



**Saint
Luke**
INSTITUTE

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April 11, 2008

CONFIDENTIAL

Reverend Tom Andert
Prior, St. John's Abbey
31802 County Road 159
Collegeville, MN 56321

Re: Reverend Michael Bik
SLI # 15716

Dear Father Andert:

Thank you for your referral of Father Michael Bik who is, as you know, a 59 year old Benedictine priest from St. John's Abbey. He was referred for evaluation because of increasing concern over the past year about depression, his distancing from community, inappropriate expression of anger, and increased weight. He has a past history of sexual abuse of male minors and has been on restricted ministry since 2000. Two violations of his restrictions were noted in the past several years. Father Bik was willing to come for evaluation.

Father Bik came to Saint Luke Institute on March 23, 2008, and participated in a cooperative manner during the evaluation process. He was open with us during the interviews and testing procedures, and we believe that the data and impressions we have gathered have enabled us to make an accurate assessment of Father Bik's current physical, psychological and spiritual functioning.

When we evaluate an individual who has been having emotional and/or behavioral problems, we include an assessment of a wide variety of motivations, developmental experiences and physical factors. Our assessment protocol includes the following elements:

1. Psychosocial interview.
2. Clinical interview.
3. Physical and neurological examination.
4. Electrocardiogram.
5. Psychological testing battery including personality and projective tests.
6. Neuropsychological testing including measures of intelligence, attention, memory, abstraction, visual perception and mental flexibility.
7. Spiritual Assessment.

The final step in the evaluation process is a discussion among the evaluation team members about the client. We then meet with the client to report our findings and recommendations. We

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are pleased, Father Andert, that you were able to join us for the evaluation summary conference on March 28, 2008. Your presence was an important source of support for Father Bik and helped us to convey our results. This report will summarize our findings and detail our recommendations.

PSYCHOSOCIAL HISTORY: We include an extensive background history of our clients to help us understand how past events may be contributing to current difficulties. Although we took a detailed history of Father Bik's background, only the clinically relevant information is included here. Donna Kelley, IHM, PsyD conducted the psychosocial interview.

Father Bik was born in 1949 in Illinois, and he is the oldest of three children. He is about 2 years older than his next brother. His youngest brother died when he was six weeks old due to a heart condition. This was a tragic loss for the family. Father Bik reported that his mother had had eight miscarriages, and the family was very excited about the birth of this baby. When the baby died, Father Bik was 10, and he experienced also losing his father who blamed himself for the infant's death and thought that God was punishing him for his past deeds.

Father Bik's father worked for IBM as a supervisor, and he described his father as a generous, hardworking and sociable person. His father also had a poor self-image and was fearful of making mistakes. He reported having a close relationship with his father. He described his mother as loving, hard working and stubborn. She was protective and held the children's hands when they walked anywhere. His status as the first born apparently held a place of importance for his mother. As a child, he frequently confided in her about school problems and being bullied by children due to his weight. His younger brother poked fun at him for being over weight, and their relationship was strained. He reported that their relationship has improved recently. They speak by phone once a week and visit twice a year.

Father Bik reported that his parents enjoyed a loving relationship. At times, his parents argued about his father's poor self-image and lack of self-confidence. On occasion, these arguments involved the control his paternal grandfather had on his family. He explained that when his parents were first married, they lived with his grandfather. At one point things became so tense that his parents moved out of the house. His parents were affectionate with each other and with the children. When he was 8 or 9, his father stopped hugging and kissing him, stating that he was too old. He recalled being confused and wondering why his father would not kiss him. This loss was about a year before his father withdrew further after the baby's death. His mother died in 2006, at age 85, and he cried as he spoke of his mother. Presently, his father is 89 and suffers from Dementia; he lives with Father Bik's brother.

Father Bik attended Catholic elementary school and earned "B's." He believes that he had a learning problem because he was a visual learner. Socially, he belonged to a group of boys and girls but also shared that his brother, cousins and classmates frequently teased him about being over weight and he would cry.

Father Bik attended an all boys' Catholic high school run by the Benedictine priests and brothers. He earned grades "B's" and struggled with the sciences. He was involved with various school activities including the yearbook, school newspaper, student government, football and track. He reported that he did not socialize outside of school, but he stated that he was rarely teased during these years.

A serious medical problem arose when Father Bik's appendix ruptured at age 16 when he was a junior in high school. Because the rupture was contained, apparently the doctor could not operate, and he was hospitalized for 2 or 3 weeks while the infection resolved. He recalled affection from his father during this difficult time. He later had to have surgery to remove the residual material, and he was not able to do any work the following summer.

