

7 December 1998

The Most Reverend Harry Flynn, SDB  
Archbishop of St. Paul/Minneapolis  
226 Summit Ave  
St. Paul, MN 55102

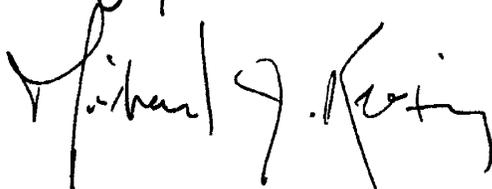
Dear Archbishop Flynn:

I hereby submit my petition to be installed in the ministry of lector.

In presenting this petition to you I declare that I am not motivated by any fear, either physical or moral. In no way am I coerced by parent, relative, or any other agency whatsoever.

Finally, I declare that I am making this request for installation in the ministry of lector of my own free will.

Sincerely yours,



MICHAEL J. KEATING

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MEDICAL

File  
One of our  
Memoranda

Keating  
March, 1999

Thomas McGovern, *Priestly Celibacy Today* (Princeton: Scepter; Dublin: Four Courts, 1998)

Fr. Thomas McGovern begins this excellent work by noting that writing a book on celibacy could be regarded as a foolhardy undertaking. The wider culture after all has little room for chastity and thinks celibacy positively perverse, while within the Church itself there has been a lot of talk about the "burden of celibacy" and repeated calls to allow for a married clergy in the Latin rite. Given this, to come forward and energetically defend the practice, which is what McGovern ably does, might seem out of step with the times. But McGovern is surely right in thinking otherwise, and in seeing signs of a recovery of the ideal of celibacy. His timely book is much more than a defense; it goes beyond points of controversy to the heart of the Church's long tradition of celibate priesthood. Central to his understanding is the contention that there exists an intimate congruence between the charism of celibacy and the exercise of priestly ministry, a congruence founded in the theology of priesthood and in a Christian anthropology that have been progressively maintained and elucidated through two thousand years, and have been recently and beautifully expressed by John Paul II.

It has become common to speak of priestly celibacy as nothing more than a disciplinary law, first mentioned in the fourth century, and only definitively imposed upon the Western Church at the Second Lateran Council in 1139. As such, so this line of reasoning goes, priestly celibacy, not being of ancient origin and concerned primarily with pastoral matters, might be relaxed at any time. The Eastern churches are often called as witnesses to the true ancient practice of having both a married and a celibate clergy, in the light of which the Western insistence on celibacy seems unnecessary at best, and at worst rigorist and unhealthy. Especially in light of changing pastoral realities including a shortage of priests, it is high time for the Latin Church to do away with an outmoded practice that places unreasonable burdens on its clergy.

In dealing with this question McGovern wants to show that the Church has always recognized the inner congruence between celibacy and priesthood. To do so he notes that a crucial distinction often goes unnoticed. True, a married clergy existed in both East and West in patristic and into medieval times, but it was expected of a married priest that once he was ordained, he would practice sexual abstinence and live with his wife as with a sister (an

arrangement to which she had also to agree!) This practice of abstinence, or continence as it was often called, was held by the patristic church to have come directly from the apostles themselves. It was confirmed at the Council of Elvira in 303, which proclaimed that sexual abstinence was necessary for all clergy whether married or celibate, and that those who had neglected this rule were to be excluded from the clerical state. Clement of Jerusalem, Augustine, Jerome, the Council of Carthage (390) all witnessed to the same understanding. Only at the Council of Trullo in 691 did the East allow married priests to "use" their marriages, a ruling that was rejected by the Western church as out of keeping with apostolic and traditional teaching. Even so, the Eastern churches reserved the office of bishop to those who practiced perfect continence, and demanded temporary abstinence (eventually a three-day period) as preparation for priestly service at the altar. The East also maintained the tradition that a clergyman once ordained could not marry, a stipulation which originally had to do with the inability of a priest to consummate such a marriage. In the West married clergy gradually died out as a celibate clergy came to the fore. But the practice of perfect sexual abstinence was expected of both, however much this ideal was decayed in certain times and places. The Second Lateran Council thus confirmed the long tradition of priestly abstinence from sex, and imposed celibacy as the best and most fitting way to secure it, a ruling upheld and expanded by the Council of Trent in the sixteenth century, and kept in the Latin church down to our own day. McGovern here contends that it is the Western Church in this case that has preserved most faithfully the ancient practice of the Church. But more importantly still he explains why: that there exists an intimate inner affinity between celibacy and priestly service.

This affinity has been at the heart of John Paul II's theology of priesthood. Far from being a mere negation of marriage or sexuality, priestly celibacy according to John Paul is itself an expression of spousal love. "In virtue of his configuration to Christ, the Head and Shepherd, the priest stands in a spousal relationship with regard to the community" (*Pastores Dabo Vobis*). McGovern points to this as the fundamental theological reason for priestly celibacy. "The priest's total self-giving to the Church finds its justification in the fact that she is the Body and the Bride of Christ. Following Christ, the Church as Bride is the only woman the priest can be wedded to, the only Body over which he can have nuptial rights (105-6). He exercises a kind of spiritual paternity over his flock. Celibacy is thus not just an external constraint imposed on priestly ministry, nor is it a merely human institution established by law. It is rather a sign and a means by which this fundamental conformity of the priest to Christ is expressed. McGovern, refreshingly, sees celibacy not as a burden but rather as a gift. The priest who lives "for Christ

and from Christ," while not immune from difficulty, will find great joy in his vocation, and will have no insurmountable difficulties in living out his celibacy.

Fr. McGovern manages the difficult task of being exhaustive without being exhausting. In a book both readable and not overly long, he looks at priestly celibacy from many points of view: historical, scriptural, theological, anthropological, and pastoral. His purpose is practical rather than academic. He inspires as well as informs, and he never gets far from his intended readers: priests or seminarians attempting to live celibacy, and laity attempting to understand the celibate charism. Both timely and wise, this is a perfect book to put into the hands of someone who wishes to understand, and perhaps to live, the gift of priestly celibacy with strength and joy.

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PER ORD

Persons  
Ordained  
Keating, Michael J.

07/30/1999-

ARCH-003429

DIACONATE

**MEMO**

July 30, 1999

Most Reverend Harry J. Flynn, D.D.  
Archbishop of Saint Paul and Minneapolis  
226 Summit Avenue  
Saint Paul, MN 55102

Dear Archbishop Flynn:

Mr. Michael J. Keating was a member of the class of Theology I at The Saint Paul Seminary School of Divinity during the academic year 1998-99. He is also a member of the Companions of Christ and lives with that community. In March 1999 I was informed by you of your decision to send Michael to the North American College in Rome to continue his studies there in the fall of 1999.

Michael's academic record shows his cumulative grade point average is now 3.5 on a scale of 4.0=A. He completed the required work in his teaching parish, the Church of St. Philip in Minneapolis, under the supervision of Fr. Greg Tolaas. Michael was installed as a lector on January 15, 1999, in St. Mary's Chapel here at the seminary. This summer he is involved in a program of clinical pastoral education at Abbott Northwestern Hospital in Minneapolis.

**The faculty pointed out the following positive attributes as particularly worthy of comment:**

- Michael is constant at prayer. He is a skilled cantor who is comfortable in leading prayer. He is also enthusiastic and sophisticated in his appreciation of a wide range of traditional and contemporary music for the Church.
- Michael is widely traveled and skilled in languages, including Spanish.
- He is a disciplined student. He is faithful to assignments, class attendance, and participates in class discussion. He is intelligent, witty and engaging.

**The following areas for improvement were noted:**

- Because Michael is a "transplant" to Archdiocese of Saint Paul and Minneapolis, it will be necessary that he find ways to become acquainted with its presbytery (beyond the Companions of Christ). How does he plan to do this now that he has been transferred to North American College?

July 30, 1999

- Michael must take seriously the observations made by his instructors concerning his openness to the study of Catholic theology. This recommendation pertains to the importance of true "docility" or intellectual humility that is appropriate to the beginner.
- The review board recommends that Michael develop a virtue of humility in his ministerial relationships. It is to be hoped that Michael's learning will not express itself in ways that hinder rather than help his future work as a priest conformed to the kenotic humility of Christ.

### **First Year Review Board**

The year-end review board for Michael Keating met on May 13, 1999. Present were Father Dominic Serra, formation advisor; Father John Echert, academic advisor; and Father Gregory Tolaas, teaching parish supervisor.

The meeting began with a brief review of the observations recorded in the faculty comments and faculty vote. One of those observations suggests that Michael's ability to engage the study of theology may be severely hampered by what some of his instructors fear is a resistance to the historical-critical method and a tendency toward doctrinal fundamentalism. His instructors noted further that Michael uses this methodological disagreement to dismiss the conclusions of notable Catholic theologians and that such a dismissive attitude is unseemly in one who is in his first year of formal theological study. They raised the possibility that Michael lacks the requisite intellectual humility (docility) that makes learning possible.

Michael spoke to this issue by suggesting that his instructors may have misread his criticism of the historical-critical method as an outright rejection. He said that he is critical of those who use the method incorrectly or without a full enough awareness of the philosophical assumptions it implies. Father Serra pointed out, after a lengthy discussion of this point, that the philosophical and theological details of the question are less the focus of this board's interest than is the question of whether Michael's rejection of the conclusions of major Catholic theologians is precipitous given the fact that he is a neophyte to the field of theological study. In short, is such a stance a symptom of intellectual hubris that will interfere with his ability to be a student of Catholic theology?

Father Tolaas noted that there is a possible relationship between this concern and the observation made by a few of his parishioners that Michael seemed at first to be aloof in ways that could suggest smugness and arrogance. Michael admitted that his educational background sometimes has made him appear to be "arrogant and smug." It was pointed out that not everyone at the table holding a doctorate gives this impression and that

July 30, 1999

priestly ministry requires a true humility that is not mistaken for haughty condescension. Father Echert pointed out that first impressions in parish ministry are very important and that Michael ought to work at developing the sort of humility that is more readily identifiable with the kenotic attitude of Christ.

Concerning the question raised by the admissions board of Michael's tendency to chafe under the burdens of institutional protocol, he expressed his belief that he is making progress in this area and that his mild annoyance with such matters does not keep him from conforming to their requirements. The melancholia and restlessness observed by the admissions board were explained by Michael to relate respectively to his artistic temperament and to his being unsettled about his vocational choice. He pointed out that he feels much more strongly drawn to what he believes to be his true vocation to priestly ministry.

#### **Recommendations**

This review board recommends that Michael take seriously the observations made by his instructors concerning his openness to the study of Catholic theology. This recommendation pertains to the importance of true "docility" or intellectual humility that is appropriate to the beginner.

The board recommends the development of a similar virtue of humility in his ministerial relationships.

#### **Commendations**

Michael's interest and gift for intellectual pursuits is to be encouraged with the caveat mentioned above.

Michael's progress in discerning his vocation is to be commended and he is encouraged to continue this discernment with the aid of future formation advisors.

Michael is to be commended for his generous spirit and desire to be of service to the Church.

#### **Vote of the Review Board**

Father Greg Tolaas, teaching parish supervisor; and Father John Echert, academic advisor, voted for Michael's continuance in a program of priestly formation. Father Dominic Serra, formation advisor, voted in favor of such continuance "with serious

Most Reverend Harry J. Flynn, D.D.  
Page 4  
July 30, 1999

RE: Michael Keating

concern" about the recommendations listed above. All three board members expect that Michael will pursue these matters with the formation personnel at the North American College in Rome.

**Summary and Conclusions:**

The strength of the faculty opposition to Michael's continuance was a surprise to me. Six faculty did vote for his continuance in the program. Two voted to recommend continuance "with concern" and two voted for his discontinuance. The rest abstained. It is unusual for a student to provoke such a strong reaction after only one year in the program. It is also quite unusual for someone who does not live in the seminary residence because of membership in the Companions of Christ. One faculty member thought that Michael was a biblical and theological fundamentalist who manifests a real intellectual arrogance, and who should be dismissed immediately from the seminary program. Another faculty member thought that Michael "borders on fundamentalism with its close antithetical extreme, post-modern deconstructionism." Another thought that Michael came to the seminary believing that he had nothing more to learn. This same faculty member expressed concern about the divisiveness this man could bring to the presbytery.

On the other hand, many recognize the gifts Michael could bring to priesthood. He is smart, articulate, thoughtful, generous with his time, pious with a pronounced, but appropriate, Eucharistic focus, skilled in languages, including Spanish, a competent cantor. One faculty member wrote that he was "an outstanding candidate." The dichotomy is puzzling. In any case, his formation will continue at the North American College in Rome. He certainly would have been invited to return to this seminary for his second year of theology. Nevertheless, the year-end evaluation suggests that there would have to be some clear understanding by Michael that he is not ready yet to be ordained a priest and that he really could learn something from this theological faculty.

Sincerely,



Reverend Phillip J. Rask  
Rector and Vice President

PR:jg  
c: Vocation Office

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Office of the Rector

*Pontifical North American College*  
*00120 Vatican City State*  
*Europe*

*Tel (06) 68.49.31*  
*Fax (06) 68.67.561*

October 11, 1999

Most Reverend Harry J. Flynn  
Archbishop of St. Paul and Minneapolis  
Chancery Office  
226 Summit Avenue  
St. Paul, Minnesota 55102

Dear Archbishop Flynn:

The North American College will confer the ministry of acolyte upon Michael J. Keating on December 12, 1999, in the Chapel of the Immaculate Conception at the North American College.

Accordingly, I now forward to you Michael's handwritten petition for the ministry of acolyte. We will need a dimissorial letter from you according to the text indicated on the attached form, by early November.

Another dimissorial letter will be requested well in advance of the ordination to the diaconate. We will be in communication about this at the appropriate time.

We are genuinely grateful for the privilege of working with Michael during his years of priestly formation at the College. Thank you for your support in our mutual endeavor and please know of our prayers in return.

Sincerely yours in Christ,

Rev. Msgr. Timothy M. Dolan

TMD/ep  
Enc.

HENRICO

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DEI ET APOSTOLICAE SEDIS GRATIA

(Arch)Episcopus **Paulopolitan. et Minneapolitan.**

Dilecto Nobis in Christo D.no **Michael Keating** subdito Nostro, studiorum causa in **Pontificio Collegio Foed. Americae Civitatum, Romae** commoranti, salutem et benedictionem in Domino.

Cum plene Nobis constet te ex legitimis, catholicis honestisque parentibus **7/V/56** natum, rite baptizatum et confirmatum et peculiaribus dotibus ad normam Litterarum Apostolicarum sive Ministeria Quaedam sive Ad Pascendum praeditum esse, neque ulla irregularitate aliove impedimento detentum nullaque censura, quoad sciamus, innodatum esse et bene perpenso suffragio virorum ad quos spectat de te in Domino testificari, per praesentes tibi facultatem largimur ut ab E.mo ac Rev.mo D.no Cardinali Urbis Vicario, sive per se sive per alium (\*) **tanquam acolythus instituaris**. Ab interstitiis, in quantum opus sit, te dispensamus.

Volumus vero ut authenticum testimonium ritus peracti quam primum Nostrae Curiae exhibeas.

In quorum fidem has praesentes litteras, manu Nostra signatas sigilloque Nostro munitas fieri et expediri mandavimus.

Datum \_\_\_\_\_ die \_\_\_\_ mensis \_\_\_\_\_ anni \_\_\_\_\_

L.S. \_\_\_\_\_  
  
\_\_\_\_\_

(\*) Vel "inter candidatos ad Diaconatum  
et Presbyteratum recipiaris"  
Vel "tanquam lector et acolythus instituaris"



Pontifical North American College  
00120 Vatican City State  
Europe

Tel (06) 68.49.31

Fax (06) 68.67.561

12 October 1999

His Excellency  
The Most Reverend Harry J. Flynn  
Archbishop of St. Paul & Minneapolis  
226 Summit Ave.  
St. Paul, MN 55102

Your Excellency,

At the North American College, students ask to be instituted in the ministry of acolyte during their second year of theology.

After careful reflection, I believe that I have sufficient realization of the spiritual, pastoral, and theological formation needed to serve as an ordained priest in the Archdiocese of St. Paul/Minneapolis. At this time, therefore, I wish to make a public declaration of my intention to engage myself in this period of preparation so that, with the grace of God, I may be found suitable for service to God and his people in the ministerial priesthood.

In the belief that I have the qualities required by the Church together with a true desire for Holy Orders and having already been accepted as an official candidate for those who seek in due time, to receive diaconate and priesthood, I humbly ask that you call me to be instituted in the ministry of acolyte.

I declare that I make this petition of my own free will, from a desire to serve Christ and his Church, and with the hope of persevering in my vocation.

Asking a particular remembrance in your prayers and your blessing, I am

Respectfully yours in Christ,

Michael J. Keating



"Jesus Christ is the same yesterday, today and forever." Heb. 13:8

Archdiocese of  
Saint Paul and Minneapolis

Office of the Archbishop

HENRICUS

DEI ET APOSTOLICAE SEDIS GRATIA

Archiepiscopus Paulopolitan. et Minneapolitan.

Dilecto Nobis in Christo D.no **Michael Keating** subdito Nostro, studiorum causa in **Pontificio Collegio Foed. Americae Civitatum, Romae** commoranti, salutem et benedictionem in Domino.

Cum plene Nobis constet te ex legitimis, catholicis honestisque parentibus 7/V/56 natum, rite baptizatum et confirmatum et peculiaribus dotibus ad normam Litterarum Apostolicarum sive Ministeria Quaedam sive Ad Pascendum praeditum esse, neque ulla irregularitate aliove impedimento detentum nullaue censura, quoad sciamus, innodatum esse et bene perpenso suffragio virorum ad quos spectat de te in domino testificari, per praesentes tibi facultatem largimur ut ab E.mo ac Rev.mo D.no Cardinali Urbis Vicario, sive per se sive per alium **tanquam acolythus instituaris**. Ab interstitiis, in quantum opus sit, te dispensamus.

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In quorum fidem has praesentes litteras, manu Nostra signatas sigilloque Nostro munitas, fieri et expediri mandavimus.

Datum St Paul MN, die 26 mensis October anni 1999

Harry J. Flynn  
Archbishop of Saint Paul and Minneapolis

S.M. Dominica Brennan, D  
Chancellor

INTEROFFICE MEMO from  
**ARCHBISHOP HARRY FLYNN**

**TO:**

- |   |  |
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| <input type="checkbox"/> Bp. Campbell           | <input type="checkbox"/> Ms. La Valla      |
| <input type="checkbox"/> Fr. Snyder             | <input type="checkbox"/> Ms. Selleck       |
| <input type="checkbox"/> Fr. Baer               | <input type="checkbox"/> Ms. Suchy         |
| <input type="checkbox"/> Fr. Dease              | <input type="checkbox"/> Ms. Nickelson     |
| <input type="checkbox"/> Fr. Jaroszeski         | <input type="checkbox"/> Ms. Willerscheidt |
| <input type="checkbox"/> Fr. McDonough          | <input type="checkbox"/> Mr. Baker         |
| <input type="checkbox"/> Fr. Pelant             | <input type="checkbox"/> Mr. Berquist      |
| <input type="checkbox"/> Fr. Rask               | <input type="checkbox"/> Mr. Burke         |
| <input type="checkbox"/> Fr. Wajda              | <input type="checkbox"/> Mr. Cherek        |
| <input type="checkbox"/> Fr. Ward               | <input type="checkbox"/> Mr. Errigo        |
| <input type="checkbox"/> Deacon D'Heilly        | <input type="checkbox"/> Mr. Fallon        |
| <input checked="" type="checkbox"/> Sr. Brennan | <input type="checkbox"/> Mr. Hennen        |
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| <input type="checkbox"/> Sr. Ganley             | <input type="checkbox"/> Mr. Krietemeyer   |
| <input type="checkbox"/> Sr. Howell             | <input type="checkbox"/> Mr. McCarver      |
| <input type="checkbox"/> Sr. Lucid              | <input type="checkbox"/> Mr. Mullin        |
| <input type="checkbox"/> Bro. Champine          | <input type="checkbox"/> Mr. Willis        |
| <input type="checkbox"/> Ms. Dawson             | <input type="checkbox"/> Mr. Zyskowski     |
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REMARKS:

DATE: 10-22-99

11.8.7



"Jesus Christ is the same yesterday, today and forever." Heb. 13:8

Archdiocese of  
Saint Paul and Minneapolis

Office of the Archbishop

HENRICUS

DEI ET APOSTOLICAE SEDIS GRATIA

ARCHEPISCOPUS PAULOPOLITAN ET MINNEAPOLITAN

Dilecto Nobis in Christo **Acolytha Michael Keating** subdito Nostro, studiorum causa in **Pontificio Collegio Foed. Americae Civitatum, Romae** comoranti, salutem et benedictionem in Domino.

Cum Nobis plene constet te, rite baptizatum et confirmatum, inter candidatos ad Ordines Sacros iam admissum atque ministeriis Lectoratus et Acolythatus institutum (can. 1050 n. 3 C.I.C.), vitae maturitate atque theologica scientia sufficienter praeditum esse (can. 1031 n. 1, 1032 n. 1 C.I.C.), et ex interrogatione Populi christiani et suffragio virorum ad quos pertinet, ad normam canonis 1052 n. C.I.C., dignum esse inventum, neque – quantum sciamus – impedimento canonico vel irregularitate vel censura ligatum; per praesentes litteras tibi facultatem facimus ut ad **Sacrum Diaconatus Ordinem**, ab Episcopo in communione cum Apostolica Sede, valide et licite promoveri possis et valeas.

Volumus vero ut authenticum testimonium de ordine accepto in Nostra curia quam primum exhibeas.

In quorum fidem has praesentes litteras dimissorias, manu Nostra signatas sigilloque Nostro munitas, fieri et expediri mandavimus.

Datum *The Chancery*, die 20, mensis 6, anni 2001.

*† Harry J. Flynn*  
Most Rev. Harry J. Flynn, D.D.  
Archbishop of Saint Paul and Minneapolis

*S. M. Dominica Brennan, O.P.*  
Sister M. Dominica Brennan, O.P.  
Chancellor



*Pontifical North American College*  
00120 Vatican City State  
Europe

*Telephone (06) 68.49.31*  
*Student Fax (06) 68.69.665*

**Michael J. Keating**  
Archdiocese of St. Paul/Minneapolis  
III Theology  
Pontifical University of St. Thomas Aquinas (Angelicum)  
Apostolate: Scavi  
Spiritual Advisor: Fr. Joseph Henchey  
Academic Advisor: Fr. William Waltersheid  
Self-Evaluation

27 April, 2001

**General:**

The past three years, two here at the NAC and one at St. Paul Seminary in Minnesota, have been a time of growth and grace for me. I find myself at peace in contemplating taking the step of ordination to the diaconate and the priesthood. Since entering seminary my fundamental conviction of a vocation has not seriously wavered, and instead has steadily grown. I am sobered by the call, and when I see what a true imitation of Christ demands in holiness and ministry, I feel myself inadequate. At the same time I believe it is the life marked out for me, and I am grateful and happy.

Let me briefly touch on specific areas of growth:

*Spiritual:* My years in Rome have been a rich time for me in matters concerning the interior life. I have appreciated the regular pattern of prayer and Mass in the house and have grown in daily habitual prayer and Eucharist. I have been especially blessed in receiving a deeper understanding and love for the Eucharist, and for all the sacraments. To have been so close to the Roman martyrs, and especially to St. Peter, has also been a grace, and I think something of their selfless offering has increasingly colored my understanding of discipleship and my prayer life.

