the laicization process.

2nd Check was prepared August ¹⁰ 2004

ADOM049052



February 5, 2003

Rev. James Jablonowski
[REDACTED]

Wauwatosa WI 53208

Dear Jim,

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

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

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

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

February 5, 2003
Rev. James Jablonowski
- Page 2 -

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

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

Sincerely yours in the Lord,

Joe /ks
V. Rev. Joseph F. Hornacek
Vicar for Clergy

JFH/ks

ADOM013347

QUARLES & BRADY LLP

TRUST ACCOUNT

DEC 16 2004 AM

DATE: 12-14-04

PAYEE: Franklyn W. Becker

CHECK #: 40487 Q20 N

DATE	DESCRIPTION	MATTER #	AMOUNT
12/14/04	Check to Franklyn W. Becker	130031.30108	\$ 10,000.00

THIS CHECK IS VOID WITHOUT A COLORED BACKGROUND AND AN ARTIFICIAL WATERMARK ON THE BACK - HOLD AT ANGLE TO VIEW

Quarles & Brady LLP

TRUST ACCOUNT

411 East Wisconsin Avenue
Milwaukee, WI 53202-4497
Phone 414-277-6000

M&I Marshall & Ilsley Bank
Milwaukee, WI 53201

CHECK NO. 40487

12-5750

DATE 12-14-04

PAY Ten Thousand USD and no cents

TO THE Franklyn W. Becker
ORDER OF

\$***10,000.00

AUTHORIZED SIGNATURE

Thomas J. Quinn

VOID AFTER 180 DAYS

SIGNATURE HAS A COLORED BACKGROUND • BORDER CONTAINS MICROPRINTING

ADOM027182

Mr. Curt

ARCHDIOCESE  OF MILWAUKEE
OFFICE OF THE ARCHBISHOP

JAN 10 2005

December 29, 2004
Year of the Eucharist

Reverend Patrick R. Lagges
Archdiocese of Chicago
155 E. Superior Street
Chicago, IL 60611

Dear Father Lagges,

I am in receipt of your letter of inquiry about insurance coverage for Franklyn Becker to whom you are providing canonical advice. Thank you for your willingness to offer him counsel.

As you are aware, a monetary arrangement has been provided to Franklyn to assist him in transition expenses. In addition, we have tried to assist him in finding health insurance coverage which he could purchase, using some of these funds should he choose to do so. We have been unsuccessful thus far in locating any such coverage. If you are aware of a program that your archdiocese uses, we would be interested in hearing of it.

There may have been some years when, at ordination time, men were told to consider their options regarding signing up for Social Security. However, for at least the past twenty-five years, there have been multiple announcements, every time there was an open enrollment made available, encouraging priests to take advantage of that opportunity. Franklyn apparently ignored that encouragement until very recently. Over the years, therefore, when others were making their self-employed Social Security payments, Franklyn had this additional money available for his own investment for his future needs. Moreover, during the years that Franklin was unassigned and the archdiocese was paying his salary, he also received the "Retirement Savings Supplement." This is an annual amount calculated to match what priests would be paying for Social Security. It is provided regardless of whether or not the priest is actually enrolled in Social Security. Again, we would have anticipated that Franklyn would have invested these funds for his own future needs.

All of us live with the consequences of the decisions we have made, for good and for bad. What Franklyn is facing now is the result of a series of his own decisions. Were a lay employee to be terminated, there would be no assistance at the level Franklyn has experienced. Our financial situation at present does not allow us to consider additional charity on his behalf especially as we face the potential for multi-million dollar settlements in California, some of which will be the direct results of Franklyn's actions.

December 29, 2004

Page Two

Thank you again for your assistance to Franklyn. I do expect that you will inform me of your expenses for this service.

With best wishes during the blessed Christmas season, I am,

Sincerely in Christ,

+ I am very m - TDolan

Most Reverend Timothy M. Dolan
Archbishop of Milwaukee

ADOM039376



411 East Wisconsin Avenue
Milwaukee, Wisconsin 53202-4497
Tel 414.277.5000
Fax 414.271.3552
www.quarles.com

Attorneys at Law in:
Phoenix and Tucson, Arizona
Naples and Boca Raton, Florida
Chicago, Illinois (Quarles & Brady LLC)
Milwaukee and Madison, Wisconsin

Writer's Direct Dial: 414.277.5351
E-Mail: jar@quarles.com

December 14, 2004

**BY CERTIFIED MAIL
RETURN RECEIPT REQUESTED**

Franklyn W. Becker

[REDACTED]
Mayville WI 53050

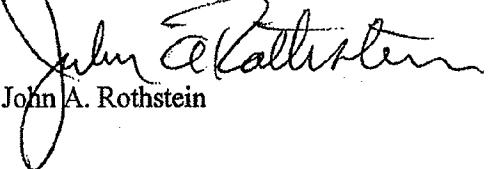
RE: Settlement Check

Dear Mr. Becker:

I have been asked by Deacon David L. Zimprich to forward to you the enclosed check in the amount of \$10,000.