After high school graduation, Father Bik attended the College of St. Paul in MN where he earned a B.A. in math. He reported that his high school Latin teacher had told him that he needed to "get away from home" because his father was too protective. From 1971-1983, he taught 7th and 8th grade math at a Catholic elementary school in MN. He described this experience as a positive one. During these years he earned a master's degree in Pastoral Ministry from St. Thomas College and served as the Assistant Director of Liturgy and Religious Education. In 1983, he reported that a new pastor fired him saying that "he was there too long." From 1983-1985, he taught 7th and 8th grade math and religion at a Catholic middle school.

In 1985, at age 36, Father Bik entered the Benedictine community at St. John's Abbey. He stated that when he was younger, he had wanted to enter seminary. At that time his parents disapproved and continued to be displeased with his choice until after his ordination. He described Novitiate as difficult with a formation director who was "old school" and often found fault with him.

After Father Bik professed vows as a religious brother, he taught pre-algebra to freshmen at the community's high school from 1986-1991. He also supervised students in the computer lab. He reported that he felt "stupid" because he knew little about computers and would ask students for help. He also stated that he felt like a "second class citizen" because he taught in the high school rather than the college.

In 1991, Father Bik entered seminary and struggled with the required academic courses; he was ordained in 1993. He served for 9 months as an assistant pastor, and then taught theology in the community high school and was a campus minister from 1994 to 2000. In April 2000, he was removed from active ministry after the allegation of sexual abuse of a minor. Since that time, he has worked in the dining services of the community's retirement center and coordinated community activities in the abbey. He stated that he finds the early morning work difficult and that he misses interacting with the high school students.

In regard to social support, Father Bik stated that he is close to two of the monks and that he enjoys attending movies and going for walks with them. His two closest friends died, one in 2002 and the other in 2003.

SEXUAL HISTORY: Father Bik reported that sex was not talked about in his home. When his father attempted to talk to him about sex, he reported not understanding. In 7th grade, sex education was provided in his school. He denied any sex play as a child or sexual abuse. He entered puberty in the 5th grade and was confused by his bodily changes. He also recalled being embarrassed about comments his father made in regard to his body odor. He recalled his first sexual feelings in the 8th grade towards a girl in his class. He described a normal history with masturbation and fantasies in high school of girls. As an adolescent, his parent did not allow him to date. During his college years, he dated infrequently. At age 23, he began dating a woman who ended the relationship after 3 years. He denied any sexual contact with her.

When asked about his sexual orientation, Father Bik stated that he is more attracted to men than women, but is uncomfortable naming himself as homosexual. He reported feeling attracted to post teen and older males. He stated that he has a poor self-image and that he feels unattractive and unappealing.

Father Bik reported sexual encounters with two male minors aged 16 or 17 while he was a lay teacher at ages 25 and 26. The first boy was a former student whom he taught in the 6th grade. The boy came to his apartment, and Father Bik stated that he was seduced by the boy who brought pornographic magazines, "explained things" to him, and led Father Bik to his bedroom where they engaged in mutual masturbation. Similar sexual contact occurred about five or six times over the course of a year. The relationship ended when the boy became interested in girls. He is still in communication with this man through Christmas cards.

The second encounter occurred during the same time period. Father Bik reported that the first boy brought a friend to his apartment. The second boy was 15 or 16 years old. Once again, after looking through adult magazines, Father Bik touched the genitals of the second boy. In 2000, this man filed an allegation against Father Bik. Father Bik stated that he has never had further sexual contact with anyone. He reported passing a polygraph test asking if he had had sexual contact with any other boys.

ALCOHOL AND SUBSTANCE ABUSE HISTORY: Father Bik stated that there is no history in his family of anyone having problems with alcohol or drugs. He stated that he has never had a problem with alcohol or used recreational drugs.

MENTAL HEALTH HISTORY AND MENTAL STATUS: Father Bik wondered whether his father suffered from depression and anxiety. His brother suffers from depression.

Regarding depression, Father Bik stated that he has always had a struggle related to self-esteem and self-worth. He said he was depressed when the allegations were made public in the paper and during his mother's illness and death in 2006. After his mother's death, there were a number of other losses in the family. He named symptoms of low energy and not wanting to be around people. He said that in the "darkness and futility of life" he has wondered if dying was a solution, mainly out of shame. However, he denied serious thoughts of suicide, plans or behavior at any time. Currently, he struggles with what he described as a difficult relationship

with his Abbot and sense that he is an embarrassment to the community. He is able to connect his wanting love from his father to his frustrated wish for the Abbot's love and attention.