*Academic:* I think I have made good and steady progress in general theological understanding. Some areas of that have been particularly illuminating and inspiring for me have included a close study of the Vatican II documents and of the meaning of the Council in general, a deeper acquaintance with the great medieval theologians, notably Thomas Aquinas, an enriched understanding of sacramental theology especially as regards the Eucharist, and the study of the Latin language.

*Pastoral:* My two apostolates, at a San Egidio soup kitchen and as a Scavi guide, have been good opportunities to serve and grow. I also find in myself an increasing desire to be a minister of the sacraments and preacher of the Gospel to God's people. The faculty of the College have been an excellent example, and I have gained a great deal from those who have advised and directed me; I know I will carry with me into ministry much that I have learned from them.

*Communal:* I have been particularly interested in common life as a member of a priestly fraternity, and my time here has done much for me in gaining a greater understanding and experience of the beauty and challenges of common life among priests. I have made some close friends, this has been a special grace; and I think and hope that my own ability to live well with others, to have a wide sympathy and a servant-hearted attitude, has also grown.

*Personal:* Here I have made slow, steady progress on a number of fronts. In some respects the most difficult consistent challenge has been to keep myself at the lectures and in my chair and studying day after day with a positive attitude. This has provided an arena for growth in faithfulness, humility, and patience.

*Areas for continued growth:* Everything. In particular, I hope to see continued growth in theological study and understanding, especially of the sacramental life and the theology of priesthood; an ever deeper life in Christ with greater faithfulness to daily prayer; dealing well with the inevitable tedium of ministry; and deeper practice of habitual virtue.

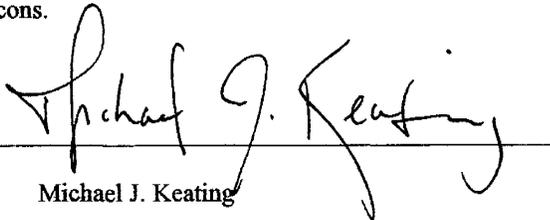
**Academic Status:**

I will complete the requirements of the S.T.B. at the end of this year. My hope is to begin a licentiate in Thomistic Studies at the Angelicum in the fall.

**Commitments:**

I willingly embrace the three promises of praying the Liturgy, lifelong celibacy, and obedience. To pray the Prayer of the Church, to be specially charged with this responsibility not only for myself but on behalf of the People of God, is a privileged duty that I take up gladly. As to celibacy, I have long experienced the desire to offer my life in this way, not only because the Church asks it of its priests, but also as an expression of complete configuration to Christ in love. Obedience I take to be not only a functional necessity but an imitation of Christ obedient to the Father. And I have found celibacy and obedience to be a great practical help to me in growing into the life of Christ. I have had experience of all three of these promises in somewhat different form over the course of many years, and that experience has both alerted me to the challenges involved, and given me confidence that, with God's grace, I can be faithful to them.

I request that the faculty of the North American College advance me to the class of fourth theology and recommend that Archbishop Harry Flynn call me to the Order of Deacons.

  
Michael J. Keating

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DEI ET APOSTOLICAE SEDIS GRATIA

(Arch)Episcopus Paulopolitan. et Minneapolitan.

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Dilecto Nobis in Christo **Acolytha Michael Keating** subdito Nostro, studiorum causa in **Pontificio Collegio Foed. Americae Civitatum, Romae** commoranti, salutem et benedictionem in Domino.

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Volumus vero ut authenticum testimonium de ordine accepto in Nostra curia quam primum exhibeas.

In quorum fidem has praesentes litteras dimissorias, manu Nostra signatas sigilloque Nostro munitas, fieri et expediri mandavimus.

Datum \_\_\_\_\_, die \_\_\_ mensis \_\_\_ anni \_\_\_

L.S. \_\_\_\_\_



*Pontifical North American College*  
*00120 Vatican City State*  
*Europe*

*Tel (06) 68.49.31*  
*Fax (06) 68.67.561*

KEATING, Michael J.  
Archdiocese of St. Paul-Minneapolis  
Year III  
Faculty Evaluation

May 7, 2001

The academic year 2000-2001 has gone very well for Michael, and the Rector and the Faculty of the North American College were pleased to receive his self-evaluation and request to be approved for ordination to the transitional diaconate.

Michael continues to dedicate himself to the formation program of the College. His presence in the community is peaceful, affable, joyful, generous, and courteous. He is respected by both his peers and the Faculty. Michael has established good relationships with many others here.

A man of prayer, Michael has been faithful to daily participation in Mass and the hours of the Divine Office prayed in common. He is disciplined in his personal prayer. Living in Rome has been an enriching experience for his spiritual life as it has been an occasion for him to learn more about the martyrs and saints of the city.

Already an educated man with advanced degrees, Michael has benefited greatly from his theological studies at the Pontifical University of St. Thomas Aquinas. He has delved into the material presented in lectures at the university and in his own personal reading of theological texts. He is adept at participating in theological discussion with acumen and ease.

Michael has participated in two different apostolates this year. His involvement with Sant'Egidio Soup Kitchen has confirmed him in his concern for the poor and the need of a priest to serve them in his own ministry. He is currently working in the tour of the excavations beneath St. Peter's Basilica. His fine work has been an occasion for Michael to evangelize the people he accompanies on the tours he offers.

He has committed himself to the homiletics program. His practice homilies have received positive feedback from his moderators and peers. He has shown consistent, steady progress in the content, structure and style in their execution.

Although he is older than most of the men in this community, he has inserted himself into life at the College with ease and commitment and enthusiasm. He has been recently elected the community life representative to the pastoral council. He also organized an evening of contemporary song for the benefit of lay students at various American college and university programs in the city of Rome. He demonstrates concern for out-reach to others and fine organizational skills. As the residency prefect he has

been very responsible and prompt in helping students prepare for the renewal of their permissions to live in Italy as a student.

Michael has reflected on the promises made at diaconate. His commitment to pray the Divine Office, live a chaste celibate life, and show his archbishop and his successors obedience and respect is unwavering. He has profound insight into the promises and discusses them in positive terms.

Michael has benefited greatly from his time at the College. He demonstrates self-knowledge and a deep appreciation for the priesthood and then Church. In light of this positive evaluation, the Rector and Faculty of the North American College advance Michael Keating to the class of Fourth theology and recommend to Archbishop Harry J. Flynn that he be ordained a deacon.

# The Pontifical North American College

## THEOLOGICAL FORMATION IN ROME: AFTER THE FIRST CYCLE

In the Roman ecclesiastical system of theological education there are three "cycles". The degree earned in the first cycle is the *Baccalaureate in Sacred Theology*, the STB; in the second cycle, the *License in Sacred Theology*, the STL; and in the third cycle, the *Doctorate in Sacred Theology*, the STD.

Incoming first year students at the North American College enter the first cycle either at the Pontifical Gregorian University or at the Pontifical University of Saint Thomas Aquinas (the Angelicum). The first cycle is a three-year, six-semester program of introductory theological study. (Although introductory, it is rightly considered advanced or graduate study in the United States; a BA degree in philosophy or the equivalent is required for admission.) Serving as the foundational course of study for all theological specializations offered in the second cycle, the first cycle presents a comprehensive, organic vision of the content of revelation, the single sacred deposit of the Word of God in Scripture and Tradition, considered in its primary lines of dogmatic development: Trinitarian, Christological, ecclesiological, etc. It also treats of coordinate foundational subjects such as fundamental theology, biblical studies, moral theology, church history, canon law, and pastoral theology.

After completing the first cycle, a student may enter the second. He may attend any Roman ecclesiastical university, athenaeum or institute that grants the STL. In the second cycle a student is trained in the methods of scholarly research and thinking of a theological specialization, such that he becomes competent to teach it in a seminary. Most second cycle programs of theological specialization require two years, some three. Among the theological specializations that can be completed in two-year programs are: dogmatic theology, fundamental theology, patristics and history of theology, biblical theology, sacramental theology, moral theology, spiritual theology, ecumenical theology, and studies in marriage and family. Among the institutions that grant the STL are: the Pontifical Gregorian University, the Pontifical University of Saint Thomas Aquinas (Angelicum), the Pontifical Lateran University (to which are annexed the Institute of Moral Theology at the Academy "Alfonsiana", the Patristics Institute "Augustinianum", and the John Paul II Institute for Marriage and Family), the Pontifical Urban University, the Pontifical Salesian University, the Pontifical Athenaeum of Saint Anselm, the Pontifical Athenaeum of the Holy Cross, the Pontifical Theological Faculty "Teresianum", and the Pontifical Theological Faculty "Marianum".

It should be noted that the specialization in Biblical Theology at the Gregorian, the Liturgical specialization at Sant'Anselmo, and the Patristics specialization at the Augustinianum generally require *three* years of study to complete the licentiate. The program at the John Paul II Institute for Marriage and the Family requires a reading knowledge of German, which students are generally able to acquire in one of the many language schools in Rome.

According to the Congregation for Catholic Education, candidates for the priesthood, after finishing the STB, must complete at least one more year of theological study in order to satisfy the requirement of four years of theological study prior to ordination. Post STB work in church history or philosophy or canon law, etc., does not satisfy that requirement according to the Congregation.

Students in the seminary department of the College normally do not enter the third cycle, that is, the doctoral cycle. The Casa Santa Maria on the *via dell'Umiltá*, the "graduate" house of the North American College, is the residence for ordained priests from the United States who come to Rome either to begin or to complete second or third cycle work.

A student who can only remain at the College for one year after completing the STB, that is, four years in total at the College, and thus could begin but not finish the STL in that period of time, has

two options for further study.

- A. He can complete the first year of the STL in his fourth year, at the end of that academic year go home and be ordained a priest, perform pastoral work for a few years, and then return to Rome, reside at the Casa Santa Maria and complete the STL.

OR

- B. He can complete a one-year program of theological specialization. The Pontifical Gregorian University offers a one-year program leading to a diploma in pastoral theology. The Pontifical University of St. Thomas Aquinas (Angelicum) offers a master's program in Dogmatic Theology, Moral Theology, Thomistic studies, Ecumenical Theology, and Spiritual Theology. A completed MA program at the Angelicum can be counted as the first year of the corresponding two-year STL program, that is, the same area of specialization. Thus a student could earn the MA in his fourth year, at the end of that academic year go home and be ordained a priest, perform pastoral work for a few years, and then return to Rome, reside at the Casa Santa Maria and earn the STL in one year.

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*The policy of the North American College concerning students studying for either the STL or the MA is stated below in six points. Some of these points are applicable only to STL students.*

1. A student may attend any Roman ecclesiastical university, athenaeum or institute that grants either the STL or the MA in theology, but he must be matriculated in one of those degree programs. He may not merely take courses in his fourth and fifth years.
2. Prior to registering in either a STL or MA program, the student must discuss the matter with his faculty advisor and receive his permission. He may also need to consult the director of studies in order to make a prudent decision.
3. At the beginning of his fourth year, the student must present an official letter addressed to the director of studies from his bishop or archbishop who therewith grants him permission to register for a particular program of study. In that letter his bishop or archbishop should: (a) specify the institution, degree and program in which he wishes him to register; (b) acknowledge the duration of the program he wishes him to enter, that is, one, two or three years; (c) acknowledge that if his student is ordained a priest while pursuing the STL, he will be spending the first year (or two) of his priesthood in that academic pursuit—in other words, his entry into priestly pastoral ministry will be delayed for that amount of time.
4. If a student wishes to complete his two-year STL in a fifth year at the College, he must formally request permission from the rector prior to the end of his fourth year.
5. If a student wishes to complete his three-year STL in a sixth year at the College, he must formally request permission from the rector prior to the end of his fifth year.
6. The consideration of a request for residence at the College for a fifth or sixth year will take into account not only the requirements of the student's STL program, but also what is deemed best by the rector both for the student and for the College community.

(updated March 2000)

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Pontifical North American College

00120 Vatican City State

Europe

Telephone (06) 68.49.31

Student Fax (06) 68.69.665

28 May, 2001

His Excellency  
The Most Reverend Harry G. Flynn  
Archbishop of St. Paul & Minneapolis  
226 Summit Ave  
St. Paul, MN 55102

Your Excellency

I, Michael Jerome Keating, forty-five years of age, inscribed as a candidate for Sacred Orders for the Archdiocese of St. Paul & Minneapolis, and having received and exercised the ministrations of lector and acolyte for a suitable period of time in accord with the laws of the Church do hereby petition that I would be ordained to the Order of Deacons.

I make this request freely and of my own accord, motivated by my intention to serve God and his people as an ordained minister of Christ in the Church of St. Paul and Minneapolis.

I am aware of the nature and obligations of the Order of Deacons which I request. At this time I affirm my promise of obedience and of perpetual celibacy. I further declare that I will devote myself to diaconal ministry for service in the Archdiocese of St. Paul and Minneapolis.

Having reviewed the symbol of faith, I accept it with open mind and sincere heart, and profess all that the Roman Catholic Church believes and teaches.

I am currently in my third year of theological studies in preparation for the ministerial priesthood and anticipatory diaconal ordination, during the next academic year. At this time, therefore, I respectfully ask that you call me to the Order of Deacons and that you grant the dismissorial letters so that I may be ordained with my classmates at the Basilica of St. Peter in the Vatican, on October 4<sup>th</sup>, 2001.

Asking your prayers and your blessing, I am,

Respectfully yours in Christ,

Michael J. Keating



Office of the Rector

*Pontifical North American College*  
*00120 Vatican City State*  
*Europe*

*Tel (06) 68.49.31*  
*Fax (06) 68.67.561*

June 7, 2001

Most Reverend Harry J. Flynn  
Archbishop of St. Paul and Minneapolis  
Chancery Office  
226 Summit Avenue  
St. Paul, Minnesota 55102

Dear Archbishop Flynn:

Michael J. Keating, a seminarian from the Archdiocese of St. Paul and Minneapolis, has come before the entire formation faculty in order to express his intentions and to discuss with us his readiness for the Order of Deacon. It is my privilege to forward his formal petition for ordination to the diaconate, along with the customary testimonial, and to assure you that we indeed recommend Michael for major orders.

You may be assured that Michael will have fulfilled the canonical requirements for the diaconate before October 4, 2001 when the ordination is scheduled to take place in the Basilica of St. Peter. The priesthood may then be conferred at an appropriate time (Canon 1035 No.1 - six month interval) after the conclusion of the 2001-2002 academic year and the final examinations, which may extend well into the month of June, 2002.

Since a most important part of the charge with which you have entrusted the North American College is the recommendation of candidates for ordination, the formation faculty takes very seriously the evaluation process. Michael is now completing his third year of priestly formation and thus, the faculty evaluation prepared by his formation advisor seeks to describe his participation in the important areas of priestly formation outlined by Pastores Dabo Vobis, the NCCB Program of Priestly Formation, and our own expectations here at the College. It concludes with our judgement of his suitability for the diaconate with our recommendation for priesthood to follow next summer. Michael's self-evaluation is also developed in collaboration with his formation advisor and articulates his own understanding of the solemn promises he will be making and his awareness of the permanency of his commitment.

Most Reverend Harry J. Flynn  
June 7, 2001  
page 2

In accord with our policy, third year students engage in at least eight weeks of apostolic service in their home dioceses, or other assignments approved by you, along with a period of vacation, either at home or abroad according to your preference. We will be eager to review the evaluation given the student by his pastor or supervisor. Our students are to return to Rome by 6 PM September 10, 2001.

In order to fulfill the requirements of the Roman Vicariate and the Vatican authorities in proper time, a dimissorial letter must be mailed no later than the end of July to the Vice Rector's parish address during summer vacation:

Rev. William J. Waltersheid  
815 South 2<sup>nd</sup> Street  
Steelton, Pennsylvania 17113  
Tel. (717) 985-1330  
Fax. (717) 985-1333  
E-Mail: popp@desupernet.net

On August 6, Father Waltersheid will return to Rome, so correspondence should be addressed to Rome after that date.

Faxes are not acceptable.

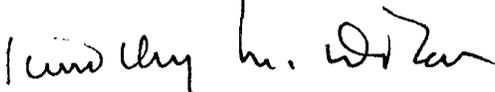
Please use the exact text indicated on the enclosed form. The dimissorial must also bear:

- Bishop's signature
- Chancellor's signature
- official seal
- date

The publication of banns, as you know, now is left to the discretion of the diocesan bishop (CIC 1051, 2).

I welcome this opportunity to thank you for the privilege of collaborating in Michael's preparation for the priestly ministry and life we cherish.

Sincerely yours in Christ,



Rev. Msgr. Timothy M. Dolan



Rev. Msgr. Kevin C. McCoy

TMD-KCMcC/ep  
Enc.

PHOTOS

PERSONAL DATA, INVENTORY,  
CONTACTS, FUNERAL

**FINANCIAL**

LETTERS OF GOOD STANDING



Office of the Rector

*Pontifical North American College*  
*00120 Vatican City State*  
*Europe*

*Tel (06) 68.49.31*  
*Fax (06) 68.67.561*

TESTIMONIAL

As Rector of this Pontifical North American College in Rome, I testify to the following matters requisite to ordination to the **Order of Deacon** of your student:

Michael J. Keating

He has:

1. the requisite age (canon 1031, No. 1);
2. been baptized (canon 1024) and confirmed in the Catholic Church (canon 1033);
3. been admitted as a candidate for sacred orders (canon 1034, No. 1), instituted in and exercised the ministries of reader and acolyte (canon 1035);
4. been recommended for ordination as a deacon by the formation faculty and myself in as much as he possesses the qualities required for the reception of the order of deacons, namely sound doctrine, genuine piety, good moral behavior, fitness for the exercise of the ministry, physical and psychological health (canon 1051, No.1); the faculty evaluation and the student's self-evaluation are enclosed;
5. been properly instructed concerning the Order itself and its obligations (canon 1028).

He will have:

1. made the profession of faith required by canon 833, No. 6;
2. *undertaken publicly before God and the Church the obligation of celibacy* (canon 1037);
3. made the necessary retreat (canon 1039).
4. completed the three years of theological studies (canon 1032, No. 1);

June 8, 2001  
page 2

5. submitted to you, his Bishop, a declaration written in his own hand and signed by him, in which he attests that he will spontaneously and freely receive the sacred order of deacons and will devote himself permanently to the ecclesiastical ministry, asking at the same time that he be admitted to receive the order (canon 1036); this hand-written declaration is enclosed.

I have personally interviewed this candidate and I am satisfied that he has proper motivation in requesting the diaconate, that he has a suitable understanding of it, that he accepts freely and willingly the obligations attached to this Sacred Order.

Sincerely yours in Christ,



Rev. Msgr. Timothy M. Dolan



Rev. Msgr. Kevin C. McCoy

Seal

TMD-KCMcC/ep

June 19, 2001

Rev. Msgr. Timothy M. Dolan  
Rev. Msgr. Kevin C. McCoy  
Pontifical North American College  
00120 Vatican City State  
Europe

Dear Monsignor Dolan and Monsignor McCoy,

I have received your letter of June 7, 2001, regarding **Michael J. Keating**, a seminarian from the Archdiocese of Saint Paul and Minneapolis, who has requested that he be ordained to the Order of Deacons. Michael's letter of petition, his self-evaluation, and the faculty's evaluation have also been received.

It is my understanding that all canonical requirements have been fulfilled. I therefore formally call **Michael J. Keating** to the Order of Transitional Diaconate for the Archdiocese of Saint Paul and Minneapolis. My dimissorial letter for Michael is enclosed with this letter.

I wish to thank you and the members of the faculty of the North American College for your work with our seminarians, and for the many hours that you must spend in deliberation concerning the recommendations for Orders.

Sincerely yours in Christ,

Most Reverend Harry J. Flynn, D.D.  
Archbishop of Saint Paul and Minneapolis

enclosure

DB/ZA



*Pontifical North American College*  
00120 Vatican City State  
Europe

Tel (06) 68.49.31  
Fax (06) 68.67.561

## FAX TRANSMISSION COVER SHEET

TO: Most Reverend Harry J. Flynn  
FROM: Rev. William Waltersheid  
DATE: September 5, 2001  
FAX: 651-290-1637  
NUMBER OF PAGES: 2  
RE: Michael J. Keating

Dear Archbishop Flynn,

We refer to Msgr. McCoy's letter dated June 7 concerning Michael Keating's call to the order of diaconate. On that occasion we asked you to send us the dimissorial letter for the student, which to date we have not received. Should the letter not have been forwarded, we enclose the another form for your convenience.

As time is running short we would appreciate if it was mailed federal express.

Grateful for your immediate attention to the matter, I remain

Sincerely yours in Christ,

Rev. William Waltersheid  
Vice Rector

WW/ep

September 6, 2001

Rev. William Waltersheid  
Pontifical North American College  
00120 Vatican City State  
Europe

Dear Father Waltersheid,

Enclosed here please find the dimissorial letter for Michael J. Keating which you requested in your Fax of September 5, 2001. I could find no record of having received the earlier letter, dated June 7<sup>th</sup>.

We regret any inconvenience this may have caused.

Sincerely yours in Christ,

Sister M. Dominica Brennan, OP  
Chancellor for Canonical Affairs

**SIGNED ACKNOWLEDGMENTS**



"Jesus Christ is the same yesterday, today and forever." Heb. 13:8

Archdiocese of  
Saint Paul and Minneapolis

Office of the Archbishop

HENRICUS

DEI ET APOSTOLICAE SEDIS GRATIA

Archiepiscopus Paulopolitan. et Minneapolitan.

Dilecto Nobis in Christo Acolyto **Michael Keating** subdito Nostro, studiorum causa in **Pontificio Collegio Foed. Americae Civitatum, Romae** commoranti, salutem et benedictionem in Domino.

Cum Nobis plene constet te, rite baptizatum et confirmatum, inter candidatos ad Ordines Sacros iam admissum atque ministeriis Lectoratus et Acolythatus institutum (can. 1050 n. 3 C.I.C.), vitae maturitate atque theologica scientia sufficienter praeditum esse (can. 1031 n. 1, 1032 n. 1 C.I.C.), et ex interrogatione Populi christiani et suffragio virorum ad quos pertinet, ad normam canonis 1052 n.2C.I.C., dignum esse inventum, neque -quantum sciamus- impedimento canonico vel irregularitate vel censura ligatum; per praesentes litteras tibi facultatem facimus ut ad **Sacrum Diaconatus Ordinem**, ab Episcopo in communionem cum Apostolica Sede, valide et licite promoveri possis et valeas.

Volumus vero ut authenticum testimonium de ordine accepto in Nostra curia quam primum exhibeas.

In quorum fidem has praesentes litteras dimissorias, manu Nostra signatas sigilloque Nostro munitas fieri et expediri mandavimus.

Datum Archdiocese, die 6 mensis September anni 2001  
of Saint Paul & Mpls

Hannu G. Flynn  
Archbishop of Saint Paul and Minneapolis

S. M. Dominica Brannan, D  
Chancellor

Mod.108/98/D

Henricus

DEI ET APOSTOLICAE SEDIS GRATIA

(Arch)Episcopus Paulopolitan. et Minneapolitan.

Dilecto Nobis in Christo **Acolytha Michael Keating** subdito Nostro, studiorum causa in Pontificio Collegio Foed. Americae Civitatum, Romae commoranti, salutem et benedictionem in Domino.