Very truly yours,

QUARLES & BRADY LLP


John A. Rothstein

JAR:rlw
Enclosure

cc: Deacon David L. Zimprich

QBMKE5671146.1

ADOM039369

Franklyn W. Becker
December 14, 2004
Page 2

bc: ~~Dr. Barbara Anne Cusack~~

QBMKE5671146.1

ADOM039370



FILE COPY

September 10, 2003

Rev. Daniel J. Massie
[REDACTED]
Wauwatosa WI 53226

Dear Dan,

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

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

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

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

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

Fraternally yours,

A handwritten signature in black ink, appearing to read "Joe Hornacek".

V. Rev. Joseph F. Hornacek
Vicar for Clergy

JFH/ks

Cc: Rev. Patrick Lagges, JCD



February 5, 2003

Rev Daniel Massie

[REDACTED]
Beaver Dam WI 53916

Dear Dan,

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

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

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

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

February 5, 2003
Rev Daniel Massie
- Page 2 -

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

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

Sincerely yours in the Lord,

Joe/ks
V. Rev. Joseph F. Hornacek
Vicar for Clergy

JFH/ks

ADOM018509



FILE COPY

May 12, 2003

Rev. John O'Brien

[REDACTED]
Eden WI 53019

Dear John,

During our recent meeting on April 16, 2003 you and I talked about various possibilities for retirement and the amount of financial support the Archdiocese is able to continue to provide to you, depending upon the scenario you would choose.

Because of your recent eye surgery, your diabetic condition, and related problems of decreasing health, I can imagine that you could seek early retirement based upon a letter from your primary physician to confirm your need to retire before the age of 68 years because of these several health factors. In this instance your retirement would be termed "disability retirement" and you would receive the full monthly benefit which is now given to retired priests at the age of 68 or older, namely \$1250 a month. Health and dental insurance premiums will also be paid for you.

Because the Archbishop has indicated that you will not serve again as a priest, you also have the option of seeking voluntary laicization.

If a priest elects voluntary laicization, we would offer what has been our practice, if not policy, for more than a decade, namely \$10,000 when the petition is submitted and \$10,000 when a definitive response is received, regardless of the contents of the response. We would offer, in addition, and new to our practice, minimum support during the time the case is in process. That minimum support would be the monthly amount a pensioned priest receives. During the processing of the case we would also provide some outplacement assistance. This assistance could consist of payment for services from a career counseling office, such as the one at Marquette or Stritch. These services provide the individual with information about how to "translate" their skills from one career to another. We could then offer three sessions of outplacement assistance which provides help with resume writing, interviewing skills, etc.

John, I've already informed you that if you choose not to seek voluntary laicization the Archbishop will submit your case to the Congregation for the Doctrine of the Faith in Rome. During this time that the penal process is imposed, and this could last for up to a year, the archdiocese would be responsible for supporting you to the same extent that a retired priest now receives support, namely \$1250 a month. (This level of support will in fact begin with the 2003-2004 fiscal year, July 1, 2003.) At the conclusion of the penal trial, if there is a penalty imposed of dismissal from the clerical state, your canonical obligation of support ceases but some small amount could be given to you in charity.

May 12, 2003

In all instances we would maintain you on our health insurance for one year at diocesan expense. You would then be free to ask for an additional six months of coverage, but at your own expense. This coverage would cease as soon as you had employment providing this benefit.

To my best recollection, John, these are the options which we discussed at our last meeting. After careful perusal of the above information if you have any questions or need for further clarification, please be in contact with my office.

With prayerful best wishes for improved health and a renewed sense of hope during this difficult time of transition, I am

Fraternally yours in the Lord,

V. Rev. Joseph F. Hornacek
Vicar for Clergy

JFH/ks

ADOM020026

FILE COPY



September 18, 2003

Rev. John O'Brien

[REDACTED]
Eden WI 53019

Dear John,

It was good to speak with you on the phone earlier this week.

Enclosed please find the forms I spoke of for your application for disability retirement. Please complete yours and have your primary physician complete his as well.

Again, you can expect to receive the promised check for \$10,000 as soon as your letter has been sent to Rome, later this month or the first week of October.