Father Bik reported that he has been in counseling once a week for the past 3 or 4 years. He has addressed issues of anxiety, self-esteem and problems with authority. He added that he "doesn't feel part of the community." He had been on antidepressant medication for the past 3 years for depression and has found it helpful. He sees his psychiatrist every 3 months.

For collateral information, Dr. Kelley spoke with Father Andert who expressed concern for Father Bik and stated that he has gained between 50 and 75 pounds in the past 6 months, stopped attending community functions and "yells" at the older monks. He also reportedly shares overly personal information with the nurses.

Regarding weight issues, Father Bik reported that he was heavy when he started kindergarten and weight has been an issue for much of his life. He was teased about his weight often while he was growing up, and he reported taking refuge in "munching." He noted that his mother tried to watch what he ate and recently his brother apparently monitored his food when he visited. He said "they tried putting me" on a liquid diet in 1989, and he got down to 160 pounds. Later he put the weight back on. He did not mention gaining weight recently but noted that he has felt more sluggish the past couple of months.

Father Bik is oriented to time, place and person. Speech is normal in rate and volume. His mood appears mildly depressed and affect is appropriate to topic of discussion. He denies current suicidal or homicidal ideation. There are no blatant abnormalities in thought content or process. Insight and judgment are adequate for day-to-day functioning.

SPIRITUAL ASSESSMENT: A spiritual assessment with Father Bik was conducted by Sister Meg Parrish, CSJ, MS, MA, a member of our spirituality staff. Father Bik came from a very Catholic upbringing with much family involvement with the church. His father was an usher and his mother belonged to the Mother's Club. If one of the religious sisters needed help, Father Bik was there to do what was needed. He attended Catholic schools and was an altar server. There were religious symbols in his home and the family prayed the rosary and grace at meals.

Father Bik played mass as a child and felt comfortable in church. In the fifth grade, he lost his baby brother and found the sisters very compassionate toward him, holding him while he cried at the funeral home. All this encouraged his vocation. During college he became interested in marriage and put off coming to religious life. Eventually, he entered the Benedictine Order at St. John's Abbey. He was happy as a brother but eventually felt called to priesthood. He served as the assistant master of ceremonies for his abbot followed by being master of ceremonies for the bishop for four years. He spent only two years in the seminary since he already had a masters' degree in Pastoral Studies.

In the Old Testament, Father Bik identified with Joseph and his struggles regarding being accepted by his brothers, plus his arrogance. In the New Testament, he identified with the elder

son in the Prodigal Son story. He stated that his father doted on his younger brother while Father Bik did everything and felt self-righteous about it.

Father Bik's image of God has moved from fear as a child to softening into an image of the Good Shepherd and the Prodigal Father. He used to enjoy common prayer, but it has been a struggle these last two years. He misses Morning Prayer because of being in the kitchen, usually falls asleep at Noon Prayer because of getting up so early, but makes it to Evening Prayer two to four times a week.

In his personal prayer, Father Bik has gone back to familiar devotions, including the rosary and adoration at a nearby church. He is not so faithful to Lectio Divina, mulling over what might stand out for him in scripture passages. He had a spiritual director during his first years in community but stopped with this person after he made his simple vows. He has had another director for the last several years and is open with him about his struggles. He receives the sacrament of reconciliation once a year with different confessors. He makes a yearly community retreat.

Prior to the sexual abuse allegations, Father Bik said that he could socialize with some of the monks. After the allegations came in 2000 and then the media got involved in 2003, community life got harder for him. He said that other members got upset about the negative publicity. In addition to several monks in the community, he is close to some families in the area who invite him over and include him on holidays. These are apparently families of his former students.

In summary, Sister Parrish notes that it is important for Father Bik to continue monthly spiritual direction with a trained director, sharing his anger, guilt and lack of forgiveness of himself, plus discussing his prayer life and relationship with God. Having a regular confessor, with whom he would meet monthly, would be another person to support and journey with him in his spiritual life. He may need some discernment about a call to community life, but it seems more likely that community life will support him when he learns what he needs to do to live happily in community with the restrictions he has.

LEGAL STATUS: There are no known legal charges pending against Father Bik.