Cum Nobis plene constet te, rite baptizatum et confirmatum, inter candidatos ad Ordines Sacros iam admissum atque ministeris Lectoratus et Acolythatus institutum (can. 1050 n. 3 C.I.C.), vitae maturitate atque theologia scientia sufficienter praeditum esse (can. 1031 n. 1, 1032 n. 1 C.I.C.) et ex interrogatione Populi christiani et suffragio virorum ad quos pertinet, ad normam canonis 1052 n. 2 C.I.C., dignum esse inventum, neque -quantum sciamus- impedimento canonico vel irregularitate vel censura ligatum; per praesentes litteras tibi facultatem facimus ut ad **Sacrum Diaconatus Ordinem**, ab Episcopo in communione cum Apostolica Sede, valide et licite promoveri possis et valeas.

Volumus vero ut authenticum testimonium de ordine accepto in Nostra curia quam primum exhibeas.

In quorum fidem has praesentes litteras dimissorias, manu Nostra signatas sigilloque Nostro munitas, fieri et expediri mandavimus.

Datum \_\_\_\_\_, die \_\_\_\_ mensis \_\_\_\_ anni

*Acolythatus*

L.S.



*Pontifical North American College*  
00120 Vatican City State  
Europe

Telephone (06) 68.49.31  
Student Fax (06) 68.69.665

**Michael J. Keating**  
Archdiocese of St. Paul/Minneapolis  
IV Theology  
Pontifical University of St. Thomas Aquinas (Angelicum)  
Apostolate: Scavi  
Spiritual Director: Fr. Joseph Henchey  
Formation Advisor: Fr. William Waltersheid  
Self-Evaluation

14 December, 2001

As I look towards ordination to the priesthood, I find myself both overwhelmed by the call and at the same time firm in my conviction that this is the life God has called me to. I believe I am well aware of the nature of the commitment involved, that I am embarking on a life-long vocation, an identity rather than simply a profession or career, one that with the help of God's grace I will maintain and be faithful to whatever difficulties or obstacles may arise.

I see certain strengths as I petition for priesthood. Included among these:

Wide apostolic experience among laity and youth gained from being involved in leadership of lay movements and campus ministry organizations for fifteen years. This has included practical experience such as finding and training and leading of staff, organizing large and small events, overseeing the practical day-to-day of various groups from finances to scheduling, as well as extensive public speaking and preaching, counseling and teaching.

In addition I was a member of an ecumenical religious order, an invaluable experience in living a life of prayer and fraternity. Here I learned what it means to live under obedience, to live very simply, to attempt to keep the common good in mind. I gained invaluable practical experience in leadership as superior to one of our communities for six years, as well as working extensively with novices in our formation process. The multi-national character of the order provided me with wide international and cross-cultural experience as well.

I bring certain academic strengths, with Masters degrees in Education and (soon) Theology and a Doctorate in History, and with teaching experience both at the university and in many extra-academic settings.

I would also like to think that my age is a certain strength, in that I have more or less settled into a pattern of life that I have followed for twenty years that includes prayer and sacrament and the pursuit of virtue at its heart. I have, of course, a long way to go still, but basic patterns of life and of relationships are settled and stable.

From age, experience, and long years in spiritual direction I have gained a reasonable measure of self-knowledge, and I also have (I believe) a fairly realistic understanding of what priesthood will demand of me.

Finally, and this is less measurable but still perhaps an important strength, I have and have long had a deep desire to serve God's people and to see his kingdom come more fully, a desire that has pursued me and that I have attempted to act upon, often feebly, from the time I was eighteen. I first embraced consecrated life when I was twenty-two, so priesthood has not been for me so much a late vocation as a shift in vocation, or rather a fulfillment of an earlier vocation.

As to weaknesses:

I am all too aware of my own failings and sins, my tendency to self-concern that distracts me and diminishes my capacity to love others.

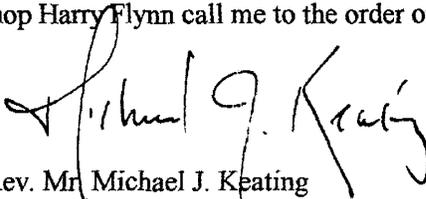
I am aware of the routine nature of much priestly duty. I enter the task with resolve and a good will, ready to embrace the routine; still I think it will constitute a certain trial for me.

I am resolved to live the promises of celibacy and obedience and to pray the Liturgy of the Hours for the rest of my life. Having lived a form of these in a different context for many years, I am aware of the challenges they present to me, and how much grace is required. On the other hand I have good hope, based on my experience, that I will be able to keep my promises.

Life as a deacon has been to this point so short as to leave little to say. I can only say that I am very glad for this step, and for the times, few so far, that I have been able to serve. As to various dimensions:

Spiritual life has been steady if uneventful. I have been faithful to Mass and to the Liturgy of the Hours and to private prayer. Academic life has been rewarding; I am enjoying the study of St. Thomas in my course of Thomistic Studies. I continue to find the Scavi apostolate a good way to serve pilgrims as well as to grow closer to St. Peter; this year I have been *capo of the apostolate*, an additional opportunity to serve. I have tried to stay alive to community life, both as Community Life Representative and in being available to men on my floor and at meals and house events. All considered, my time at the NAC has been richly blessed in Christ: friendships made, deeper theological understanding gained, a rich liturgical life enjoyed, and the experience of Rome and the universal Church. I am grateful to God, and to the faculty of the College, for providing this place of growth and preparation for priesthood.

I request that the faculty of the North American College recommend that Archbishop Harry Flynn call me to the order of priest.

  
Rev. Mr. Michael J. Keating



*Pontifical North American College*  
*00120 Vatican City State*  
*Europe*

*Tel (06) 68.49.31*  
*Fax (06) 68.67.561*

KEATING, Michael J.  
Archdiocese of St. Paul and Minneapolis  
IV Theology  
Faculty Evaluation

January 14, 2002

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Michael is a man who, since his arrival here at the College three years ago as a second theologian, has committed himself to the formation program. He is bright, affable and articulate. Drawing upon his past life experience of living first in an ecumenical Christian community and then as a member of the Companions of Christ, he has brought a richness to the seminary community. His long academic career has served him well in preparing him to articulate the message of the Gospel both in writing and in speech.

He is a very community-minded individual who reaches out to others in fraternity. He has been active in the liturgical music program. His is a steady presence in this community. Ready to utilize his organizational skills, Michael has spearheaded social activities that have been enjoyable and successful.

In the realm of academics Michael has seriously undertaken the study of theology at the Angelicum University. Having completed a S.T.B. last year, he is on track to complete a Master's degree in theology this spring. Although he has enjoyed the Thomistic approach to theology, Michael notes that he is looking forward to bringing this phase of his academic career to a close. He does not view his academic studies as a theoretical exercise. Rather, he indicates that the pastoral application the study of theology helps him to keep in focus his service of the people of God.

Michael has continued this year to discern his vocation to the priesthood. He shares that he is convinced of his call to the ministerial priesthood. Since his ordination to the Order of Deacon last October 4, Michael has lived according to the promises he then made. He remains committed to the promises of celibacy, obedience, and daily prayer of the Divine Office and discusses them articulately and clearly. He discusses his conviction that priesthood is a lifetime commitment with insight and obvious confidence.

Michael has served as the head of the Scavi Apostolate this past year. He has been responsible in coordinating the work of his fellow seminarians and communicating with his superiors. Michael has a definite talent for public witnessing to the Gospel. This has served him well in this apostolate.

A man who is obviously committed to prayer in his life, Michael has continued to remain faithful to daily participation in Mass and in the hours of the Divine Office celebrated in common. Marked by a spirit of reverence and confidence, Michael has served well as a deacon in various liturgies here in the community. With an aptitude for public speaking, Michael has consistently improved in his homiletic skills. The theological content of his homilies as well as the style of delivery have been of superior quality.

Michael has been forthright and sincere in his interaction with students and faculty. He has been open to suggestions and direction given. Given the above, it is with great enthusiasm that the faculty of the Pontifical North American College recommends that Archbishop Harry Flynn call Rev. Mr. Michael J. Keating to the Order of Priest.



Pontifical North American College

00120 Vatican City State

Europe

Telephone (06) 68.49.31

Student Fax (06) 68.69.665

His Excellency  
The Most Reverend Harry J. Flynn  
Archbishop of St. Paul & Minneapolis  
226 Summit Ave.  
St. Paul, MN 55102

15 February 2002  
Ash Wednesday

Your Excellency,

I, Michael Jerome Gravin, forty-five years of age, inscribed as a candidate for Sacred Orders for the Archdiocese of St. Paul & Minneapolis, and having received and exercised the Order of Diaconate for a suitable period of time in accord with the will of the Church to have, petition that I be ordained to the Order of Priesthood.

To make this request please and of my own accord, motivated by my intention to serve God and His people as an ordained minister of Christ in the Church of St. Paul & Minneapolis.

I am aware of the nature and obligations of the Order of Priesthood which I request. At this time I express my desire of docuence and of perpetual celibacy. I further declare that I will devote myself properly to priestly service in the Diocese of St. Paul & Minneapolis.

In June of this year, I will complete a fourth year of Theological studies in preparation for the ministerial priesthood. At this time, therefore, I respectfully ask that you allow me to take the necessary steps so that the sacrament may be completed by using my name to the Archbishop this year.

With your prayers and good wishes,

Yours truly in Christ,

Michael Jerome Gravin

**Pontifical North  
American College**

00120 Vatican City State, Europe  
Tel: 011-39-06-684931  
Fax: 011-39-06-6867561  
E-mail: pnac@nac.it

# Fax

To: *Rv. Paul Jaroszewski* From: *Rex Williams Hattersheim*  
Fax: *651-290-1629* Pages: *2 + cover*  
Date: *February 15, 2002* CC:



*Pontifical North American College*  
*00120 Vatican City State*  
*Europe*

*Tel (06) 68.49.31*  
*Fax (06) 68.67.561*

Rev. Paul Jaroszeski  
Archdiocese of Saint Paul and Minneapolis  
Presbyteral Personnel Resources  
226 Summit Ave.  
St. Paul, Minnesota 55102

February 15, 2002

Dear Fr. Jaroszeski,

Mgr. Kevin McCoy passed on to me your request for an evaluation of the strengths and weaknesses of Rev. Mr. Michael Keating. I am Michael's formation advisor and have worked with him very closely.

Please find attached a succinct evaluation as you have asked. I beg your pardon for not having responded sooner. We have been afflicted with influenza in Rome and I was one of the victims.

Be assured of my prayers for your ministry. If I can be any assistance in the future, do not hesitate to call on me.

Sincerely,

Rev. William J. Waltersheid  
Vice Rector for Student Life

## **Michael Keating**

---

### **Strengths**

I have know Michael for all three years that he has been part of the formation program here at the Pontifical North American College. He has been an exemplary seminarian, having participated in all aspects of the program with enthusiasm and diligence.

Michael is a person who has good organizational skills and is a motivator for others. He is a hard worker and a good collaborator. He is a very community-minded person, having benefited form his years of living and working with others part of communities with a Christian orientation. He is one who will reach out to others and affirm them.

He is a good student who will be very glad to leave the life of studies after having had a long academic career. He is articulate and clear in his verbal and written communications. He has the makings of a good preacher and should prove to be a good evangelizer.

His dedication to living a life of evangelical simplicity is an important witness to people today in our culture. As a layman and a deacon Michael was a credible witness to the Gospel. He will likewise be so as a priest in my estimation.

### **Weaknesses**

It is difficult to find any significant weaknesses in Michael. One difficulty may be that because of Michael's varied and significant life experience he may appear to one who is more apt to have the answers to a particular pastoral situation rather than listen for answers from those he would collaborate with or those he will serve. I do think that is actually the case. It could be a perception of others.

POWER ATTY., MED.  
DIRECTIVE. WILL





Office of the Rector

*Pontifical North American College*  
*00120 Vatican City State*  
*Europe*

*Tel (06) 68.49.31*  
*Fax (06) 68.67.561*

11 March, 2002

Most Reverend Harry J. Flynn  
Archbishop of St. Paul and Minneapolis  
Chancery Office  
226 Summit Avenue  
St. Paul, Minnesota 55102-2197

Dear Archbishop Flynn:

The Rev. Mr. Michael J. Keating, a deacon from the Archdiocese of St. Paul and Minneapolis, has come before the entire external forum faculty for consideration of his readiness for ordination to the priesthood. Since a most important part of the charge with which you have entrusted the Pontifical North American College is the recommendation of candidates for Holy Orders, our faculty takes very seriously this evaluation process. I am pleased to advise you that we recommend Michael for ordination to the priesthood.

Please find enclosed his formal petition for ordination, the customary testimonial, the document prepared by Michael's formation advisor describing our positive judgement, and his own self-evaluation articulating his own progress and understanding of the priesthood.

I personally asked Michael to assure me that he clearly understands the permanent nature of priesthood, that he is a man of daily prayer faithful to the Divine Office, that he comprehends the duties of obedience and lifelong celibacy, and that he considers himself competent in the pastoral responsibilities the Church expects of her priests. To all of these he has given clear and positive assent. He has also advised me of his intention to make a retreat prior to ordination.

For the completion of our records may we ask that you send us the Fides Ordinum after the ordination ceremony?

Thank you, Excellency, for the privilege of collaborating in the preparation of your seminarian for the priesthood we both cherish.

Sincerely yours in Christ,

Rev. Msgr. Kevin C. McCoy

Enc.  
KCMcC/ep



*Pontifical North American College*  
*00120 Vatican City State*  
*Europe*

*Tel (06) 68.49.31*  
*Fax (06) 68.67.561*

March 11, 2002

TESTIMONIAL

As Rector of this Pontifical North American College in Rome, I testify to the following matters requisite to ordination to the **Order of Presbyter** of your student:

Rev. Mr. Michael J. Keating

He has:

1. the requisite age and possesses a sufficient maturity (canon 1031, No. 1);
2. been baptized (canon 1024) and confirmed in the Catholic Church (canon 1033);
3. spent an appropriate time exercising the diaconal order and taking part in the pastoral ministry (over six months - canon 1031 No. 1 and 1032, No. 2);
4. been recommended for priestly ordination by the formation faculty of this College and by myself in as much as he possesses the qualities required for the reception of the order of priesthood, namely sound doctrine, genuine piety, good moral behavior, fitness for the exercise of the ministry, physical and psychological health (canon 1051, No. 1); the *faculty evaluation and the deacon's self-evaluation* are enclosed;
5. submitted to his proper Bishop a declaration written in his own hand and signed by him, in which he attests that he will spontaneously and freely receive the sacred order of priesthood and will devote himself permanently to the ecclesiastical ministry, asking at the same time that he be admitted to receive the order (canon 1036); this hand written declaration is enclosed;
6. been properly instructed concerning the Order itself and its obligations (canon 1028).

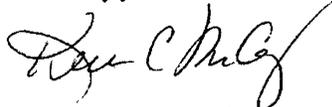
He will have:

1. made the necessary retreat (canon 1039).

Testimonial  
March 11, 2002  
page 2

I have personally interviewed this candidate and I am satisfied that he has proper motivation in requesting the priesthood, that he has a suitable understanding of it, that he accepts freely and willingly the obligations attached to this Sacred Order.

Sincerely yours in Christ,



Rev. Msgr. Kevin C. McCoy  
Rector

Seal

KCMcC/ep



*Pontifical North American College*  
00120 Vatican City State  
Europe

*Tel (06) 68.49.31*  
*Fax (06) 68.67.561*

I bear witness and testify that

**Rev. Mr. Michael J. Keating**

of the Arch/Diocese of St. Paul and Minneapolis

received the ministries and the order of diaconate as follows:

**CANDIDACY:**

4/VI/99 Bishop's Chapel, 230 Summit Avenue, Saint Paul, Minnesota (USA) H.E. Harry J. Flynn

**LECTORATE:**

15/I/99 St. Paul, Minnesota (USA) H.E. Harry J. Flynn

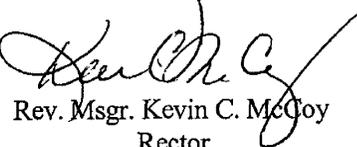
**ACOLYTE:**

12/XII/99 - Chapel of the Immaculate Conception, Pontifical North American College, Vatican City State H.E. Agostino Cacciavillan

**DIACONATE:**

4/X/2001 St. Peter's Basilica, Vatican City State, H.E. Pio Cardinal Laghi

Given at the North American College, Vatican City State, Europe this eleventh day of March in the year of our Lord two thousand and two.

  
Rev. Msgr. Kevin C. McCoy  
Rector

Seal

KCMcC/ep



**CODE OF CONDUCT**

**CONFIDENTIAL**

**AUTHORIZATION  
REQUIRED TO  
VIEW OR COPY**

**BACKGROUND CHECK**



Mail #57P

2115 Summit Avenue

St. Paul, MN 55105-1096

Telephone: 651-962-5700

Facsimile: 651-962-5710

March 13, 2002

Archbishop Harry Flynn  
Chancery  
226 Summit Ave.  
St. Paul, MN 55102

Dear Archbishop,

Last fall I had written to you to suggest that Father Michael Keating teach one course per semester for the department of Catholic Studies if it were possible for him to be assigned to a parish in the Twin Cities following his ordination to the priesthood in May. In your letter of November 16, 2001 you indicated that you would be open to Fr. Keating doing something at the University of St. Thomas in the department of Catholic Studies and you asked that I write to you again as we near the time of his ordination to remind you of this commitment. We have arranged his teaching schedule so that we reduce the impact on his parochial duties and I know that he is as excited as we are about the role he will be able to play within the department. He has unusual promise and I know that he will have a major influence both on students and faculty here.

I know that you will be in Rome soon for another Papal Foundation meeting. Our students there are looking forward to seeing you on your visit. I am sorry that I will miss you there. I arrive in Rome on the evening of the 12th and I think that you will have already departed.

I want to thank you personally for the kind letter you wrote recently to our son, who had written to you to thank you for arranging the private Mass with the Holy Father. It was a very significant occasion for him, as it has been for so many of our students in recent years. Thank you again, Archbishop, for your continuing support for the work of the Center for Catholic Studies.

Sincerely,

A handwritten signature in cursive script, appearing to read "Don Briel".

Don Briel  
Center for Catholic Studies  
University of St. Thomas

**PRESBYTERATE**

CONFIDENTIAL-Filed Under Seal

ARCH-003550

**SACRAMENTAL CERTIFICATES**

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**MEMORANDUM**

**Date:** April 12, 2002  
**To:** Archbishop Flynn  
**From:** Father Paul Jaroszeski/Priests' Personnel Board  
**Re:** Assignment Recommendation

The Priests' Personnel Board met today and would like to make the following recommendations for your assignment:

**Father James Perkl**, presently on the formation staff of Saint John Vianney Seminary to be named **Pastor of the Church of Saint Elizabeth Ann Seton** in Hastings.

**Father James Himmelsbach**, presently on sabbatical following his years of service as a military chaplain to be named **Pastor of the Church of Saint Joseph** in Waconia. The other candidates who applied were Father Michael Creagan, who has already received an assignment, and Father Robert Hart who has applied for other parishes and may well be a candidate for those coming open this week and in the next few weeks.

**Father Michael Becker**, presently Parochial Vicar of the Church of Saint John the Baptist, New Brighton to be named **Pastor of the Church of Saint Michael** in Saint Michael. The other candidate who applied is Father James Perkl whom we have recommended to you for a different assignment.

**Recommended First Parochial Assignments for the 2002 candidates for the Priesthood:**

**Joseph Andrew Williams** to be named Parochial Vicar of the **Cathedral of Saint Paul** – Father John Estrem, rector.

**Corey Belden** to be named Parochial Vicar of the **Churches of Saint Michael and Saint Mary**, Stilwater – Father Michael Skluzacek, pastor.

**Jay Kumar Kythe** to be named Parochial Vicar of the **Churches of the Immaculate Conception and Sacred Heart/Saint Lawrence**, Faribault – Father Kevin Finnegan, pastor.

2.

**Daniel Francis Griffith** to be named Parochial Vicar of the **Church of All Saints**, Lakeville – Father Eugene Tiffany, pastor.

**Michael Keating** to be named Parochial Vicar of the **Church of Saint John the Baptist**, New Brighton – Father William Murtaugh, pastor. Michael Keating will also teach in the Catholic Studies program of the University of Saint Thomas, per your wish.

CC. Archbishop Roach  
Bishop Campbell  
Bishop Pates  
Father McDonough



"Jesus Christ is the same yesterday, today and forever." Heb. 13:8

Archdiocese of  
Saint Paul and Minneapolis

Office of the Archbishop

May 17, 2002

Rev. Mr. Michael Keating  
Pontifical North American College  
00120 Vatican City State  
Europe

Dear Rev. Mr. Keating,

With this letter I am pleased to name you Parochial Vicar of the Church of Saint John the Baptist, New Brighton, Minnesota, effective Monday, July 1, 2002. I ask you to report to the Pastor, Father William Murtaugh, before noon on that date.

Notice of your appointment will be published in *The Catholic Spirit* of May 23, 2002.

I ask that you take a personal and special interest in promoting and praying for vocations to the priesthood and religious life in our Archdiocese. In the prayers of ordination to the priesthood, the Church prays that the special outpouring of the Holy Spirit will renew in you the grace of holiness of life. As you begin your ministry, I pray that in and through your ministry you will grow in priestly holiness sharing the joy and peace of the Risen Christ, His first gift to His apostles.

Michael, I am happy to welcome you as a priest of this Archdiocese and assure you of my prayers and support as you begin this first, very important assignment of your priesthood. I know Father Murtaugh will be of great help and support to you. May God continue to bless you with His strength and peace.

Sincerely yours in Christ,

*† Harry G. Flynn*

Most Reverend Harry Flynn, D.D.  
Archbishop of Saint Paul and Minneapolis

cc: Fr. William Murtaugh

226 SUMMIT AVENUE • ST. PAUL, MINNESOTA 55102-2197 • TEL: (651) 291-4408 • FAX: (651) 290-1629

E-MAIL: archcom@archspm.org

**SEMINARY**

PRE-PRESBYTERATE



"Jesus Christ is the same yesterday, today and forever." Heb. 13:8

Archdiocese of  
Saint Paul and Minneapolis

The Chancery

O F F I C I A L

May 17, 2002

Archbishop Harry J. Flynn has made the following appointments in the Archdiocese of Saint Paul and Minneapolis, effective Tuesday, June 18, 2002.

Reverend Mr. Joseph Andrew Williams, Parochial Vicar, Cathedral of Saint Paul, Minnesota.

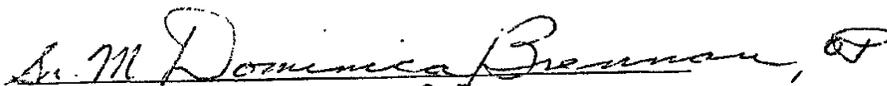
Reverend Mr. Jay Kumar Kythe, Parochial Vicar, Churches of the Immaculate Conception and Sacred Heart/Saint Lawrence, Faribault, Minnesota.

Reverend Mr. Daniel Francis Griffith, Parochial Vicar, Church of All Saints, Lakeville, Minnesota.

Effective Monday, July 1, 2002.

Reverend Mr. Corey Belden, Parochial Vicar, Churches of Saint Michael and Saint Mary, Stillwater, Minnesota.