Fraternally yours,

V. Rev. Joseph F. Hornacek
Vicar for Clergy

JFH/ks

ARCHDIOCESE OF MILWAUKEE
CHECK REQUISITION

100 E. COLUMBIAN
MILWAUKEE, WI 53202

Check Amount: \$10,000.00

Date: October 6, 2003

Payee: JOHN A. O'BRIEN

Address:

City, State, Zip: EDEN WI 53019

Purpose of Check: SEVERANCE PAY

Return check to requisitioner

Mail check directly

Requisitioner's Signature

Dept./Office Director Approval

Account Number

Payee Social Security Number: [REDACTED]

Required for individual persons on Payee line. SSN not required for reimbursement requests.

ADOM045168

ARCHDIOCESE OF MILWAUKEE

149833

VENDOR I.D.		NAME	PAYMENT NUMBER	CHECK DATE				14983
TREPANO1		THOMAS TREPANIER, M. DIV. I	0010887	5/15/2002				
OUR VOUCHER NUMBER	YOUR VOUCHER NUMBER	DATE	AMOUNT	AMOUNT PAID	DISCOUNT	WRITE-OFF	NET	
0011460	*****	5/13/2002	\$20,000.00	\$20,000.00	\$0.00	\$0.00	\$20,000.00	

ARCHDIOCESE OF MILWAUKEE
3501 SOUTH LAKE DRIVE
PO BOX 070912
MILWAUKEE, WI 53207-0912

MARSHALL & ILSLEY BANK
MILWAUKEE, WI 53202
12-5750

149833

DATE	AMOUNT
5/15/2002	\$20,000.00

Twenty Thousand Dollars And 00 Cents

THOMAS TREPANIER, M. DIV. M.S.

THE
IDER

MILWAUKEE WI 53207-1964

Wayne A. Schneider

Wayne A. Schneider

ADOM056228

material needs

Subject: Material needs

Date: Mon, 16 Dec 2002 18:58:24 -0600

From: "ttrep" [REDACTED]

To: "Sr. Kathleen Schweihs" <schweihsk@archmil.org>

CC: "ttrep" [REDACTED]

Dear Sister Kathleen,

A blessed Christmas. I need your help with something. Archbishop Dolan told the people of St. Dominic Parish that the Archdiocese was "continuing to care for Father's material needs". I have not received any financial support from the Archdiocese since November 1, 2002, so I am wondering if your would be able to facilitate this issue of my material support to ensure that the statement is credible for all of us. Thank you for your help in this matter.

Fr. Tom Trepanier

How shall I (or you?) respond?
Joe - The only "financial support"
currently/monthly is
health insurance premium.
He received the amount of
\$20,000 in mid-May 2002.
Both of these based on his requested
resignation from active ministry
& Archbishop Weckler's letter of 5/18/02.
I have question on Wagner's in asking if
Parish board can perhapsquin in fall 2002.


ARCHDIOCESE OF MILWAUKEE
DEPARTMENT FOR CLERGY

February 5, 2003

Rev Jerome Wagner

Malone WI 53049-1239

Dear Jerry,

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

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

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

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

February 5, 2003
Rev Jerome Wagner
- Page 2 -

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

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

Sincerely yours in the Lord,



V. Rev. Joseph F. Hornacek
Vicar for Clergy

JFH/ks

ADOM022341



February 8, 2005

Jerome A. Wagner

Malone, WI 53049-1239

Dear Jerry,

Thank you for your letter of February 2, 2005. I'm sorry about the hurt that contact brings. Please, if you do not wish contact because it is too hurtful, just let me know. My intention is not to cause you stress.

I am happy to offer answers to the questions you pose in your letter. If Rome denies the petition for a dispensation from prescription and instructions for a penal trial, the Archbishop could do nothing or petition for an administrative act of laicization. If the petition is granted we will receive instructions for conducting a trial here in Milwaukee. That would be implemented through Paul Hartmann's office.

Regarding a request to return to the lay state, this can be initiated at any time prior to a final disposition. Once the outcome of a trial is had, it is too late, I believe. Once Rome has executed an administrative act of laicization it is too late. Before those dates, one can voluntarily request a return to the lay state.

When a priest requests voluntary laicization, the archdiocese of Milwaukee has a custom of helping the priest through the period of transition financially. At the filing of the petition, the priest is given \$10,000. Through the period of the transition he is supported at a sustenance level, which is what you are currently on. When the laicization is granted and is accepted by the priest another \$10,000 is offered. Ecclesiastically, you are not allowed to present yourself as a priest nor function in any way as a priest, the exception being in death the possibility of anointing and/or confession.

Regarding publicity, the Archbishop has limited any announcements to the priests of the Archdiocese, utilizing his first Thursday of the month circular.

I hope this is helpful to you, Jerry. Please be assured of my continuing prayers for you. I wish you only good things, Jerry. God bless.

If I can be of help to you in another way, please do not hesitate to contact me.

In the Lord Jesus,

Very Reverend Curt J. Frederick