PHYSICAL EXAMINATION AND LABORATORY EXAMINATION: Father Bik received a physical examination from Uchechi N. Wosu, MD, one of our consultants in internal medicine. Dr. Wosu notes that Father Bik's past medical history is notable for diabetes, hypertension and hyperlipidemia. He denies use of tobacco, alcohol, or recreational drugs. He has no known drug allergies.

On examination, Father Bik is 5'10" tall and obese at 330 pounds. His blood pressure is 158/88; pulse rate is 96 and respiratory rate is 22. Examination of the head and neck is normal, with no evidence of thyroid pathology. Chest and cardiovascular examinations are within normal limits. An abdominal examination reveals no liver or spleen enlargement or other abnormality. Examination of his extremities shows swollen ankles. A neurological examination is normal.

A laboratory examination was conducted during Father Bik's evaluation. Analysis of laboratory values shows that most levels are in the normal range. His EKG shows normal sinus rhythm with right bundle branch block. Glucose is elevated at 136. Triglycerides are elevated at 174. Dr Wosu recommends that he have a dietary consultation and begin an exercise regimen. She also recommends an Hgb A1C, increase in Niaspan to 2000mg qhs, discontinue Lisinopril and begin Lisinopril/ATT 20/25mg.

NEUROPSYCHOLOGICAL TESTING: As part of our evaluation we examine the functioning of the brain, since the brain organizes all human behavior and experience. This was important in Father Bik's case since it is now known that neuropsychological impairment is highly correlated with behavior problems. Dr. Gary Thompson, Ph.D. interpreted the neurocognitive testing.

Intellectual testing shows Verbal, Performance and Full-Scale IQ scores all in the High Average range of intellectual functioning. Additional testing with another measure provides an estimate of Father Bik's overall intellectual functioning at the upper limit of the High Average range. Measures of attention and concentration were variable. Mild to moderate impairment was noted on two measures of immediate auditory attention. Two other measures of working memory were in the normal range. Such discrepancies are more likely to result from transient situational or emotional factors than from neurological issues.

Tests of abstract reasoning and complex problem-solving show normal-range mental flexibility and good performance on a complex non-verbal problem-solving task. Tests used to screen for problems in executive functions, which include such abilities as initiating, inhibiting, planning, organizing and monitoring behavior, are mostly in the normal range. One test in the impaired range does not point to specific difficulty in executive functioning. Psychomotor testing shows normal fine motor coordination in both hands. Manual dexterity and grip strength are prominently impaired in both hands compared to other men in his age group and education level. Father Bik's ability to copy simple figures accurately is in the normal range, with ability to copy a complex figure falling in the impaired range. This result appeared to be related to anxiety and lack of attention to detail rather than to a prominent spatial distortion.

In summary, Dr. Thompson notes that Father Bik's intellectual functioning is in the High Average range, with the majority of his neurocognitive tests in the normal range. The exceptions include variability in attentional skills, selective bilateral psychomotor problems, and mild constructional impairment. All of these are likely secondary to transient emotional or situational factors. The results do not point to an organically-based neurological problem or the need for further testing.

PSYCHOLOGICAL TESTING: Psychological testing is an important part of our evaluation procedure. It allows us to compare responses our clients make to objective norms and to validate our interview impressions through test data. Psychological testing is divided into two parts. Personality testing assesses a client's personality style as well as the level of psychological distress currently present. Projective testing allows us to assess a client's strengths and

weaknesses in thinking and in processing emotions. It can also assess the presence of specific psychological conflict areas. Carol Farthing, PhD administered the projective testing and interpreted the psychological testing.

Father Bik's approach to the MMPI-2 personality inventory suggests that he was open and non-defensive. The resulting profile portrays him as a socially responsible but somewhat passive, insecure, and submissive individual who is not reporting a great deal of psychological or emotional distress. Data suggest that he keeps angry feelings under tight control, has higher than average needs for affection, and has more fears than most people. Data also suggest that he is shy and self-conscious.

Father Bik was more defensive on the MCMI-III personality inventory in that he disclosed little personal information. He reported problems with loneliness and low self-confidence. The profile portrays him as a person with higher than average needs for admiration, validation, and recognition. He is likely to attempt to get these needs met through working hard in the hope of being appreciated. Individuals who score this way often try to conform to social expectations and requests, but also experience underlying tension and resentment, which sometimes erupts in derisive comments. The testing suggests that he may be preoccupied with needs for recognition and social approval; his attempts to elicit appreciation from others may backfire in that others may experience him as inconsiderate or arrogant, and he then ends up feeling unappreciated and resentful.