Reverend Mr. Michael Keating, Parochial Vicar, Church of Saint John the Baptist, New Brighton, Minnesota



Sr. Dominica Brennan, O.P.  
Chancellor for Canonical Affairs

To be published in *The Catholic Spirit* of May 23, 2002.

OATH OF FIDELITY

I, Michael Keating in assuming the office of  
priest promise that both in my word and in my  
conduct I shall always preserve communion with the Catholic Church.

I shall carry out with greatest care and fidelity the duties incumbent on me toward both  
the universal Church and the particular Church in which, according to the provisions of  
the law, I have been called to exercise my service.

In fulfilling the charge entrusted to me in the name of the Church, I shall hold fast to the  
deposit of faith in its entirety, I shall faithfully hand it on and explain it, and I shall avoid  
any teachings opposed to that faith.

I shall follow and foster the common discipline of the whole Church and I shall observe  
all ecclesiastical laws, especially those which are contained in the Code of Canon Law.

In Christian obedience I shall unite myself with what is declared by the bishops as  
authentic doctors and teachers of the faith or established by them as those responsible for  
the governance of the Church; I shall also faithfully assist the diocesan bishops, in order  
that the apostolic activity exercised in the name and by mandate of the Church may be  
carried out in the communion of the same Church.

So help me God, and God's holy Gospels, on which I place my hand.

+ Frederick J. Campbell  
signature of witness

Michael Keating  
signature

Given at Chancery on this, the 24<sup>th</sup> day of May  
2002. St. Paul / Mpls.

PROFESSION OF FAITH

I, Michael J. Keating, with firm faith believe and profess everything that is contained in the symbol of faith: namely,

I believe in one God, the Father, the Almighty, maker of heaven and earth, of all that is seen and unseen. I believe in one Lord, Jesus Christ, the only Son of God, eternally begotten of the Father, God from God, Light from Light, true God from true God, begotten, not made, one in Being with the Father. Through him all things were made. For us and for our salvation he came down from heaven: By the power of the Holy Spirit, he was born of the Virgin Mary, and became man. For our sake he was crucified under Pontius Pilate; he suffered, died and was buried. On the third day he rose again in fulfillment of the Scriptures; he ascended into heaven and is seated at the right hand of the Father. He will come again in glory to judge the living and the dead, and his kingdom will have no end. I believe in the Holy Spirit, the Lord, the giver of life, who proceeds from the Father and the Son. With the Father and the Son he is worshiped and glorified. He has spoken through the Prophets. I believe in one holy catholic and apostolic church. I acknowledge one baptism for the forgiveness of sins. I look for the resurrection of the dead, and the life of the world to come. Amen.

With firm faith I believe as well everything contained in God's word, written or handed down in tradition and proposed by the church -- whether in solemn judgment or in the ordinary and universal magisterium -- as divinely revealed and calling for faith.

I also firmly accept and hold each and every thing that is proposed by that same church definitively with regard to teaching concerning faith or morals.

What is more, I adhere with religious submission of will and intellect to the teachings which either the Roman pontiff or the college of bishops enunciate when they exercise the authentic magisterium even if they proclaim those teachings in an act that is not definitive.

Michael J. Keating  
signature

+ Frederick J. Campbell  
signature of witness

Given at Chamery on this, the 24<sup>th</sup> day of May,  
2002. St. Paul / Mpls.

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VIEW OR COPY**

Henricus  
Dei et Apostolicae Sedis Gratia  
Archiepiscopus  
Paulopolitanus et Minneapolitanus

Hisce litteris fidem facimus atque testamur dilectum Nobis in Christo filium

**Michaelem J. Keating**

ad Ordinem

*Presbyteratum*

promotum fuisse die 25a mensis Maii A.D. 2002  
ab Ex. mo et Rev. mo

**Henrico J. Flynn**

Datum Paulopoli, die 25a mensis Maii Anno Domini 2002

*S. M. Dominica Rannan, D.*  
Cancellarius Archidiocesis

Ordained at the Cathedral of Saint Paul, St. Paul, Minnesota



THE MCDOWELL AGENCY  
INVESTIGATION & INFORMATION

## PRE-EMPLOYMENT SCREENING RESULTS

ARCHDIOCESE OF ST. PAUL & MINNEAPOLIS

Central Corporation

DATE: 8/6/02

---

**Subject of Investigation:** Michael Jerome Keating

DOB: 5/7/1956

SS #: [REDACTED]

---

<b><u>Results:</u></b>	<b>County Criminal Record Search (Felony &amp; Misdemeanor 7yr Search)</b>	<b>No Record Found</b>
	Ramsey County, MN St. Joseph County, IN	
	<b>Minnesota Bureau of Criminal Apprehension</b>	<b>No Record Found</b>
	<b>Social Security Number Verification</b>	<b>Verified</b>

The information in this report is secured and processed by fallible sources (human and otherwise) and that for the fee charged, The McDowell Agency cannot be either an insurer or guarantor of the accuracy of the information reported; although we have searched available records in the areas where the applicant has been known to reside, it is possible that there are other areas the applicant has resided that we are not aware of, or the applicant could have a criminal record in an area they did not reside, and therefore was not researched by us. This is not a guarantee that the applicant does not have a criminal record, only a due diligence attempt to find any records in places they would MOST LIKELY be found.

---

1714 University Avenue West, St. Paul, MN, 55104 \*Telephone: 651-644-3880 \*Fax: 651-644-3877

Request for Pre-Employment Screening  
The McDowell Agency, Inc.  
651-644-3880



Fax: 651-644-3877

e-mail: requests@mcdowellagency.com

Requesting Entity: Central Corporation

Account Number: 800 Date: 7-26-02

Requested By: Name: Melinda R. Huerta

Position: Secretary

Telephone: 651-291-4499 Fax: 651-290-1620

Information Sent Via: Fax  Pages 3 E-Mail  Other

Completed Report to be Sent Via: Fax  E-Mail  Other

Subject of Investigation: Name: Rev. Michael Keating

Position Applied For: Priest

Department: \_\_\_\_\_

Search Requested:	Package One (Non-Teachers)	<input checked="" type="checkbox"/>	\$39.00
	Package Two (Teachers)	<input type="checkbox"/>	\$35.00
Additional Services:	Credit Report	<input type="checkbox"/>	\$10.00
	Academic Verification	<input type="checkbox"/>	\$8.00
	Professional License Verification	<input type="checkbox"/>	\$8.00
	Attach Type, Number, Issuing Organization		
	Drivers License Verification	<input type="checkbox"/>	MN-\$8.00
			O/S Varies
	State _____	Number _____	

Special Instructions:

Hiring Entity: Please send this form along with the Pre-Employment Screening Questionnaire to the McDowell Agency, Inc.

**NOTICE & DISCLOSURE TO APPLICANT FOR EMPLOYMENT  
REGARDING THE OBTAINING OF A CONSUMER REPORT**

In connection with your application for employment, we may obtain a consumer report on you as part of the process of considering your candidacy as an employee. In the event that any information obtained from the report is used in whole or in part in making an adverse decision with regard to your employment, before making the adverse decision, we will provide you with a copy of the consumer report and a description in writing of your rights under the law (Summary of Your Rights).

Please also be advised that we may also obtain an investigative report including but not limited to information about your character, general reputation, personal characteristics, criminal record and mode of living. This information may be obtained by contacting your previous employers or references supplied by you. Please be advised that you have the right to request in writing, within a reasonable time, that we make a complete and accurate disclosure of the nature and scope of the information requested.

The Fair Credit Reporting Act gives you specific rights in dealing with consumer reporting agencies. You will find these rights in the Summary of Rights provided to you at this time.

By your signature below, you hereby authorize us to obtain a consumer report about you in consideration for employment.

Applicant's Name: Rev. Michael J. Keating  
(Please Print)

Applicant's Address: 2137 Marshall Ave.

City/State/Zip Code: St. Paul, MN 55104

Social Security Number: 

Signature: Michael J. Keating

## Pre-Employment Screening Questionnaire

Please answer all questions. Failure to answer any questions or incomplete information on this form is grounds for immediate termination or disqualification from employment.

**PLEASE PRINT LEGIBLY**

1) Legal Name: Michael Jerome Keating  
First Middle Last

2) Date of Birth: 05 / 07 / 56 3) Social Security Number: XXXXXXXXXX

4) Do you have a valid Drivers License? Yes  No  State MN Number \_\_\_\_\_

5) Please list all addresses of residence/employment for the past seven years:

<u>2137 Marshall Ave</u>	<u>St. Paul</u>	<u>Ramsay</u>	<u>MN</u>	<u>55104</u>
<small>Current Home Address Street Apt City County State Zip</small>				
<u>835 2nd Ave NW</u>	<u>New Brighton</u>	<u>Ramsay</u>	<u>MN</u>	<u>55112</u>
<small>Current Employer's Address Street Apt City County State Zip</small>				
<u>Pontifical North American College</u>	<u>Vatican City State</u>	<u>00210</u>	<u>Empire</u>	
<small>Past Employment/Home Address Street Apt City County State Zip</small>				
<u>University of Notre Dame</u>	<u>Notre Dame, IN</u>	<u>(History Department)</u>		<u>46556</u>
<small>Past Employment/Home Address Street Apt City County State Zip</small>				
<u>St. Paul Seminary</u>	<u>2260 Summit Ave</u>	<u>St. Paul</u>	<u>Ramsay</u>	<u>MN 55105</u>
<small>Past Employment/Home Address Street Apt City County State Zip</small>				

If you have additional residential or employment addresses for the past seven years, please attach an additional sheet.

6) Please list the highest education level attained to date:

University of Notre Dame South Bend IN 9/91 - 5/97 Ph.D  
Academic Institution City State Dates Attended Degree Attained

7) Have you used any other names in the past seven years? Yes  No

Name Used	Dates Used	City	State
Name Used	Dates Used	City	State

The above information is true and correct to the best of my knowledge. By signing below, I give \_\_\_\_\_, the Archdiocese of Saint Paul and Minneapolis, and their Agents permission to perform an investigation into my background. If hired, this authorization is valid for the duration of my employment.

Michael J. Keating

Signed

7/25/02

Dated

# Archdiocese of Saint Paul and Minneapolis

## AUTHORIZATION FOR RELEASE OF INFORMATION

I, Michael J. Keating, hereby authorize The Archdiocese of Saint Paul and Minneapolis and/or The McDowell Agency, Inc. to make an independent investigation of my background, references, character, past employment, credit, and/or any other records deemed necessary. I authorize all persons, schools, companies, corporations, state agencies, federal agencies, and law enforcement agencies to release such information without restriction or qualification to The Archdiocese of Saint Paul and Minneapolis and/or The McDowell Agency, Inc. I hereby release The Archdiocese of Saint Paul and Minneapolis and The McDowell Agency, Inc. from any liability arising from the preparation of this report or investigation relating thereto. I agree that failure to reveal any requested information, or the giving of any false or misleading information on this form or any application form, will be grounds for refusal to hire me or for the termination of my employment. Furthermore, I understand that any offer that has been made to me for employment from The Archdiocese of Saint Paul and Minneapolis is contingent upon full disclosure of requested information and subject to personal reference checks. I understand that the results of said background check may disqualify me from employment at The Archdiocese of Saint Paul and Minneapolis and that any employment offer I have received is contingent upon this report and may be rescinded at any time as a result of findings deemed essential by The Archdiocese of Saint Paul and Minneapolis. I understand that this release is valid for the duration of my employment, and that The Archdiocese of Saint Paul and Minneapolis or The McDowell Agency, Inc. (at The Archdiocese of Saint Paul and Minneapolis' request) may choose to investigate my background at any time during the course of my employment.

I have read and understand the terms of this authorization and agree to the terms stated herein. A photocopy or facsimile of this authorization will be treated the same as an original.

1. Print Name Michael Keating

2. Social Security Number 

3. Date of Birth 05 / 07 / 56

Signed Michael J. Keating

Date 7 / 25 / 02

I would  would not  like a copy of said report

*Sigh...*

## A Summary of Your Rights Under the Fair Credit Reporting Act

The federal Fair Credit Reporting Act (FCRA) is designed to promote accuracy, fairness, and privacy of information in the files of every "consumer reporting agency" (CRA). Most CRAs are credit bureaus that gather and sell information about you - such as if you pay your bills on time or have filed bankruptcy - to creditors, employers, landlords, and other businesses. You can find the complete text of the FCRA, 15 U.S.C. 1681-1681u, at the Federal Trade Commission's web site (<http://www.ftc.gov>). The FCRA gives you specific rights, as outlined below. You may have additional rights under state law. You may contact a state or local consumer protection agency or a state attorney general to learn those rights.

- You must be told if information in your file has been used against you. Anyone who uses information from a CRA to take action against you - such as denying an application for credit, insurance, or employment - must tell you, and give you the name, address, and phone number of the CRA that provided the consumer report.
- You can find out what is in your file. At your request, a CRA must give you the information in your file, and a list of everyone who has requested it recently. There is no charge for the report if a person has taken action against you because of information supplied by the CRA, if you request the report within 60 days of receiving notice of the action. You also are entitled to one free report every twelve months upon request if you certify that (1) you are unemployed and plan to seek employment within 60 days, (2) you are on welfare, or (3) your report is inaccurate due to fraud. Otherwise, a CRA may charge you up to eight dollars.
- You can dispute inaccurate information with the CRA. If you tell a CRA that your file contains inaccurate information, the CRA must investigate the items (usually within 30 days) by presenting to its information source all relevant evidence you submit, unless your dispute is frivolous. The source must review your evidence and report its findings to the CRA. (The source also must advise national CRAs - to which it has provided the data - of any error.) The CRA must give you a written report of the investigation, and a copy of your report if the investigation results in any change. If the CRA's investigation does not resolve the dispute, you may add a brief statement to your file. The CRA must normally include a summary of your statement in future reports. If an item is deleted or a dispute statement is filed, you may ask that anyone who has recently received your report be notified of the change.
- Inaccurate information must be corrected or deleted. A CRA must remove or correct inaccurate or unverified information from its files, usually within 30 days after you dispute it. However, the CRA is not required to remove accurate data from your file unless it is outdated (as described below) or cannot be verified. If your dispute results in any change to your report, the CRA cannot reinsert into your file a disputed item unless the information source verifies its accuracy and completeness. In addition, the CRA must give you a written notice telling you it has reinserted the item. The notice must include the name, address and phone number of the information source.

- You can dispute inaccurate items with the source of the information. If you tell anyone - such as a creditor who reports to a CRA - that you dispute an item, they may not then report the information to a CRA without including a notice of your dispute. In addition, once you've notified the source of the error in writing, it may not continue to report the information if it is, in fact, an error.

- Outdated information may not be reported. In most cases, a CRA may not report negative information that is more than seven years old; ten years for bankruptcies.
- Access to your file is limited. A CRA may provide information about you only to people with a need recognized by the FCRA - usually to consider an application with a creditor, insurer, employer, landlord, or other business.
- Your consent is required for reports that are provided to employers, or reports that contain medical information. A CRA may not give out information about you to your employer, or prospective employer, without your written consent. A CRA may not report medical information about you to creditors, insurers, or employers without your permission.
- You may choose to exclude your name from CRA lists for unsolicited credit and insurance offers. Creditors and insurers may use file information as the basis for sending you unsolicited offers of credit or insurance. Such offers must include a toll-free phone number for you to call if you want your name and address removed from future lists. If you call, you must be kept off the lists for two years. If you request, complete, and return the CRA form provided for this purpose, you must be taken off the lists indefinitely.
- You may seek damages from violators. If a CRA, a user or (in some cases) a provider of CRA data, violates the FCRA, you may sue them in state or federal court.

The FCRA gives several different federal agencies authority to enforce the FCRA:

### For Questions or Concerns Regarding:

CRAs, creditors and others not listed below

National banks, federal branches/  
agencies of foreign banks (word  
"National" or initials "N.A." appear  
in or after bank's name)

Federal Reserve System member  
banks (except national banks, and  
federal branches/agencies of  
foreign banks)

Savings associations and federally  
chartered savings banks (word  
"Federal" or initials "F.S.B." appear  
in federal institution's name)

Federal credit unions (words  
"Federal Credit Union" appear in  
institution's name)

Banks that are state-chartered or  
are not Federal Reserve System  
members

Air, surface or rail common carriers  
regulated by former Civil Aeronautics  
Board or Interstate Commerce  
Commission

Activities subject to the Packers  
and Stockyards Act, 1921

### Please Contact:

Federal Trade Commission  
Bureau of Consumer Protection FCRA  
Washington, DC 20580 202-326-3761

Office of the Comptroller of the Currency  
Compliance Management, MS 6-6  
Washington, DC 20219 800-613-6743

Federal Reserve Board  
Consumer & Community Affairs  
Washington, DC 20551 202-452-3693

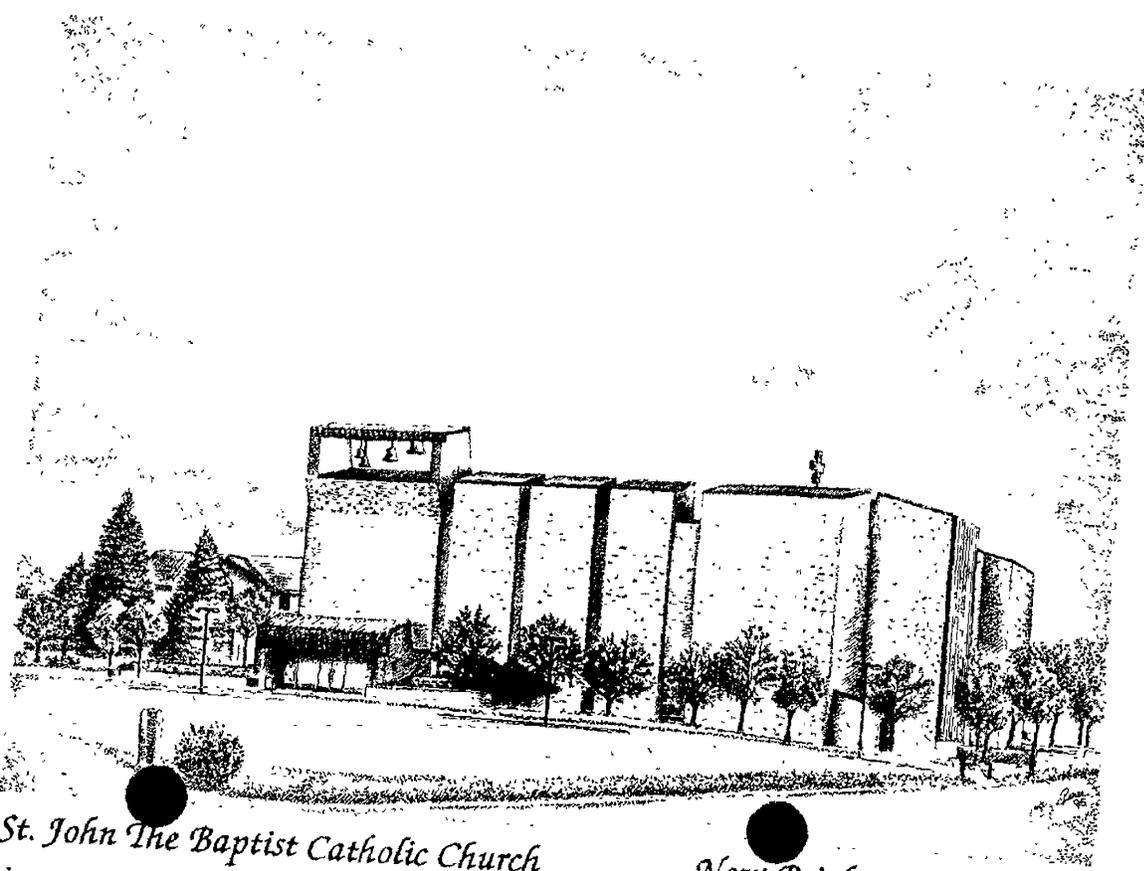
Office of Thrift Supervision  
Consumer Programs  
Washington, DC 20552 800-842-6929

National Credit Union Administration  
1775 Duke Street  
Alexandria, VA 22314 703-518-6360

Federal Deposit Insurance Corporation  
Compliance & Consumer Affairs  
Washington, DC 20429 800-934-FDIC

Department of Transportation  
Office of Financial Management  
Washington, DC 20590 202-366-1306

Department of Agriculture  
Office of Deputy Administrator-GIPSA  
Washington, DC 20205 202-720-7051



*St. John The Baptist Catholic Church*

*New Brighton, Minnesota*

75. Priestly life to date has been a profound blessing, despite expected challenges of getting to know the ropes. I have found parish ministry to be a particular source of joy.

File  
Fr. Michael Keating

Archbishop Flynn -

Please accept my regrets for missing our luncheon of last Friday (10/25). I got caught in an intense planning meeting (youth) and when I realized the time it was too late to redeem. My sincere apology.

Fr. Michael Keating

September 1, 2003

Archbishop Harry Flynn  
The Chancery  
226 Summit Avenue  
St. Paul, MN 55102-2197

Dear Archbishop Flynn,

I know you must get letters of complaint on a regular basis. This is not one of those letters.

and I just returned from morning Mass at St. John's in New Brighton. I'm writing to tell you how impressed we both are with the associate, Michael Keating. I feel "a smile in my heart" when I see him walk down the aisle. He's a very impressive homilist and presider. His homilies are always interesting, well prepared, and delivered well. In addition, he usually presents a new "slant" to the message of the Readings. We also note that he's very involved with the young people of the parish and is part of Theology on Tap, a creative and wonderful attempt to reach out to the young adults in the Archdiocese. We hope that he isn't one of the priests who eventually are sent for more education because we both see the need for talented and dedicated priests serving our parish communities. We think he's a "class" act.

and I leave on Thursday for a 12-day cruise/tour to Alaska. It's a celebration of our 40<sup>th</sup> wedding anniversary. Please keep us in your prayers for a safe and enjoyable trip.

We hope your summer has gone well. We look forward to seeing you at your reception for deacons in October.

Sincerely,

September 16, 2003

Dear :

Thanks so much for your kind letter of September 1, 2003. No, your letter was "not one of those letter." Somehow, when I saw the return address I didn't think that it would be.

Thanks for the kind words on Michael Keating. He is quite an outstanding person with his doctorate in history from the University of Notre Dame. He really is a "class act."

I hope your trip to Alaska was a beautiful one. I've heard so many wonderful things about that cruise trip. They say it is breathtakingly beautiful.

With many good wishes and many blessings, I remain

Sincerely yours in Christ,

Most Reverend Harry J. Flynn, D.D.  
Archbishop of Saint Paul and Minneapolis



UNIVERSITY of ST. THOMAS

*File  
Fr. Michael Keating*

The Center for Catholic Studies

Mail #555  
2115 Summit Avenue  
St. Paul, MN 55105-1096

Telephone: (651) 962-5700  
Facsimile: (651) 962-5710

October 16, 2003

The Most Reverend Harry J. Flynn, D.D.  
Archdiocese of Saint Paul and Minneapolis  
The Chancery  
226 Summit Avenue  
St. Paul, Minnesota 55102

Dear Archbishop Flynn:

I am writing to thank you once again for your generosity in allowing Fr. Michael Keating to teach for us on a part-time basis. His teaching last year was exceptionally fine and his student evaluations were among the most positive I have seen. Fr. Keating has an extraordinary ability to bring into convergence a serious academic question with a profound sense of its spiritual sources and implications. Although as committed Catholics all of us here at the Center are dedicated to this same goal, the fact of the matter is that a priest who combines these two dimensions with integrity and grace can have a very powerful impact on young people's lives and on their vocations. In addition to his teaching, Fr. Keating has become involved in a variety of faculty conversations on campus and has coordinated the Masses in the Sitzmann Hall Chapel. I know of his remarkable pastoral work at St. John the Baptist parish in New Brighton for I frequently attend Mass there on Sunday. The impact of his sermons is palpable. Many of the parishioners there have commented on his impact on the parish. It is clear to me that he has an unusual ability to balance his academic and pastoral responsibilities. But it is more than balance that he has achieved. His work in both areas complement and sustain one another. We are grateful to you for your support of his larger ministry.

I also wanted to mention the growing impact within the university of the Companions of Christ. The increasingly close relations and collaboration of Fr. Huard in Campus Ministry, Fr. Baer at St. John Vianney and Christopher Thompson, Fr. Keating and I in Catholic Studies has provided significant new opportunities to support the faith lives and vocations of students and to contribute powerfully to a revitalization of the University's Catholic identity. I look forward to an opportunity to meet with you sometime in the near future to discuss this with you more fully of course. I also remain very grateful to you for your desire to speak with me about my family.

Thank you again, Archbishop, for your kindness in allowing Fr. Keating to do this important work at the university. We are grateful as always for your support.

Sincerely,

Don J. Briel  
Koch Chair in Catholic Studies  
Director

St. Paul, Minnesota  
Minneapolis, Minnesota  
Owatonna, Minnesota  
Rome, Italy

An Equal Opportunity/Affirmative Action Employer



File -  
Fr Keating

October 24, 2003

Dr. Don J. Briel  
Koch Chair in Catholic Studies  
Director  
University of St. Thomas – Mail #555  
2115 Summit Avenue  
St. Paul, MN 55105

Dear Dr. Briel,

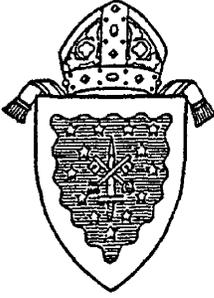
Thank you so very much for your kindness in writing to me on October 16, 2003. It is wonderful for a Bishop to receive a letter such as yours in which a priest is so affirmed. I thank you for writing about Father Keating and the Companions of Christ at the University of St. Thomas. Your letter was an encouraging one in a day where there were some reasons to be discouraged.

I look forward to the visit that we will soon have.

With every good wish, I remain

Sincerely yours in Christ,

Most Reverend Harry J. Flynn, D.D.  
Archbishop of Saint Paul and Minneapolis



DIocese OF ST. THOMAS IN THE VIRGIN ISLANDS

COPY

COPY

REQUEST FOR FACULTIES

COPY

This is to state that Father Michael Keating is a priest in good standing in the Archdiocese of St. Paul + Mpls

(Name of Priest)

(Name of Community or Diocese)

He is coming to the Diocese of St. Thomas for the purpose of pastoral visit to brother priest

at Sts. Peter + Paul Cathedral from 1/10/04 to 1/19/04

(Name of Church)

(Date)

(Date)

To the best of my knowledge, in the external forum, I am of the opinion that he is of good character and reputation. I believe that he is qualified to perform his ministerial duties in an effective and suitable manner. There is no canonical or civil reason for his leaving the

Archdiocese of St. Paul + Mpls

(Name of Diocese or Residence)

and I have no knowledge that he has been arrested, charged or convicted of any criminal act. More specifically, I am unaware of anything in his background which would render him unsuitable to work with minor children. Further, I have no knowledge that he has a current, untreated alcohol or substance abuse problem.

Therefore, I present Fr. Michael Keating for faculties in the Diocese of St. Thomas in the Virgin Islands.

(Name of Priest)

Harry J. Flynn  
Signature of Ordinary

Archbishop, St Paul + Mpls  
Title

Harry J. Flynn  
Print or type your name

11/3/03  
Date

Please affix the OFFICIAL SEAL of Diocese, Congregation or Province

**CONFIDENTIAL INFORMATION FOR CHANCERY USE**  
(Please print or type.)

Name MICHAEL KEATING Date of Birth 05/07/56

Ordination Date 05/25/02

In case of emergency,  
please contact:

FR. JEFF HUARD  
Name  
2156 SUMMIT AVE  
Address  
ST. PAUL, MN 55104  
651-699-7678  
Phone

My next of kin are:

Name Address Phone

Name Address Phone

Name Address Phone

Location of my last will and testament TOM ST. ALAIRE; EMPLOYER BENEFITS CO.

Funeral Instructions None.

Homilist \_\_\_\_\_

Funeral Home/Director \_\_\_\_\_

Cemetery \_\_\_\_\_

Other (Vestments, Readings, Music, etc.) \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Having this information will enable us to carry out your wishes. You may make changes at any time. You are urged to respond if you have not sent an updated form in the last five years. Please return this form to Presbyteral Personnel Resources, 226 Summit Avenue, St. Paul, MN 55102.

Signature: Michael G. Keating

Date: 5 December 2003



*"Jesus Christ is the same yesterday, today and forever."* Heb. 13:8

Archdiocese of  
Saint Paul and Minneapolis

Office of the Archbishop

September 29, 2004

Reverend Michael Keating  
Church of St. John the Evangelist  
380 Little Canada Rd  
Little Canada, MN 55117

Dear Father Keating,

Pursuant to the conversation that we had in my office about a week ago, I am most happy to assign you to the University of St. Thomas so that you might pursue a tenure track position in the Department of Catholic Studies.

It is my understanding that you have worked with that program for several years and you have demonstrated that you are an accomplished professor. I know that you would make an outstanding contribution to the overall program and also to the University of St. Thomas.

I would envision that this appointment would be effective, August 1, 2005.

I wish to take this opportunity to thank you for all that you have done since your ordination for this Archdiocese and for the Church. We are all very grateful.

With blessings and good wishes, I remain

Sincerely yours in Christ,

Most Reverend Harry J. Flynn, D.D.  
Archbishop of Saint Paul and Minneapolis

CIVIL MARRIAGE REGISTRATION

CONFIDENTIAL-Filed Under Seal

ARCH-003443



"Jesus Christ is the same yesterday, today and forever." Heb 13:8

**Archdiocese of  
Saint Paul and Minneapolis**

**Office of the Archbishop**

SEPTEMBER 29, 2004

MEMO TO: REV CHARLES FROEHLE  
DEACON RIP RIORDAN

FROM: ARCHBISHOP HARRY J. FLYNN 11.9.7.

I am enclosing a letter that I have sent to Father Michael Keating assigning him to pursue a tenure track position in the Department of Catholic Studies at the University of St. Thomas on August 1, 2005. I would appreciate your noting this. Thank you.



UNIVERSITY of ST. THOMAS

Office of the President

Mail #AQU 100  
2115 Summit Avenue  
St. Paul, MN 55105-1078

Telephone: 651-962-6500  
Facsimile: 651-962-6504

[www.stthomas.edu](http://www.stthomas.edu)

November 1, 2004

The Most Reverend Harry J. Flynn, D.D.  
Archbishop  
Archdiocese of St. Paul and Minneapolis  
226 Summit Avenue  
St. Paul, MN 55102-2197

Dear Archbishop,

Following your generous authorization to release Father Michael Keating from his parish duties, we have reached agreement to have him join our faculty in the Department of Catholic Studies. He will be appointed at the rank of Assistant Professor, effective September 1, 2005.

Please find attached a copy our letter of understanding extending this offer to Father Keating.

Sincerely,

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

Reverend Dennis Dease

Cc: Dr. Thomas Rochon  
Dr. Gene Scapanski

Enc.

St. Paul, Minnesota  
Minneapolis, Minnesota  
Owaronna, Minnesota  
Rome, Italy

November 1, 2004

Reverend Michael J. Keating  
2137 Marshall Ave.  
St. Paul, MN 55104

**Re: Letter of Understanding**

Dear Father Keating:

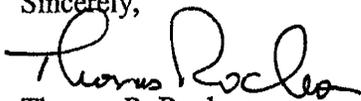
At the request of Dr. Christopher Thompson and with the approval of Dr. Thomas Connery, Dean of the College of Arts and Sciences, I am pleased to offer this letter of understanding regarding your tenure track appointment in the Department of Catholic Studies at the University of St. Thomas. You will have the rank of assistant professor, will teach six courses per academic year and will participate in all normal processes required of tenure track faculty in accordance with the *Faculty Handbook*.

While a member of the faculty at the University, your compensation will be determined in accordance with the usual archdiocesan arrangements for diocesan priests. An apartment will be available in the Faculty Residence for your use.

If this offer is acceptable to you, please sign the original and copy of this agreement. The original should be returned to me by November 14. The copy is for your file.

I look forward to welcoming you to the University of St. Thomas.

Sincerely,



Thomas R. Rochon  
Executive Vice President and  
Chief Academic Officer

Cc Fr. Dennis Dease  
Dr. Gene Scapanski  
Dr. Thomas Connery  
Dr. Chris Thompson

---

Michael J. Keating

---

Date

The Most Reverend Archbishop requests that you fill out this blank as correctly as possible and return it to the Chancery.

NAME IN FULL Michael J. Keating

DATE OF BIRTH 05/07/56

PLACE OF BIRTH WÜRZBURG, GERMANY

DATE AND PLACE OF BAPTISM JUNE 1956 WÜRZBURG

NAME OF FATHER \_\_\_\_\_

MAIDEN NAME OF MOTHER \_\_\_\_\_

ADDRESS OF PARENTS \_\_\_\_\_

THEIR TELEPHONE NUMBER \_\_\_\_\_

CLASSICS STUDIED AT GREGORIAN UNIVERSITY (ROME)

PHILOSOPHY STUDIED AT UNIVERSITY OF NOTRE DAME (SOUTH BEND)

THEOLOGY STUDIED AT UNIVERSITÀ S. TOMMASO (ROME)

DATE OF ORDINATION (month, day, year) 05/25/02

ORDAINED AT ST. PAUL CATHEDRAL BY HARRY FLYNN

FOR THE ARCH DIOCESE OF ST. PAUL & MINNEAPOLIS

ENTERED THIS ARCHDIOCESE upon ordination

MISSIONS SINCE ORDINATION and DATE OF DEPARTURE FROM EACH:  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**NOVEMBER 10, 2004**

**MEMO TO: DEACON RIP RIORDAN**

**FROM: ARCHBISHOP FLYNN**

*W. G. F.*

I am enclosing correspondence from Father Dease to me and also  
correspondence from Dean Thomas Rochon to Father Michael Keating.

I send this to you for your information.

*Act ✓  
Rest*

November 10, 2004

Reverend Dennis Dease  
President

✓ University of St. Thomas  
2115 Summit Avenue  
St. Paul, MN 55105

Dear Father Dease,

Thank you so very much for your kindness in writing to me on November 1, 2004 concerning Father Michael Keating.

I am delighted that he will be appointed the rank of Assistant Professor, effective September 1, 2005 in the Department of Catholic Studies. I am quite sure you will find him an extraordinary addition.

With every good wish, I remain

Sincerely yours in Christ,

Most Reverend Harry J. Flynn, D.D.  
Archbishop of Saint Paul and Minneapolis



"Jesus Christ is the same yesterday, today and forever." Heb. 13:8

**Archdiocese of  
Saint Paul and Minneapolis**

**Office of the Archbishop**

July 21, 2005

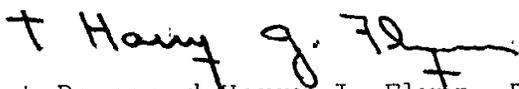
Reverend Michael Keating  
University of St. Thomas  
Department of Catholic Studies  
2115 Summit Ave., Mail 55S  
St. Paul, MN 55105

Dear Father Keating,

With this letter I am pleased to appoint you as faculty of the Department of Catholic Studies at the University of Saint Thomas, Saint Paul, Minnesota. This appointment is effective September 1, 2005. This appointment will be published in the *Catholic Spirit* on August 18, 2005.

Father Keating, I am grateful for your continuing ministry and your generosity in accepting this assignment. Please know that you have my support and that I pray God's rich blessings be upon you and your ministry.

Sincerely yours in Christ,

  
Most Reverend Harry J. Flynn, D.D.  
Archbishop of Saint Paul and Minneapolis

MISC. ITEMS



"Jesus Christ is the same yesterday, today and forever." Heb. 13:8

Archdiocese of  
Saint Paul and Minneapolis

The Chancery

OFFICIAL

July 21, 2005

Archbishop Harry J. Flynn has made the following appointment in the Archdiocese of Saint Paul and Minneapolis:

**Effective September 1, 2005:**

Reverend Michael Keating, Faculty of the Department of Catholic Studies at the University of Saint Thomas, Saint Paul, Minnesota.

A handwritten signature in cursive script, reading "Sr. M. Dominica Brennan, O.P.", followed by a horizontal line.

Sr. M. Dominica Brennan, O.P.  
Chancellor for Canonical Affairs

**To be published in *The Catholic Spirit* August 18, 2005.**

## MEMO

TO: Archbishop Flynn  
FROM: Fr. Kevin McDonough  
DATE: February 2, 2006  
RE: Father Michael Keating

Archbishop, I would like to provide an overall summary of what is happening with Father Keating. I am sorry that the timing of my vacation means that I will be away for two weeks, just as this investigation is really taking shape. I have kept Andy Eisenzimmer fully informed, and he in turn has kept me well informed also. I know that Andy can keep all of this moving in my absence.

I met with [REDACTED] on Monday and Tuesday, January 30 and 31. The first of those meetings was set up by Andy, and he had spoken on at least two occasions with [REDACTED]

Without reciting all of the detail here, let me summarize to say the concerns are as follows.

1) Father Keating and [REDACTED] were engaged in a relationship that she found deeply confusing. Father Keating (before he was a priest) spent many many hours in their home and was very attentive to her. When finally she and her husband spoke with Michael Keating about putting their relationship back on a proper footing, he seemed both unaware of any inappropriateness and unwilling to take any responsibility in the relationship.

2) While this is of concern, even more challenging is that Michael Keating (before his ordination) had an equally confusing relationship with the young daughter of [REDACTED]. At the time I first visited with the [REDACTED], [REDACTED] was hospitalized in a psychiatric unit, dealing with the trauma of her emotional relationship with Michael Keating. To make matters worse, [REDACTED] has recalled at least one occasion in which Michael's behavior with her may have constituted sexual abuse. At the time I am sending you this memo, we have either already reported this to public safety officials in Chisago County, or are about to do so. She recalls only one such incident, which involved Michael Keating rubbing her chest for a prolonged period of time. She was about thirteen then.

3) [REDACTED], with whom I spoke directly on February 1, believes that Michael Keating had very emotionally intense and perhaps physically sexual relationships with two under aged young women. We are currently trying to track down information about

Archbishop Flynn  
February 2, 2006  
Page two

that. One is named [REDACTED], and she lives in Italy. Michael Keating befriended [REDACTED] when he was a seminarian in Rome. A number of people have commented on the intensely connected emotional relationship that Michael Keating and [REDACTED] had, and a variety of kisses and other embraces that were publicly visible. The other young woman, whose name I do not know, was someone with whose family he lived about fifteen years ago. [REDACTED] reports that this young woman is still carrying a great deal of emotional distress because of the relationship that she had with Michael Keating. [REDACTED] is not in direct contact with this woman but rather with another woman who knows her. I have contacted the other woman, someone living the consecrated life in Michigan, and have asked for her help.

Archbishop, it is not clear at this point where all of this will go. I would suggest that there are one of two outcomes likely. The better of the two, from the point of view of Michael Keating's continuation in priestly ministry is that he has never committed any form of sexual abuse or even improper sexual engagement with an adult, but has a deep inability to understand when a relationship with a woman has crossed emotional boundaries. If this is the case, I will suggest that we have him undergo a psychological assessment and then follow through on the results of that.

Of course, the other possibility is far more painful to imagine. It may be that the Chisago County officials will find that Father Keating's behavior with [REDACTED] constitutes and act of sexual abuse. Or, even if they decline to investigate a matter which is now some years old, it may be that our investigation will come to the same conclusion, either in her regard or in regard to one of these two other young women. If that is so, then we will be required to invoke the provisions of the Charter for the Protection of Children and Young People.

Since we have turned the only concrete story that we have over to the police, I do not think we should take any steps for limiting his ministry currently. The police will want to perform their investigation unimpeded. When they permit us to move ahead and speak with him, then I believe we will have to ask him to step back from his teaching.

cc: Andy Eisenzimmer

# MEMO

TO: ~~Archbishop Flynn~~  
FROM: Fr. Kevin McDonough  
DATE: February 2, 2006  
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Archbishop, I would like to provide an overall summary of what is happening with Father Keating. I am sorry that the timing of my vacation means that I will be away for two weeks, just as this investigation is really taking shape. I have kept Andy Eisenzimmer fully informed, and he in turn has kept me well informed also. I know that Andy can keep all of this moving in my absence.

I met with [REDACTED] on Monday and Tuesday, January 30 and 31. The first of those meetings was set up by Andy, and he had spoken on at least two occasions with [REDACTED]. [REDACTED] have been friends of Father Michael Keating for over twenty years.

Without reciting all of the detail here, let me summarize to say the concerns are as follows.

1) Father Keating and [REDACTED] were engaged in a relationship that she found deeply confusing. Father Keating (before he was a priest) spent many many hours in their home and was very attentive to her. When finally she and her husband spoke with Michael Keating about putting their relationship back on a proper footing, he seemed both unaware of any inappropriateness and unwilling to take any responsibility in the relationship.

2) While this is of concern, even more challenging is that Michael Keating (before his ordination) had an equally confusing relationship with the young daughter of [REDACTED]. Her name is [REDACTED]. At the time I first visited with the [REDACTED] was hospitalized in a psychiatric unit, dealing with the trauma of her emotional relationship with Michael Keating. To make matters worse, [REDACTED] has recalled at least one occasion in which Michael's behavior with her may have constituted sexual abuse. At the time I am sending you this memo, we have either already reported this to public safety officials in [REDACTED] or are about to do so. She recalls only one such incident, which involved Michael Keating rubbing her chest for a prolonged period of time. She was about [REDACTED] then.

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Archbishop Flynn

February 2, 2006

Page two

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Of course, the other possibility is far more painful to imagine. It may be that the [REDACTED] officials will find that Father Keating's behavior with [REDACTED] constitutes and act of sexual abuse. Or, even if they decline to investigate a matter which is now some years old, it may be that our investigation will come to the same conclusion, either in her regard or in regard to one of these two other young women. If that is so, then we will be required to invoke the provisions of the Charter for the Protection of Children and Young People.

Since we have turned the only concrete story that we have over to the police, I do not think we should take any steps for limiting his ministry currently. The police will want to perform their investigation unimpeded. When they permit us to move ahead and speak with him, then I believe we will have to ask him to step back from his teaching.

cc: Andy Eisenzimmer

# MEMO

FILE COPY

TO: Archbishop Flynn  
FROM: Fr. Kevin McDonough  
DATE: February 2, 2006  
RE: Requests from the [REDACTED] family

Archbishop, in a separate memo I have detailed the concerns we have about Father Michael Keating. With this memo I simply want to inform you that [REDACTED] has asked that [REDACTED] have a chance to meet with you as soon as possible. She was quite insistent on this when we met on January 31. She would not explain to me why she wants to meet with you and simply characterized it as something that they want to do.

If you are willing to meet with them, I have found the best way to set up a meeting is to call [REDACTED] cell phone. His phone is on pretty much all day long. That phone number is [REDACTED]

cc: Andy Eisenzimmer

## MEMO

TO: Archbishop Flynn, Andy Eisenzimmer  
FROM: Fr. Kevin McDonough  
DATE: February 3, 2006  
RE: More Information about Father Michael Keating

I spoke on Friday morning, February 3, with [REDACTED]. [REDACTED] is a consecrated virgin living in (I believe) Michigan. Her phone numbers are: [REDACTED] [REDACTED]. I had received her name from [REDACTED] with whom she had spoken about her concerns about Father Keating over the years.

Here is an important "bottom line" to the conversation: Ms. [REDACTED] is absolutely certain that she has never heard of any young woman under the age of eighteen with whom Michael Keating, before or after ordination, committed a sexual act. Furthermore, she is fairly certain that he never engaged in romantic conversation, explicitly solicited a special or romantic relationship, or otherwise overstepped that sort of boundary with a young person. This is important to note, because there has been some question about whether [REDACTED] had information about a sexual relationship between Father Keating (before ordination) with a minor. She clearly indicated to me that that was not so.

On the other hand, she expressed a great deal of concern about a longstanding pattern of behavior that she knows to have influenced several women, including herself. I proposed to her the phrase "inattentive seductiveness" and she said that she thought that was very accurate. She believes that, for his own reasons of emotional need, Michael Keating likes to have women in his life to whom he can pay a good deal of attention and who will pay attention to him. He engages them in long conversations, provides little gifts, sends e-mails. This sort of behavior has come across to at least four or five women whom she knows as something "special" or "romantic." She confronted him about this, including providing him with a carefully reasoned letter. She is willing to provide us with a copy of the letter if that is useful. When confronted, Michael Keating tends to put the misunderstanding on the woman rather than on himself, and expresses surprise that he could be so misunderstood. She believes, by the way, that Keating does not have explicit sexual or even romantic intensions with women. Rather, he has unaddressed emotional needs that are expressed "sideways" through such relationships. By the way, the pattern also appears to be this: that once he tires of the relationship, he absolutely drops communication with the person.

It should be noted for the record that she is aware of one woman with whom Michael had some romantic contact. At the time it happened, he was in his thirties and she was well into her twenties. He had first known this young woman when he stayed with her family in Costa Rica. They continued to communicate intensely, although not romantically, for years. He went to Costa Rica for some other business years after having stayed with the

*Archbishop Flynn and Andy Eisenzimmer*

*Page two*

*February 3, 2006*

family and called the by-then-adult woman and had dinner with her. This woman has told [REDACTED] that they held hands and kissed, on one occasion. This happened before Michael Keating was even in the seminary, and I would tend to view this tentative dating behavior. There is certainly nothing illegal about it, and it would be difficult to view it even as immoral. Nonetheless, the young woman from Costa Rica was left feeling that she had been an emotional crutch in Michael's life and nothing more. She still, many years later, carries some emotional bruising from the experience.

In an earlier memo I suggested to you that there were several possibilities, based on the information that we had up to that point. The possibilities ranged from predatorial sexual advances on women, above and below eighteen years of age, on the one hand, to a pattern of irresponsible emotional involvements which involved nothing explicitly sexual, on the other. My conversation with [REDACTED] clearly would support the latter end of that spectrum and would clearly contradict the former.

As you know, I am leaving for vacation as I am preparing this memorandum. Andy Eisenzimmer is making contact with the appropriate officials in Chisago County. They will choose to investigate or not the contact between [REDACTED] and Michael. We are also still trying to find out the identity and some contact information for a young woman from Italy. I mentioned her, I believe, in the earlier memo. My suspicion is that we will find something very much like what [REDACTED] describes. That is, the Italian young woman, [REDACTED], will prove to have been another of his emotional, but non-sexual, involvements.

If we are successful in finding contact information, then we should see what we can do to find out from [REDACTED] what she thinks of all of this. I have spoken to Father Joseph Johnson, who also speaks Italian, and asked him to assist Andy if that is necessary in communicating with her.