The projective testing supports some of the results discussed above and offers other insights into Father Bik's psychological makeup. The Rorschach Inkblot profile suggests an inconsistent problem-solving style, sometimes basing decisions on thinking things through and sometimes being guided by feelings. Individuals with this style often have difficulty making decisions and may reverse decisions. According to the testing, Father Bik is usually as psychologically resilient as most people. Currently, however, data suggest that he is much more stressed than usual by worry and anxiety, and he may be prone to impulsive actions and emotional outbursts.

Projective data regarding cognitive processing suggest that Father Bik has a generally good ability to understand reality accurately and without a great deal of distortion. This is a notable strength. More problems are likely as Father Bik thinks about the things he has observed. Data suggest that his thinking is often derailed by issues related to his unmet needs and that this interferes with effective problem-solving. The testing suggests a great deal of intense emotional pain of which Father Bik may or may not be aware. Data suggest that he copes with feelings by attempting to keep them in control, but that he sometimes loses control and may express feelings overly intensely. According to the testing, he also tries to cope by keeping a distance from emotionally arousing situations and by intellectualizing about feelings. His ability to describe his behavior and feelings intellectually does not help him manage strong feelings when they next arise.

Projective testing regarding self and others suggests feelings of shame and remorse as well as a sense of self as lacking in some way. Data suggest that Father Bik is likely to be very defensive

when challenged and can be self-aggrandizing to defend against insecure feelings. Individuals who score this way are often more comfortable with younger people or those who are in subordinate positions relative to them. These findings are very consistent with Father Bik's feeling close to those he knew as students. The testing points to a notable strength in his having a good ability to connect in a therapy relationship and make use of such a relationship for growth and healing.

DIAGNOSES:

Axis I - (contains current clinical disorders or conditions except for personality disorders.)

- 302.9 Paraphilia NOS, Ephebophilia
- 296.35 Major Depression, recurrent, in partial remission
- 300.4 Dysthymic Disorder
- 307.50 Eating Disorder NOS, compulsive overeating

Axis II - (contains personality disorders or maladaptive personality traits.)

- 301.9 Personality Disorder NOS with dependent and narcissistic traits

Axis III - (contains current significant medical conditions.)

- 250.00 Diabetes Type II
- 401.9 Uncontrolled hypertension
- 272.4 Hyperlipidemia
- 278.00 Obesity

SUMMARY AND RECOMMENDATIONS: Father Bik's cooperation with the evaluation has allowed us to come to some conclusions that we believe will be helpful for his treatment. The evaluation data suggest that Father Bik has very strong unmet needs for support, approval, recognition and appreciation along with low self-esteem. His behavior problem with sex in the past and his lifelong problem with eating and weight represent ways of attempting to get these needs met. His current difficulties with the community also reflect these issues, in that he attempts to elicit appreciation by working hard and sometimes more directly. It is very difficult for him when appreciation is not forthcoming, and he sometimes responds in negative ways that elicit negative reactions from others resulting in his feeling even worse about himself. The shame related to the allegation becoming public has intensified his bad feelings about himself and made his need for appreciation more intense. Test data suggest that Father Bik is more comfortable with younger or submissive others, and many of his needs to be admired and appreciated were likely met through his students. Because of the restrictions on his ministry, this source of satisfaction is no longer available to him. Shame and deprivation have contributed to his depression.

We make diagnostic note of depression as an issue for Father Bik. We believe that he has had a chronic mild depression called "dysthymic disorder" much of his life. During times of great stress and loss, he has noted episodes of more severe depression. His major depression is currently in partial remission related to his antidepressant medication.

Reverend Tom Andert
Re: Reverend Michael Bik - SLI # 15716

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Based on the evaluation findings, we recommended that Father Bik come for a period of residential treatment to Saint Luke Institute. We are pleased that you and he decided to follow this recommendation, and he was admitted to the residential treatment program on April 7, 2008. Father Bik's primary therapist, Peter Ellsworth, MS, NCC, will be in regular contact with you during Father Bik's treatment. We are please that Father Bik is here and we are looking forward to working with him.

We hope this report is helpful to you and to Father Bik. Please feel free to contact us if you have any questions or if we may be of further assistance.

Sincerely,



Carol Farthing, PhD
Associate Director of Clinical Services

CF/lc
cc: Reverend Michael Bik