I have left some contact information, and if you wish to discuss this while I am on vacation, I will make some time to be in touch by telephone. Otherwise, I think you know everything that I do and I would hardly object if the two of you were to resolve this matter without my further involvement? Let me know what you need from me.

Keating, Michael J.

(Restricted)

Persons  
Ordained  
Keating, Michael J. (Restricted)

02/06/2006-

PER ORD

## MEMO

TO: Andy Eisenzimmer  
FROM: Fr. Kevin McDonough  
DATE: February 6, 2006  
RE: Yet further information about Father Michael Keating

Andy, I spoke on Friday afternoon, February 3, with Tom Ryan. You know him from the seminary staff. Tom is trying to track down as much information as he can get about the young woman whom we know only as [REDACTED]

The only information he had for me then was that her last name was [REDACTED]. Frankly, this is not a common Italian last name, and I am uncertain that they have the proper spelling. I asked him to check that, and to see if he can find out any further information, such as the name of [REDACTED] parents, their address several years ago, and so on. I have been speaking with Tom, by the way, because [REDACTED] stayed with Tom and his wife when she came for Father Keating's ordination a few years ago.

I find it frustrating that there appear to be several people who have lots of speculations and concerns about the relationship between Father Keating and [REDACTED], but none of them seems to know much about the young woman. I am finding that this is characteristic of much of what is going on in the investigation surrounding Father Keating. The people to whom I am listening have intense emotional and spiritual reactions to a whole variety of situations, and they express those reactions in great detail. When I try to get beyond the conclusions to the underlying facts, however, I am finding that there is relatively little there. This seems to be the opposite of what I often experience in my own parish, where the most horrific of facts can be met with a shrug, or at most, mild regret. This has made it difficult for me to come to a real appreciation of what in fact has happened.

I asked Tom to get any further information he had to Judy Delaney. You may want to check in with Judy on Monday or Tuesday to see if she has heard anything further from him.

Tom Ryan proposed that I go directly to Father Keating to obtain current contact information concerning [REDACTED]. I have been reluctant to do so, since we are still waiting to allow Chisago County to do whatever they are going to do. If we are unsuccessful in getting information about [REDACTED] from anyone else, however, and if Chisago County has moved ahead in whatever they will do, then we probably should contact Father Keating directly. His reaction will be very interesting, I believe. You might make a mental note to follow up on this, Andy, after we have a more definitive picture of what the official investigation of the [REDACTED] family concerns will look like.

I will be back at Saint Peter Claver and working all day, God willing, on Saturday, February 18. Feel free to contact me then if that is useful. I am also available in emergency at several numbers that Judy Delaney has.

cc: Archbishop Flynn  
Judy Delaney

# Memorandum

OFFICE OF THE CHANCELLOR FOR CIVIL AFFAIRS

Andrew J. Eisenzimmer: 651-291-4405; Kathleen Owen: 651- 291-4424

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**DATE:** February 7, 2006

**TO:** Archbishop Harry J. Flynn

**FROM:** Andrew J. Eisenzimmer

**SUBJECT:** Father Michael Keating

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Archbishop, in his memorandum to you dated February 2, 2006, Father McDonough informed you that we would be reporting the matter regarding Father Keating and [REDACTED] to [REDACTED] authorities.

I left messages last week for Susan Drabek, an Assistant [REDACTED] Attorney, who is responsible for child protection matters in that office. I heard back from her on Monday, February 6<sup>th</sup>. She advised me to contact an investigator with the [REDACTED] Police Department.

I called Detective Tim Tougas, the investigator identified by Ms. Drabek, on that same date. I talked with him and gave him all the information we had from [REDACTED] [REDACTED] parents, about the matters involving their daughter. I also gave him their address and telephone numbers so that he could contact them directly.

It is unclear exactly how this matter may proceed. Based on my discussions with Ms. Drabek from the [REDACTED] Attorney's Office, the matter may still be within the criminal statute of limitations because of [REDACTED] age at the time of the incident in question. We will continue to monitor that, as much as possible, to determine what we need to do. As we discussed with Father McDonough, at the appropriate time, we will need to determine the application of the Charter for the Protection of Children and Young People.

To: The Priest's Review Board  
Fr: [REDACTED]  
Re: A list of boundary violations by Mr. Keating

I wanted to list for the Board Mr. Keating's physical/sexual violations. The misconduct took place during the years I was [REDACTED]

1. Massaged and fondled my breasts over my clothes while reading to me. I remember very clearly one occasion which lasted 45-60 minutes. I more vaguely remember two other occasions.
2. Put his fingers in my mouth and massaged my lips and gums. This occurred 25 or more times.
3. Massaged my back under my shirt.
4. Massaged my feet and legs below the knee under my pants.
5. Gave me a driving lesson in which he had me sit on his lap. He held me below the waist against his erect penis. He had his face in my hair on the back of my neck.
6. Pulled me up against his chest. The front of my body on the front of his. He again had an erect penis. This took place while reading to me.
7. Mr. Keating woke me up at 3am on a night he was staying at our house to give him a back and neck massage.
8. On one occasion I woke up to find Mr. Keating staring at me in the morning. He said I look so beautiful in the morning with the sun on my face. There were a number of occasions when he would flirt with me like a boyfriend and compliment me like he was my boyfriend.
9. Mr. Keating was touchy many times, holding my hand or placing his hand on my knee.
10. On departing to study in Rome he pulled my body to his in the pelvic area and gave me an open mouth kiss. It was wet and gross.

I made a number of attempts to confront Mr. Keating:

1. When I first told Mr. Keating I was uncomfortable with the way he was touching me, he said, "I'm sorry you took it that way".
2. The second time I confronted him he said, "this is how I treat my nephews and nieces".
3. I attempted to confront him two other times and was again dismissed and made to feel guilty for bringing it up.
4. The final confrontation was with [REDACTED] Mr. Keating said he remembered some of this not all of it. He then asked my forgiveness.
5. When I perceived that Mr. Keating had minimized his sin and not truly owned his behavior, and when I had come to a much fuller understanding of being sexually abused, I felt the need to bring the matter to Archbishop Flynn.

I would be very willing to go over any details with the Priest's Review Board.



**From:** [REDACTED]  
**Sent:** Saturday, February 11, 2006 10:24 AM  
**To:** Huard, Jeffrey H.  
**Subject:** Additional comments to Fr. Kevin

I am sorry there was not enough time to talk well. I should share a couple of more things I told Fr. Kevin that I don't think I ever shared as clearly with you because these things become clearer with time and thought. It should put you at ease that I did not soften anything about Fr. Michael.

I told Fr. Kevin that one thing that became clearer to me in talking to [REDACTED] was that Michael seemed to have certain moments of deep emotional need to be with or talk to a women. So, for that time, he would "find" someone and would satisfy that need by talking about his inner struggles or simply talk to her about deep issues. Once he felt better, or the need was satisfied, or whatever, the pattern seemed to pull away and not make contact with that person again, or he would minimize contact. In other words, the women experienced a change and some discrepancy between how he related to them before and after. What these two ladies experienced was "being used" and then "cast aside" so they were no longer useful to him. I practically shook that feeling out of [REDACTED] when she said that and told her it was not her, he had done that with others and she should not think of herself worthless. She said that helped her a lot since for many years she felt worthless because of Michael doing that to her. He also did the same with the [REDACTED] woman in [REDACTED]. Fr. Kevin registered that and most importantly, he believed me.

Part of my problem has always been that so much of this seems not objective but part of the emotional world that men seem to not give much credibility to. But when you see the effect it has on several women who are not imbalanced, you start to believe you are not crazy nor making this up.

One last thing I said to Fr. Kevin was that the women I know had other people to talk to and help them with it. I was afraid for the ones who did not which was one of my motivations for writing the letter, besides the scandalous nature of his behavior.

...

God bless, and GET SOME REST AND RESTORATION!

[REDACTED]

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**To:** Huard, Jeffrey H.  
**Subject:** Additional comments to Fr. Kevin

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...

God bless, and GET SOME REST AND RESTORATION!

[REDACTED]

File

April 6, 2006

TO WHOM IT MAY CONCERN:

With this letter, I wish to inform you that the Rev. **Michael Keating** is a priest in good standing in the Archdiocese of Saint Paul and Minneapolis, and possesses habitual faculties for priestly ministry. Father Keating is currently assigned as Assistant Professor in the Department of Catholic Studies at the University of St. Thomas in Saint Paul, Minnesota.

We will be most grateful for any courtesies afforded him.

Sincerely yours in Christ,

Sister M. Dominica Brennan, O.P.  
Chancellor

Cc Father Michael Keating



Date: April 22, 2006

To: Fr. Kevin McDonough

From: Fr. Jeff Huard

*Fr. Jeff Huard*

Re: Fr. Michael Keating

On February 16, 2006 Fr. Keating called me in Northern Ireland. He said he'd been racking his brain in regards to [REDACTED] and any instances of misconduct. The one thing he was concerned to tell me was in regards to [REDACTED]. Fr. Keating had met [REDACTED]. He got very close this family. [REDACTED] attended his ordination. Fr. Keating knew [REDACTED] had talked with [REDACTED] at some length about her relationship with him. [REDACTED] had; in fact, raised with me and Fr. Keating that [REDACTED] had said she was Fr. Keating's [REDACTED] had also given [REDACTED] the impression it was a romantic relationship that involved kissing.

*Correct name?*

Fr. Keating told me there was one incident where he and [REDACTED] had had a passionate physical encounter. He said everyone's clothes stayed on but it was deeply disturbing to him. Fr. Keating said [REDACTED] had seduced him and he had set her straight on the nature of their relationship. He also said he had not told me about the incident because it was not a nice way to talk about a girl. This incident took place the first year he was [REDACTED]. Fr. Keating was 43 years old at the time and [REDACTED] when she attended his ordination.

Date: April 22, 2006

To: Fr. Kevin McDonough

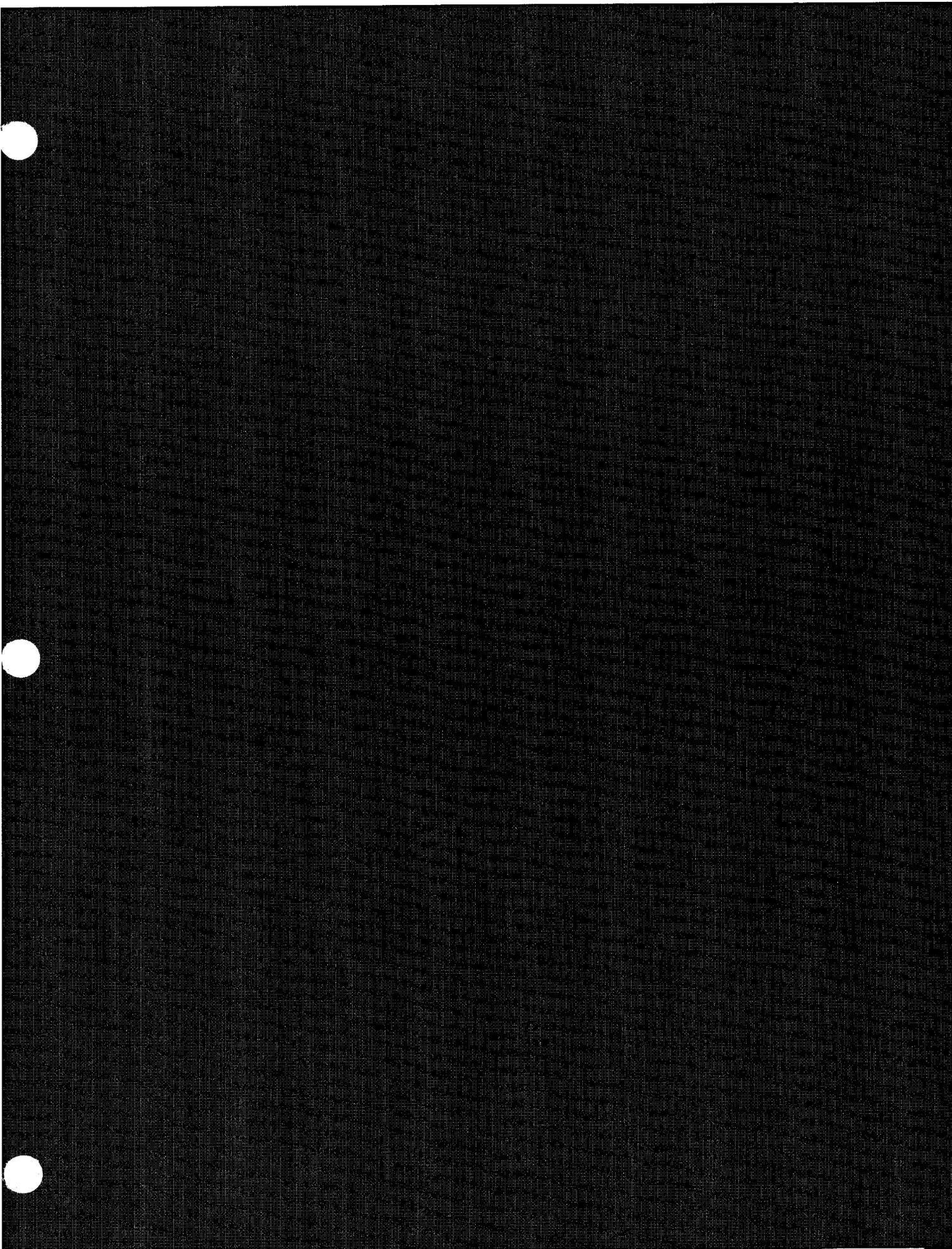
From: Fr. Jeff Huard

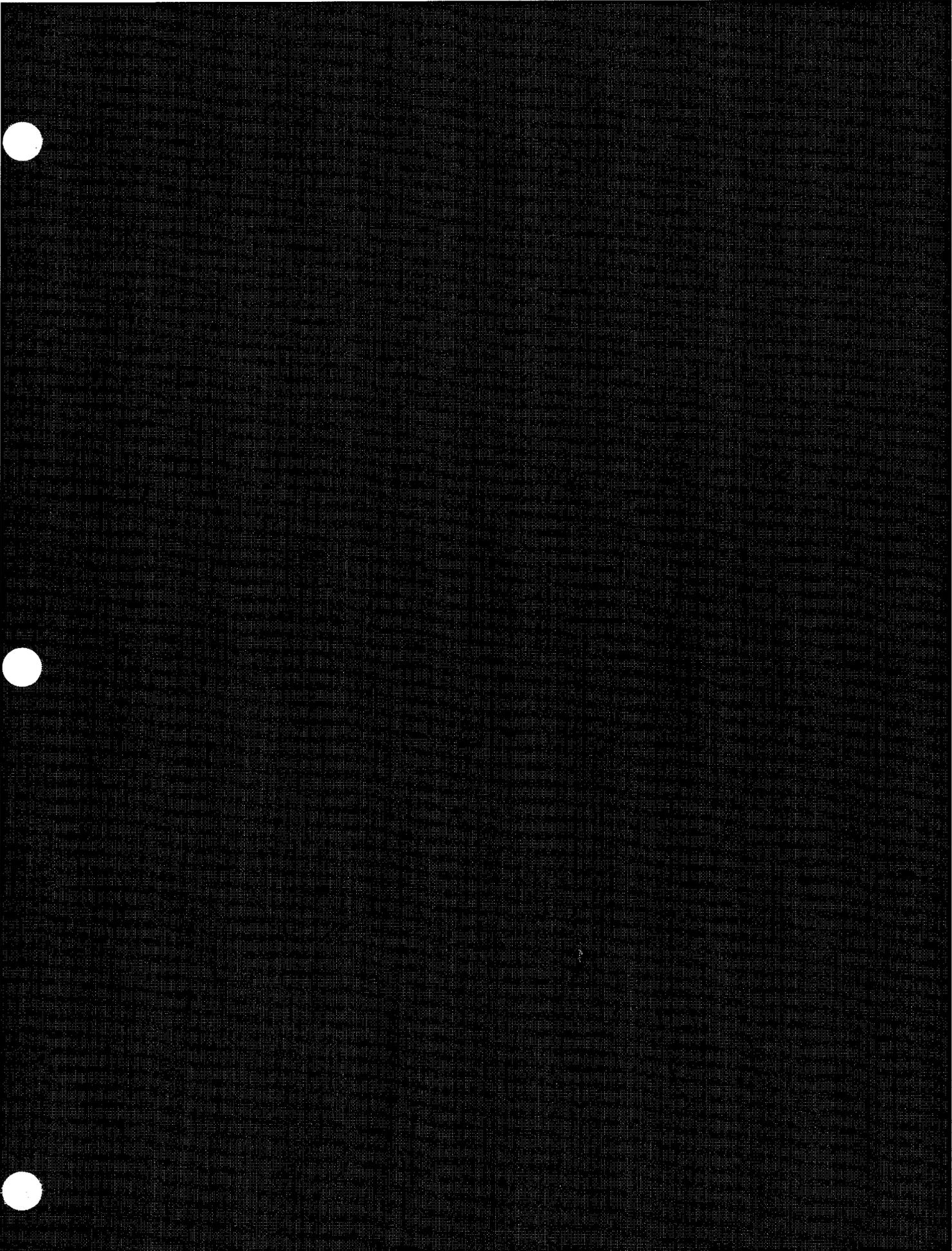
*Fr. Jeff Huard*

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Date: April 22, 2006

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From: Fr. Jeff Huard

*Fr. Jeff Huard*

Re: Fr. Michael Keating

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*correct name?*

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## MEMO

TO: Archbishop Flynn, Bishop Pates and Andy Eisenzimmer  
FROM: Fr. Kevin McDonough  
DATE: May 5, 2006  
RE: Father Michael Keating

On Thursday, May 4, I met with Father Michel Keating. He was accompanied by a long time friend of his, Tom Ryan. I had advised him to bring someone along to the meeting to serve as "another set of ears."

After reviewing with Father Keating the process that we have pursued so far, I told him I wanted to open a second phase of the inquiry. That phase relates to his interaction with a young woman in Italy named [REDACTED]. [REDACTED] had given me a memorandum (a copy of which I am attaching) in which he told me that Father Keating had admitted "a passionate physical encounter" with this young woman. At the time that this happened, as you can see from the memo, the young woman would have been a minor and Father Keating significantly older. I told Father Keating that if those words were an accurate report of what he had said to [REDACTED], and if he used those words to express what most of us would be expressing with them (namely, a fairly explicit sexual encounter), then he would be subject to immediate dismissal from the priesthood under the Charter for the Protection of Children and Young People. I told him, however, that before I would recommend such a dismissal to Archbishop Flynn, Father Keating would have the right to dispute either the words themselves or the notion that they indicate that he had committed "an objectively grave violation of the sixth commandment with a minor."

I explained that, although he was accompanied by a knowledgeable friend, Father Keating was not acquired by a canonist. He would be within his rights to consult a knowledgeable canonist before responding. He told me that he had already set up a meeting with Father Bowers, but was unable to get that meeting until Wednesday, May 10, because Father Bowers is away from the Twin Cities. As a result, we set up another meeting for Thursday, May 11, at which time he will respond to my question about the accuracy and meaning of the words.

Late in our conversation, Father Keating told me that the words in fact did not mean what they might appear to mean on the surface. Nonetheless, he preferred to talk with a canonical advisor before responding further. I did not reveal to him that we already have a reassurance from [REDACTED] (which Andy Eisenzimmer received by e-mail) that Father Keating had done nothing improper with her. In other words, if all we had to go on was information from her, then the meeting on May 4 would have been unnecessary. Nonetheless, given that he made a disclosure of some sort to [REDACTED], and that [REDACTED] has in turn passed it on to me, I want to here in his own words what it was he meant.

Page two  
Re: Father Keating  
May 5, 2006

I also indicated to him that, even if there is a favorable explanation of those words, we still have one more issue to address. That issue concerns an ongoing pattern of irresponsible seductiveness (non-sexual) in Father Keating's life. Once we have cleared up the relationship that he had with [REDACTED], we either will already have disqualified him from further ministry because he will have proven to have violated the Charter, or alternatively, we will then get to work on the seductiveness question. I will wait to describe the next step in this process until we know how this matter of the young Italian woman is resolved.

Enclosure

## MEMO

TO: Archbishop Flynn  
FROM: Fr. Kevin McDonough  
DATE: May 12, 2006  
RE: Father Michael Keating

Archbishop, I met with Father Keating again on Thursday, May 11. When I had met with him the previous week, I told him that we needed his explanation of his words to Father Jeff Huard about his involvement with a young woman [REDACTED]. I believe I detailed that in my last memo. The fundamental purpose of our May 11 meeting was to give him an opportunity to provide that response.

Archbishop, there is an important piece of background information that I should acknowledge here. You may be wondering why I would not have recommended an immediate removal of Father Keating as soon as we knew the police investigation was over. After all, were we not considering the possibility that he had an abusive relationship with a minor while he was in graduate school [REDACTED]? The reason I did not recommend this is because we had already made contact with [REDACTED] while the police investigation into the [REDACTED] matter was continuing. [REDACTED] in an e-mail communication with Andy Eisenzimmer, had told us that Michael Keating's relationship with her was always "correct." Although I did not interview her individually, I believe she was probably thinking of an [REDACTED] word that is usually translated as correct. It means, "appropriate", "moral", or "gentlemanly." In other words, she had already calmed very significantly my fears that he had been sexual with her. I did not want to tell this to Father Keating, however, because it was important that he explain the words he had used on the telephone with Father Jeff Huard.

Father Keating did indeed provide an explanation that I thought was both cogent and sufficient. It is quite common in [REDACTED] to greet family members and other friends with a kiss on each cheek and to walk with them arm in arm or with arms draped over one another's shoulders. Father Keating was in the habit of doing so with [REDACTED] and her family. Nonetheless, he gradually became aware that [REDACTED] was herself investing more emotional connection into that sort of touch than was appropriate to their relationship. This prompted him to have a conversation with her in which he clarified that they were family friends but in no way could they or should they be anything more. Father Keating told me that only one conversation was necessary to provide this clarification, and that the emotional tone of their interaction was considerably calmed thereafter. At no time did Michael Keating, then not a priest (engage [REDACTED] in anything like what we would call sexual touching.

Archbishop, as far as I am concerned, this version of the facts both explains his comments to Father Jeff Huard and resolves the specific concern we have about his

May 12, 2006  
RE: Father Keating  
Page two

relationship with her. I propose, however, to work with Andy Eisenzimmer and to check this version of the facts with [REDACTED] herself. I believe we still have her e-mail address, and I would like to follow up on that.

We used the remainder of the meeting time to address two other issues. First, I told him that these [REDACTED] family would like to have a meeting in which they express directly to Father Keating the effect of his interaction with them. He agreed that he would be willing to participate in such a meeting.

Second, we talked about what I have believed from the beginning is the fundamental issue here. At least when he was a younger man, and probably before his ordination particularly, Father Keating was not sufficiently attentive to the confusion that he was creating in certain of his relationships, especially with adult women. He is talented at listening, and offers fairly intense spiritual advice. I will detail all of this in another correspondence. I propose to have Father Keating undergo a psychological assessment as to his ability at an emotional level to empathically grasp his impact on others and the boundaries that have to be established in such relationships. I propose to refer him to Dr. Robert Barron, an excellent assessment psychologist here in the Twin Cities. If you prefer, Archbishop, that he go to a place like Saint Luke Institute or Saint John Vianney Center for the assessment, please let me know.

He is in the final days of the spring semester at the University of Saint Thomas. He will be teaching again at the end of June and through much of July. I propose that we have the meeting with the [REDACTED] family and do the assessment that I described briefly above during the first few weeks of June. Father Keating is getting his schedule to me so that we can make those arrangements.

Please let me know if any of the above conclusions or recommendations seems off base.

cc: Bishop Pates  
Andy Eisenzimmer

INTEROFFICE MEMO from  
**ARCHBISHOP HARRY FLYNN**

**TO:**

- |   |   |
|---|---|
| <input type="checkbox"/> Bp. Pates                      | <input type="checkbox"/> Ms. Haaland        |
| <input checked="" type="checkbox"/> Fr. Kevin McDonough | <input type="checkbox"/> Fr. Johnson        |
| <input type="checkbox"/> Fr. Baer                       | <input type="checkbox"/> Ms. Klima          |
| <input type="checkbox"/> Mr. Baker                      | <input type="checkbox"/> Ms. Laird          |
| <input type="checkbox"/> Mr. Bierbaum                   | <input type="checkbox"/> Sr. Lucid          |
| <input type="checkbox"/> Fr. Bowers                     | <input type="checkbox"/> Mr. Lundholm Endes |
| <input type="checkbox"/> Sr. Brennan                    | <input type="checkbox"/> Dr. McCarver       |
| <input type="checkbox"/> Mr. Cherek                     | <input type="checkbox"/> Mr. McGrath        |
| <input type="checkbox"/> Ms. Dawson                     | <input type="checkbox"/> Ms. Mondragon      |
| <input type="checkbox"/> Fr. Dease                      | <input type="checkbox"/> Ms. Nickelson      |
| <input type="checkbox"/> Mr. Domeier                    | <input type="checkbox"/> Fr. Piche          |
| <input type="checkbox"/> Sr. Donnelly                   | <input type="checkbox"/> Deacon Riordan     |
| <input type="checkbox"/> Mr. Eisenzimmer                | <input type="checkbox"/> Ms. Sawyer         |
| <input type="checkbox"/> Ms. Eldred                     | <input type="checkbox"/> Ms. Soderlund      |
| <input type="checkbox"/> Mr. Errigo                     | <input type="checkbox"/> Ms. Tomlin         |
| <input type="checkbox"/> Fr. Estrem                     | <input type="checkbox"/> Mr. Vanden Plas    |
| <input type="checkbox"/> Deacon Friesen                 | <input type="checkbox"/> Ms. Vasquez        |
| <input type="checkbox"/> Sr. Ganley                     | <input type="checkbox"/> Mr. Willis         |
| <input type="checkbox"/> Dr. Glynn                      | <input type="checkbox"/> Fr. Wilson         |
| <input type="checkbox"/> Fr. Laird (Bio-medical)        | <input type="checkbox"/> Mr. Zyskowski      |
| <input type="checkbox"/> Mr. Hennen                     |   |
| <input type="checkbox"/> Ms. Horgan                     |   |
| <input type="checkbox"/> Mr. Houge                      | <input type="checkbox"/> _____              |

- |   |   |
|---|---|
| <input type="checkbox"/> action         | <input type="checkbox"/> recommendation   |
| <input type="checkbox"/> see me         | <input type="checkbox"/> prepare draft    |
| <input type="checkbox"/> call me        | <input type="checkbox"/> note & return    |
| <input type="checkbox"/> prepare reply  | <input type="checkbox"/> read & file      |
| <input type="checkbox"/> your signature | <input type="checkbox"/> information      |
| <input type="checkbox"/> my signature   | <input type="checkbox"/> as requested     |
| <input type="checkbox"/> comment        | <input type="checkbox"/> per conversation |

REMARKS:

DATE: 5-15-06.

*Fine! Good timing for meeting with family and assessment*

TK TK

## Summary of Clergy Review Board Recommendation

### Clergy Review Board Conclusions:

- Based on the record as a whole, the Board finds that there is insufficient evidence to support a finding of sexual abuse of a minor in violation of the Charter.
- The Board does not believe that the priest's faculties should be suspended, given his effectiveness in many areas of his work.
- The Board did, however, make recommendations based on matters coming to its attention as a result of the review process.

### Clergy Review Board Recommendations:

- The priest is to be restricted in activities in the nature of retreats, spiritual counseling, or mentoring, particularly of adolescents or young adults.
- The priest is to participate in a structured program of coaching with an industrial psychologist or comparable professional
- The priest is to be assigned a supervisor with sufficient ecclesiastical seniority and authority to supervise the priest's activities
- The recommendation is to be shared with the appropriate supervisors of the priest to permit appropriate levels of monitoring and compliance with it.
- The priest will be referred to work with the Promoter of Ministerial Standards
- The Board with a report concerning the status of the priest's compliance with the foregoing restrictions and conditions one year after the adoption and implementation of the recommendation.

**Cozzens, Andrew H.**

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**From:** Laird, Peter A.

**Sent:** Sunday, May 21, 2006 2:37 PM

**To:** Cozzens, Andrew H.

Andrew:

The incident re: Keating took place, I believe, your first year in Rome or just before. It was on Good Friday and I was meeting the Catholic Studies students at the Coliseum. I had forgotten something and was making my way back to the Casa when I saw Michael in mufti (he was a deacon) arm and arm with a younger woman – perhaps college age. They were obviously delighting in one another's company. The fact that he was in mufti on Good Friday walking arm and arm with a woman perhaps half his age was odd to say the least. The crowds were considerable and as I had to rendezvous with the CS students I did not approach him then nor did he see me.

I called Michael on it at the NAC before the Casa-NAC softball game. He was a bit surprised and I told him what I had observed (I had tried to be correcting rather than accusing in tone) and that I did not think it appropriate nor prudent. He explained that this was a daughter of a friend and that he meant nothing by it and that she understood. In essence, almost as if there should have been no need for me to speak to him about this incident: He was in control. I guess that was what was odd - Michael in control. He was either manipulative or naïve. And if he was in control...there is a great need/wound there.

I tried to reach you by phone but thought it better to note it than leave it on you machine.

Fr. Peter A. Laird

St. Paul Seminary SOD  
2260 Summit Ave  
St. Paul, MN 55105

(651) 962-5070

7/16/2006

Cozzens, Andrew H.

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Sent: Sunday, May 21, 2006 2:37 PM

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7/16/2006

May 22, 2006

Robert C. Barron, Ph.D.  
155 Southdale Place  
3400 West 66<sup>th</sup> Street  
Edina, MN 55435

Dear Dr. Barron,

I am writing to make a referral to you of Reverend Michael Keating. Below I will describe the reasons for the referral, and also give you some background about Father Keating. As I believe I have noted to you in other referrals, I am aware that you will develop a good deal of information about Father Keating in the process of performing an evaluation. I would ask, however, that you would forward to us only the information that is relevant to the questions I will ask below. Any other information that you gather that would be helpful for Father Keating's growth ought to be referred directly to him or, with his permission, to any professionals assisting him.

Concerns were first raised with us in very late January and the first week of February about Father Keating regarding his interaction with the [REDACTED] family. The [REDACTED] reported to us that both the mother, [REDACTED] and the [REDACTED] had experienced emotional damage through their interaction with Michael Keating, especially some years ago before he had become a priest. Michael Keating, by the way, is about fifty years old, but has only been a priest for five years. The family reported to us that both [REDACTED] had experienced an inordinate amount of highly personal attention from Michael Keating. That attention included long, late night conversations, frequent personal comments and compliments, and an intensity of affect that caused them to feel "special" around him and even uniquely so. When each of the brought all of this to Michael Keating's attention, however, he dismissed their perceptions as entirely mistaken. As a result of this interaction, each of them felt emotionally devastated and even manipulated.

Shortly after we received this information, we also received, through the parents, a description of some physical contact between Michael Keating and [REDACTED] [REDACTED] is now in her [REDACTED] but was [REDACTED] at the time of this physical contact. Specifically, while reading to [REDACTED] Michael Keating held [REDACTED] close to him, rubbed her shoulders and her chest, and otherwise caressed her. There was no genital contact ever alleged. However, I became concerned at the notion of an adult male rubbing the chest of an adolescent female, and we reported the entire situation to child protection authorities. The [REDACTED] Sheriff's Department investigated rather thoroughly, and only recently told us that they did not believe that the

matter could or should be prosecuted. Leaving the civil investigation time to proceed, however, has meant a delay in our asking for the current assessment and taking other steps with the [REDACTED] family.

While we were investigating the [REDACTED] matter, another name came to the surface. A young woman named [REDACTED] for Father Keating's ordination as a priest. [REDACTED] was a member of an [REDACTED] family. Michael Keating had befriended the family while in graduate studies in [REDACTED] in preparation for priesthood ordination. Once it became known that we were investigating Father Keating's behavior, we received questions about the appropriateness of his interaction with [REDACTED], who was still a minor or perhaps a few months into her majority at the time of Father Keating's ordination, and therefore would have been significantly younger while he spent time with the family. She seemed inordinately taken with him.

The investigation into his relationship with [REDACTED] took some twists and turns, which are documented in attached materials. We have now concluded, however, that there was no inappropriate sexual contact or content to the relationship between Keating and [REDACTED]

Finally, during this investigation we learned of a small number of adult women whose experience of interaction with Michael Keating was similar to that described by [REDACTED]. Over fairly long periods of time, he devoted what seemed to be special attention to them. He engaged in late night phone calls and discussed many personal matters. When eventually these women described their affection and feelings for him, he reacted in such a way that they felt blamed and dismissed.

In my most recent conversation with him, Father Keating demonstrated what seemed to me to be some insight into the origins of this difficulty and into his own responsibility for not having put proper boundaries on these relationships sooner. I will not repeat his explanation here, since I believe he would give it to you in a personal interview.

Given all of this background, I want to ask your help in obtaining insight into the following issues:

- 1) Does Michael Keating have personality characteristics that make him unable in a timely manner to understand the impact that he is having on individual persons with whom he is spending intense interpersonal time, especially women? In other words, is he unable to "pick up the signals" that would indicate that emotional boundaries are becoming confused?
- 2) Whatever the answer to question one, does he demonstrate personality traits that would make him more likely to create and maintain dependent relationships, especially with women for whom he is providing professional care? In other words, does he "need to be needed" in such a way that he cannot or will not set appropriate boundaries in helping relationships?

*Dr. Barron*  
*May 22, 2006*  
*Page 3*

3) While the majority of people with whom these disproportionate relationships have occurred are adult women, there appear to be at least two who were minors while forming a relationship with him, and who were significantly younger than he at the time. Is there reason to believe that he has an inordinate and unhealthy attraction to younger people, and specifically, to teenage females?

Dr. Barron, there may be other issues that you may believe need to be addressed. If they are of significant concern to you, I ask you to obtain Father Keating's permission to raise them with me. Farther Keating has just completed a semester of teaching at the University of Saint Thomas, and is currently vacationing with family. He would be available after the middle of June to undergo this assessment. Unless I hear from you in the next few days that you do not wish to provide this assessment, I will ask him to call your office and set up an appointment to meet with you.

I am grateful to you for your continued excellent service to our community, and wish you a peaceful summer.

Sincerely yours in Christ,

Reverend Kevin M. McDonough  
Vicar General and Moderator of the Curia

cc: Archbishop Flynn  
Father Michael Keating

May 22, 2006

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Vicar General and Moderator of the Curia

cc: Archbishop Flynn  
Father Michael Keating

From: [REDACTED]  
Sent: Sunday, May 28, 2006 8:39 PM  
To: Huard, Jeffrey H.  
Subject:

Hi Fr. Jeff,

As you requested, I tried to lay out some of the encounters I had with Fr. Michael Keating. I've had a hard time writing this. I hope it is helpful. Please let me know if this is what you were looking for.

[REDACTED]

I first met Mike Keating when my family [REDACTED] He began working with the [REDACTED] I spent a fair amount of time with him [REDACTED] talking about "life." We didn't often talk in private, but would talk together at our weekly youth meetings, aside from the main group. I thought I had a significant, special relationship with him. We went out for breakfast once that I remember. He arranged a service living situation for me the summer after [REDACTED] I was selected by him as part of a small core group in our youth program that traveled with him [REDACTED] to visit another youth group. He worked out special circumstances for me, to help me grow in my Christian life. I considered him a mentor, probably the one person who knew more about me than anyone else. There was almost nothing I couldn't talk with him about. As an adolescent, I found it extremely flattering that someone as highly regarded and influential in our Christian community as Mike would give me so much time. The effect that all these conversations had on me was to bond me to him. He drew me out of myself at a time when I was not comfortable talking so intimately with others. It caused me to have a strong attraction to him that I am still dealing with.

I also know that I was not the only teenager to be attracted to or infatuated with him. Many of us, including my parents, joked about his "mystique," his "aura." We, [REDACTED] used to joke about being in "The Mike Keating Fan Club." When he made his lifelong commitment to live single for the Lord, we said we were going to go and sit in the back row, wear black and sob. I know of at least one other woman who had a similar relationship with him, although I didn't know it at the time.

I graduated high school and stayed in town to attend [REDACTED] It was at this point that Mike changed our friendship. He no longer related to me in the way I had experienced [REDACTED]—he was curt or dismissive in conversation, usually avoiding it.

I didn't see him again for several years, since he had moved out of state. The next time I saw him was [REDACTED] I remember so specifically because it was the day before we were leaving for vacation, and the same day that I was [REDACTED] He was in town visiting for some reason, and called me. I hadn't spoken to him in several years. He asked if he could come over and talk. I told him I was getting ready for vacation [REDACTED] and that [REDACTED] was at work. It didn't seem to phase him. During that conversation, he recounted to me, in great detail, how he had met [REDACTED] and what he had been attracted to in her. He then continued, still in great detail, to recount how they had just broken up, how bad he felt for her, how he felt God was calling him to the seminary, but he wasn't sure if he really wanted to be a priest. He seemed quite direction-less and I felt sorry for him. I remember telling him something to that effect, and that I would pray for him that he would experience purpose in his life and that God would lead him to how he could best serve him. During the course of those two hours, he never once asked me how I was doing [REDACTED] or how life was for me. This may not seem strange to some people, but I had never had a peer relationship with Mike. He was a sort of mentor for me. He had

never shared personally with me before—it had always been the other way around. I thought it strange (and still do) that of all the close friends he had [REDACTED] he would call me. I felt like I had served as his sounding board, and at a very sensitive time for me. I had expected some sort of condolences [REDACTED] but there was no reciprocity of concern. After he was done talking, we said our good-byes.

The next time I saw him was [REDACTED] The reason I mention this is because it involves my [REDACTED] In the many years that I knew Mike, our relationship had never grown to include [REDACTED] mentioned to me, only once, that he felt Mike had a hold on me that he felt left out of. At [REDACTED], Mike was in a particularly bad state. He had broken up with [REDACTED] and didn't seem to be handling it well. At the reception he was sulking in the hallway. [REDACTED] decided to try and initiate conversation with him, to get to know him since he knew how significant Mike had been in my life. [REDACTED] tried several times to engage him, but ended up coming back to me, mentioning that Mike had been rude and unpleasant. I hesitate in mentioning this example because [REDACTED] did not want this exchange made public. I pass this on to you only to shed some light on how he related to us [REDACTED] (or didn't relate).

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**Sent:** Sunday, May 28, 2006 8:39 PM  
**To:** Huard, Jeffrey H.  
**Subject:**

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Advocacy

## MEMORANDUM

**To:** Archbishop Harry Flynn  
**From:** Greta  
**Date:** June 8, 2006  
**Re:** Meeting with the [REDACTED] family

Archbishop,

The case involves Fr Michael Keating and an alleged improper relationship with [REDACTED] who was [REDACTED] at the time of the incident, which would have been child abuse. I met with [REDACTED] and her mom [REDACTED]. We talked and at that time they informed me they were waiting to hear about a meeting that was to take place soon with the Archdiocese. Attendees at this meeting were to be you Archbishop, the Vicar General, the accused, [REDACTED] and [REDACTED]. [REDACTED] said she didn't think that she would be able to handle such a meeting with the accused in the same room. So it was agreed upon that a video tape she made would be shown to tell her story.

I recently received a call from [REDACTED]. He said that his house and family are in turmoil and they need to put this to an end. They have not heard anything from this Archdiocese. [REDACTED] appealed to me to set up a meeting with you Archbishop, Fr McDonough, himself, [REDACTED] and myself. No alleged perpetrator at this meeting. He would like to make this happen as soon as possible. [REDACTED] said you set the date and they will be there. As always thank you for your time. Waiting to hear from you. Greta

**MidWest**  
**Center**  
FOR  
PERSONAL & FAMILY  
DEVELOPMENT

June 8, 2006

Archbishop Harry J. Flynn  
Archdiocese of St. Paul and Minneapolis  
226 Summit Avenue  
St. Paul, MN 55102-2197

Re: [REDACTED]

Dear Archbishop Flynn;

At the request of, and with the signed permission of [REDACTED] I am writing this letter to share my professional opinion of her circumstances. In terms of my professional background, I hold a Master of Arts in Counseling and Psychological Services. I have been licensed by the State of Minnesota as a Licensed Psychologist since May 1994. I am the Clinical Director of MidWest Center for Personal and Family Development where I work with couples, adolescents and adults to assess functioning, then develop and implement a treatment plan to bring about emotional/behavioral change and psychological health. In my practice I frequently work with women who are experiencing emotional difficulties subsequent to being sexually abused at a younger age.

I first met with [REDACTED] on July 14, 2004 and saw her eleven times between then and November 7, 2005. Over the course of our therapeutic work, the details how [REDACTED] was sexually abused by Mr. Michael Keating (now Father Keating) unfolded:

- He rubbed her chest area, including her breasts both outside her shirt and under her shirt
- He placed her on top of him in such a way that his legs were spread and her body was between with her head on his chest
- He rubbed her lips and massaged her gums

The repercussions of the above have been serious. [REDACTED] shows several classic symptoms of having been sexually abused.

- She has suffered from repeated panic attacks and not been able to trust her ability to keep herself safe. In fact, she recently was hospitalized for several days.
- She has experienced sleep disturbance, severely depressed mood, extreme agitation, fear, social withdrawal and thoughts of death.
- Her functioning became impaired to the extent she needed to withdraw from school and was unable to work.
- She has described flashbacks of the abuse along with troubling dreams.
- She has reported suicidal ideation and desire to cut herself.
- She has been troubled by a deep sense of shame and confusion.

As is common for those trying to heal from the trauma of sexual abuse, the extent of the abuse and subsequent damage unfolds over time.

Around December 2004/January 2005 [REDACTED] confronted Fr. Keating about the abuse. Her report of his response was troubling, as it appeared he minimized the seriousness of his actions and does not seem to understand the damage left in the wake of his sexually abusive behavior. I am deeply concerned that there will be more victims if Fr. Keating does not receive treatment for his illness/disorder. It appears as though he ingratiated himself to the [REDACTED] family; gained their

2550 University Avenue West  
Suite 435S  
St. Paul, MN 55114-1096  
(651) 647-1900 Fax (651) 647-1861

7650 Currell Blvd.  
Suite 130  
Woodbury, MN 55125  
(651) 714-8007 Fax (651) 286-8560

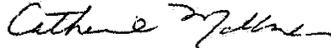
4730 White Bear Parkway  
White Bear Lake, MN 55110  
(651) 714-8007  
Fax (651) 426-3095

6550 York Avenue South  
Suite 503  
Edina, MN 55435  
(952) 929-3103 Fax (952) 929-8038

acceptance and trust; took advantage of his access to an adolescent girl and abused her on multiple occasions. Clearly this is evidence of a serious disorder. It is not normal for an adult male to experience an attraction to an adolescent girl and sexually abuse her for his own satisfaction. It is not likely that this was a "one time only" circumstance. On the contrary, it is evidence of a serious and persistent disorder that he will continue to act out on if he is not treated.

If you would like to speak with me about my contact with \_\_\_\_\_ please feel free to call me at 651-647-1900, extension 507.

Sincerely,



Catherine Mollner, MA, LP

Cc: Reverend Kevin McDonough

✓ Reverend Jeffrey Huard  
[REDACTED]

MidWest  
Center  
FOR  
PERSONAL & FAMILY  
DEVELOPMENT

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CONFIDENTIAL-Filed Under Seal

ARCH-003283

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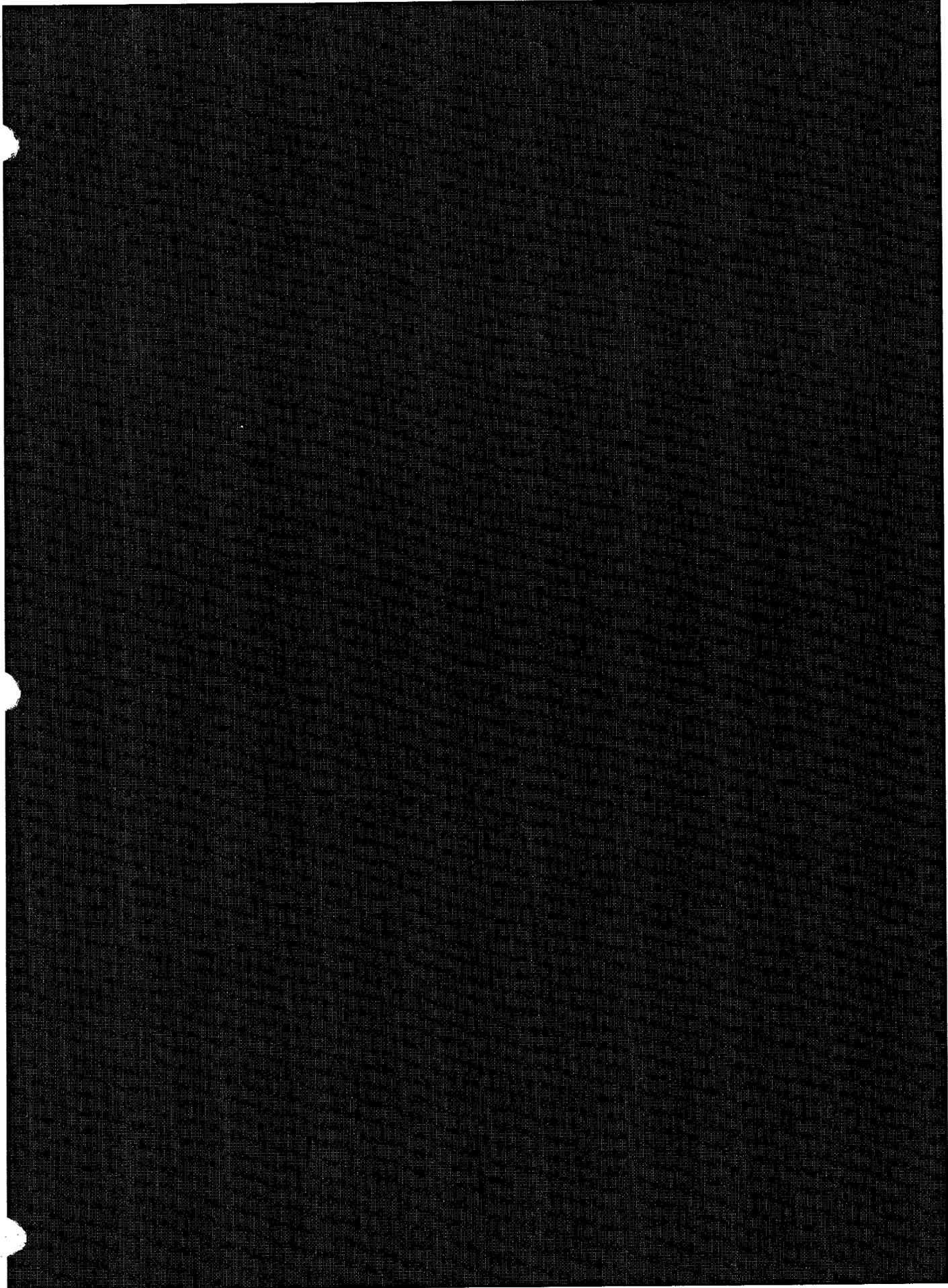
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Sincerely,



Catherine Mollner, MA, LP

Cc: Reverend Kevin McDonough  
Revered Jeffrey Huard  
[REDACTED]



Dear Archbishop Neinstedt,

I am writing to request a meeting with you. I would also like my daughter [REDACTED], my son [REDACTED] and [REDACTED] my brother-in-law to be present. I think it would have serious pastoral benefit for my family.

After a very prolonged review of Fr Michael Keating and his misconduct with my daughter the Priest's Review Board gave a set of directions.

It was a moral relief to the family to be told by the Review Board and Archbishop Flynn, that although there wasn't the kind of evidence needed to revoke his faculties there was evidence of a clear pattern of inappropriate behavior's. A set of restrictions were established and an accountability plan. We were told to contact the Director of Ministerial Standards. He was to review with us his plan for accountability in regard to Fr Keating. When we did contact him he said he had not received the case. Fr Keating was by the directives to come again before the Priest's Review Board to indicate he had taken their direction seriously and made evident progress regarding the concerns raised. To this date we have had no evidence that Fr Keating gave any attention to the restrictions or directives. The victim abuse advocate [REDACTED] has not been able to assure us the whole matter was taken seriously at all. I and my family would like to visit with you to get your input and to discuss the implementation of the Priest's Review Board directives. The issues with Fr Keating have caused serious damage and pain to my family and I think a conversation with you would be of great benefit to us.

Thank you for your consideration.

Sincerely,

[REDACTED]

# MEMO

TO: Archbishop Flynn  
FROM: Fr. Kevin McDonough  
DATE: June 20, 2006  
RE: Pastoral Care for the [REDACTED] Family

Archbishop, subsequent to our phone call on Monday, June 19, I had a chance to talk with [REDACTED]. I am providing this memo to you to give you some further background for the meeting that we now have scheduled for this coming Saturday.

The [REDACTED] family has clearly moved in the last two or three months from their initial hesitancy and caution about their complaints against Michael Keating. They are now in (full blown anger)! Fundamentally, they are angry at Michael Keating, and believe he constitutes a tremendous danger to others. Much of their focus and energy is aimed at preventing him from hurting other people.

This has been compounded by third party reports they have received about him. They have been told that he has been entirely vindicated by the Archdiocese and that the issues are essentially about "a troubled young woman", namely their daughter. As a result, they believe that he simply has shifted all responsibility and accepts nothing of misjudgment or worse on his part. Their hope for the meeting this Saturday is that, in your presence, Keating will be evasive and even blaming of them. They believe that, once you see this, you will move out of the denial that we are all in, come to perceive Keating for the danger he is, and then take decisive action to stop him in the future.

As implied in this last sentence or two, they are also fairly angry with the Archdiocese, and particularly with me. Although I pointed out that we have been following exactly, and on time, the schedule that I have indicated to them in at least two conversations, [REDACTED] indicates that he has felt we were not taking him seriously and dragging our feet. This is compounded because he has accepted the third person report about Keating's words and believes that that report not only reflects what Keating said to others but what we said to him.

Furthermore, Archbishop, I made the mistake of engaging in a relatively long conversation with their daughter, [REDACTED] on the telephone last week. [REDACTED] who until recently has been shielded by her family from much contact with this process, is now "fighting mad." When I say that I engaged in a conversation with her, that is not quite accurate. For the most part, I simply listened to her. I asked that she and I would have a chance to sit down, along with her family, for a face to face conversation. I did not, however, respond to her demand that I label Keating's behavior toward her as "abuse."

Archbishop Flynn

Re: ██████████ Family

Page two

Frankly, I did not do so because the authorities have not done so, because I am not sure that it meets any definition of abuse that church or civil law recognizes, and because I did not want to engage that conversation by telephone. She reported back to her parents that I did not believe Keating had done any wrong. Although this is clearly not my belief, and I assured her otherwise, she does not currently seem in a position to hear subtle distinctions.

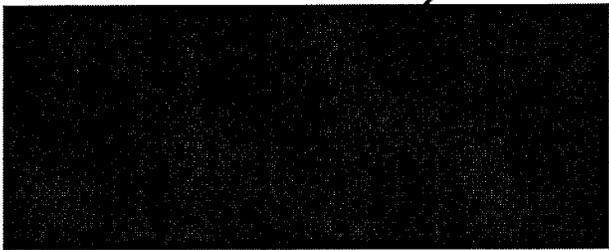
Finally, Archbishop, there is an unnamed issue floating in the background. Both Andy Eisenzimmer and I believe that at least ██████████ sees the Archdiocese as being financially responsible to his family for the care of their daughter and for the pain that they are all experiencing. I have not confronted this directly with ██████████ since he has not raised it directly. We have given each other some signals, however that we disagree with each other in this regard. I believe that ██████████ expects some more significant money to flow to the family from the Archdiocese. Neither Andy nor I believe that the Archdiocese has any legal or moral responsibility for actions that Keating took before he was in the seminary or a priest.

Archbishop, I anticipate that the meeting on Saturday will be a difficult one. I said directly to both ██████████ that I thought the timing was premature. My sense in listening to ██████████ is that she has not done sufficient counseling work yet to be in a place for this meeting to be genuinely helpful to her. Nonetheless, because they believe (inaccurately) that we (and especially I) have been dragging our feet, I do not think that we can avoid the meeting. I trust your tremendous pastoral skills to make the meeting the best it possibly can be, but I fear that there are too many so far unnamed agendas that cannot be satisfactorily resolved in the meeting. I am sorry to be discouraging like this, but I want to be clear about what I am seeing and hearing.

cc: Andy Eisenzimmer

Abp Flynn

Here is another  
perspective on Fr.  
Keating and the



(in re:

our meeting on this  
Saturday)

KMB

# Memorandum

To: Father Kevin McDonough  
From: Tom Ryan  
Date: 06/22/06  
Re: Allegations concerning Father Michael Keating

---

The purpose of this memo is to put in writing my thoughts/concerns regarding the allegations concerning Father Michael Keating. Please hold these comments in the strictest confidence.

1. I think the allegation that he is a pathological juvenile sex offender is not true. I have known him since 1979. I lived with him for five of those years and worked closely with him in ministry. I know the man, and these charges do not make sense.
2. I do not know all the details but I am aware that there are issues with both parties. My wife and I are friends of the [REDACTED]. We love them. We are also close friends of [REDACTED]. We are aware of significant issues within the [REDACTED] family that are contributing factors. I have the utmost respect for [REDACTED]. At the same time, I think it is impossible for him to be an objective advocate for the [REDACTED] Father Keating or the Companions because of his closeness to the parties involved. I would be willing to explain more in person if it would be helpful. I am not trying to take sides or assign guilt. I simply think there are important factors that may not be known that would be helpful to know as you try to sort through the situation. The bottom line is that I think Father Keating has issues, but they are more issues of self-knowledge/assessment rather than pathological deficiencies.
3. I am concerned that Father Keating has not been treated justly. Throughout the process, he has been the one who has had to keep silent while the allegations reported against him have been told to the people who matter most to him – namely, Companions of Christ and the leadership of this Archdiocese. It seems that somewhere in the process of investigating the allegations there should be an opportunity for Father Keating to respond to the charges and give his account to you and the leadership of the Companions of Christ.
4. In all this I am concerned for the welfare of the Companions of Christ. The Companions are a young, yet potentially very important, movement in the church. A movement that combines the accountability and focus of ordered life with the service and mission of diocesan priestly vocation. [REDACTED] and Mike are key to the life of the Companions. [REDACTED] for his magnanimity of heart and touch with the common man. Father Mike for his great gift of vision, insight and historical perspective. These allegations have driven a wedge between them and the Companions. They need the help of Mother Church in sorting through the issue at hand in a way that is just, brings genuine reconciliation, and keeps the charism of the movement in tact. I hope and pray that this may happen.

I would be happy to discuss with you any questions you have regarding my thoughts. I am grateful for your service and leadership. Know of my prayers for you, the [REDACTED] and Father Keating. May God's will be done.

# While You Were Out

Fr. Michael Keating file, please

Date

6/26/2006

Time

2:05:14 PM

From

**Dr. Barron**

Telephoned    RYC    Voice Mail

## Message

He wanted you to know that he did schedule Michael Keating for an appointment on 7/28 at 1:00. That was the earliest he could coordinate with Michael.

Created by: Judy Delaney

June 29, 2006

Mr. Andrew J. Eisenzimmer  
Chancellor for Civil Affairs  
Chancery  
226 Summit Avenue  
St. Paul, MN 55102-2197

Dear Andy,

The following is a reimbursement request for [REDACTED] as a result of her sexual abuse by Fr. Michael Keating. The previous request for reimbursement, dated April 4, 2006, was approved by Fr. Kevin McDonough. The costs listed below are a continuation of the same expenses incurred since our last request. Due to Fr. McDonough's previous approval of our request we are anticipating an expedient disbursal of funds to [REDACTED] for the total of [REDACTED]

1. [REDACTED] Summer Tuition  
Minneapolis Community Technical College  
(As noted before [REDACTED] psychologists have recommended [REDACTED] remains in school as part of her therapy.)
2. [REDACTED] Medical Co-Pays
3. [REDACTED] - Lost wages since April 10, 2006 - date of last reimbursement request. This figure is based on [REDACTED]

Enclosed you will find copies of [REDACTED] tuition bill for Summer [REDACTED] medical bills and two pay stubs from North Memorial Hospital Healthcare.

Please note that these are expenses incurred since the last request for reimbursement dated April 4, 2006. This requisition does not include past or future expenses for [REDACTED]

Please let us know if you have any questions. The check should be written to [REDACTED] and sent to our home address:

[REDACTED]

Sincerely,

[REDACTED]

Cc: Archbishop Harry Flynn  
Reverend Kevin McDonough

**From:**  
**Sent:** Tuesday, July 04, 2006 11:06 AM  
**To:** Huard, Jeffrey H.  
**Subject:** Re: RE:

Jeff,

The info I have at this point is fairly simple. When he was in formation, he got into a serious relationship with a girl (I am pretty sure there was no sexual intercourse, but I do not remember whether there was making-out etc.). I seem to remember that the girl [REDACTED] His pastoral leader at the time worked with him and he wanted to repent and stay in the SW. We let him and got him to repent to the fully committed brothers (something I doubt we would do now). He was not happy with doing that but did it.

I do not remember more details than that, although I might if you asked specific questions.

Is this the kind of info you want or do want something more (or want it in a different form, e.g., more formally written up for the Board)? I could ask and see if someone else remembers more than I do.

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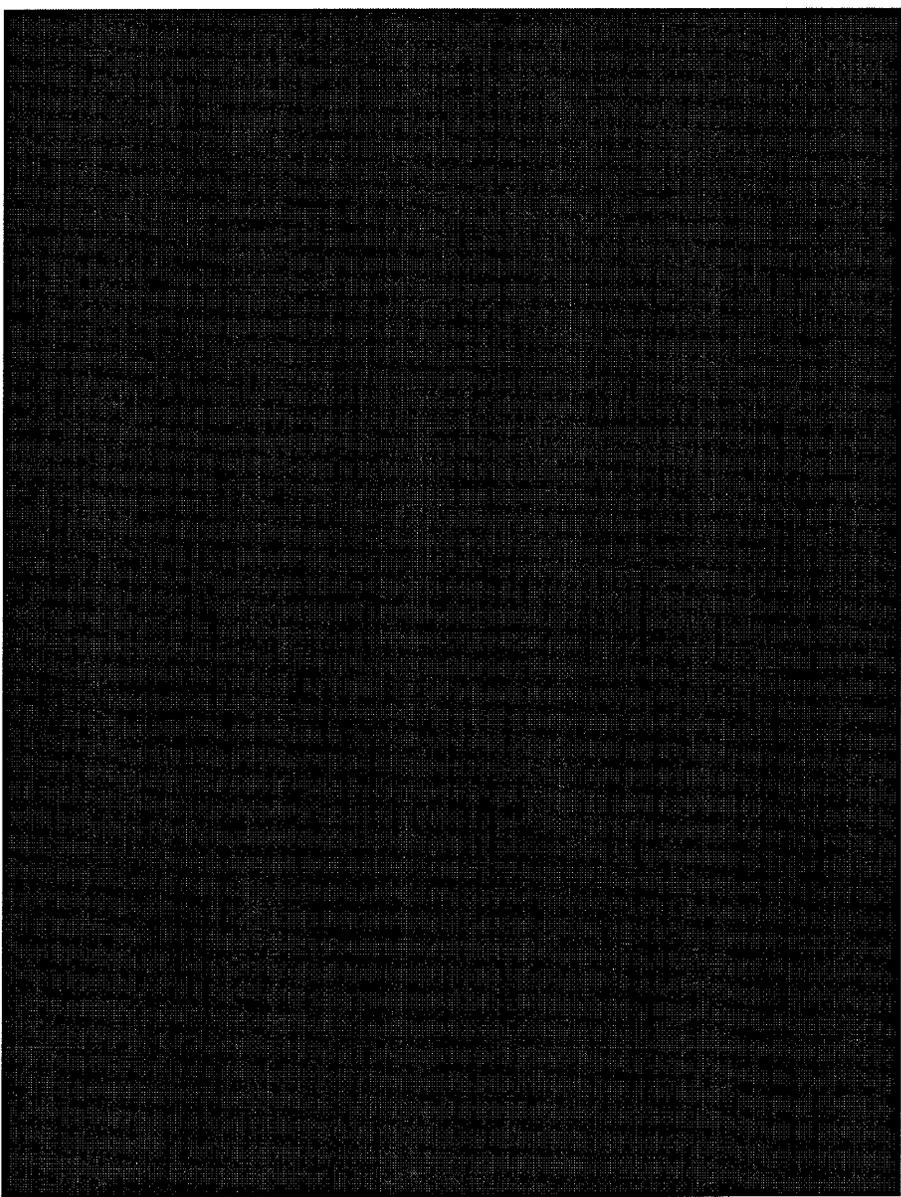
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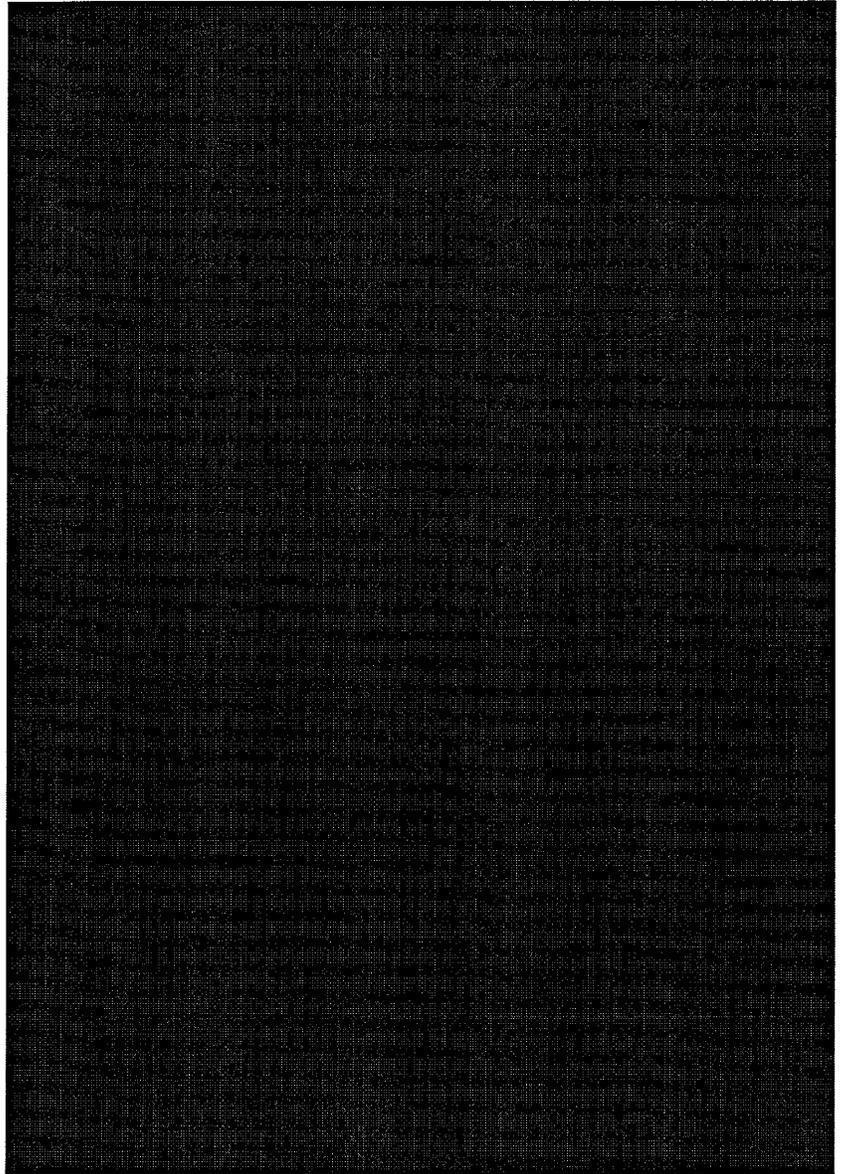
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File  
Fr. Michael Keating

**Confidential Fax**

To: The Most Reverend Harry Flynn, D.D.  
Archbishop of St. Paul and Minneapolis

From: Fr. Andrew Cozzens  
The Companions of Christ

19 July 2006

Dear Archbishop Flynn,

I am writing you on behalf of the Superior's Council of the Companions of Christ. Please receive our sincere greetings, and our apology for disturbing you on vacation. As I believe you know, I have been appointed by [REDACTED] to be his delegate in the Companions of Christ to help deal with the community issues regarding Fr. Michael Keating. We, on the superior's council, have arrived at a difficult impasse and would be aided by your counsel. We are facing a decision about how to handle our annual summer conference, July 30- August 3, and the normal renewal of annual promises that happens at this conference for our members.

The superior's council, after consideration of the tensions currently present in our community, decided not to invite Fr. Michael Keating to our annual summer conference. The council felt that his presence would be too distracting to the work we need to accomplish. The seriousness of the allegations coming from [REDACTED] family, and Fr. Keating's strong denial of all wrongdoing, does affect the normal internal workings of our life. In addition, the council also decided that it would be better that we wait until we have some word from the Archdiocese about the credibility of these allegations before considering the question of the annual renewal of promises for Fr. Keating as a member of the Companions of Christ. Each year we renew our promises to live our rule of life at the closing mass of the summer conference. In the understanding of the superior's council the investigation is still underway and we cannot go on with life as normal until we have some indication from the Archdiocese, which we don't expect for some time yet. We made both of these decisions in consultation with an external canonical advisor, Fr. Robert Geisinger, S.J., who is the procurator general for the Jesuits at the curia in Rome, and has been a valuable advisor to us from the beginning of this situation last February. Fr. Geisinger, who has lots of experience in dealing with these cases, has pointed out that there is nothing canonically prohibitive from these decisions; rather it is a moral question, which is why we are looking for your help to decide.

On the other hand, Fr. Michael Keating has argued that the superior's council is acting in a fundamentally unjust way, saying that we are moving to distance him from the community ahead of the Archdiocese's judgment. He points out that the Archdiocese has left him a priest in good standing, and has not curtailed his ministry in any way. He says this is a sign in his favor, since normally in these cases ministry is curtailed if there is a serious threat. He recognizes that a judgment is still coming, but he argues that since he is a priest in good standing with regard to the Archdiocese he should still fundamentally be a member of the Companions of Christ in good standing. Therefore, by asking him not to attend the summer conference, and postponing his promises, we are acting ahead of the Archdiocese in presuming guilt.

Fr. Keating rightfully adds that this is a very important moment for us as a young community to make sure we proceed justly. This is why we decided to bring the situation to you Archbishop. We do want to be just to Fr. Keating in this process, and not presume his guilt, but we also

recognize the strength of the current tensions within our community based on these serious allegations. Thus we thought it best for him to take a step back from the community until the process arrives at some conclusions. Yet he makes the argument that it is healthy for us to live with this tension, rather than distance him.

Archbishop, you are a man who has lots of experience in dealing with these types of difficulties. You are our superior and a wise counselor for us. We would be greatly aided by knowing what you think of the current impasse. Do you think the superior's council is being unjust by asking Fr. Keating to step out of our annual meeting and postponing consideration of his annual promises? Are we acting ahead of the Archdiocese on either of these? We are happy to follow your lead and experience in this difficult decision for us, even if it means living with the tensions present, if that is what you think is best.

Since the conference is only two weeks away, it would be helpful to know your opinion this week. You may call my room at the Saint Paul Seminary, 651-497-3968, where I have confidential voice-mail. I try to be there at my desk between 8:30 and 12:00 and between 2 and 5 p.m. most weekdays. It would be enough for you to leave a message or send one through Bobby Dawson. Or you could have Bobby Dawson leave me message about when I should expect your call, and I would plan to be at my desk then.

Again please except my apology for disturbing your vacation, and thank you for your care for our community in this difficult situation for us.

Sincerely in Christ,

Fr. Andrew Cozzens

**From:**  
**Sent:** Thursday, July 20, 2006 1:39 AM  
**To:** Cozzens, Andrew H.  
**Subject:** RE: Question

Dear Fr. Drew,

The relationships I was aware of involved at least the sort of emotional attachment inappropriate for a celibate man. On the one hand, Mike got women relating to him emotionally in ways that were inappropriate. In my view Mike also drew from these relationships a sort of emotional support or comfort that was not appropriate, though I think he did not think he was very emotionally involved.

I never inquired whether there was physical involvement. In our pastoral government the Elders directly involved dealt with the pastoral issues, and information only came to me if I needed it to handle my responsibility for the brother involved. In these cases we didn't think I needed to be more deeply involved.

At a certain point it became clear to me, and to others, that Mike could never flourish in the Servants of the Word. My own deep conviction was that he should never have joined us, and that we made a mistake in our discernment when he entered. In our process of termination of commitments, we normally do not render a judgment as to whether the brother leaving could or could not have fulfilled his commitments (most leave on the grounds that they believe they cannot keep the commitment). In Mike's case, I and the brothers on the three man committee considering the case agreed in the conviction that Mike could not maintain his commitment to the Servants of the Word. Therefore we made the judgment that he was free to leave as the commitment could not be morally binding.

We did not distinguish the issues of Mike keeping a commitment to living a celibate life, and Mike living the commitment of the SW. We had only one issue to consider – the status of his SW commitment. It was not germane for us to consider the other question. We did not counsel Mike about that when he left.

I would be happy to answer any other questions you have so far as I am able to answer them.

Peace in Christ

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Peace in Christ

# MEMO

TO: Archbishop Flynn  
FROM: Fr. Kevin McDonough  
DATE: July 28, 2006  
RE: Fr. Michael Keating

Archbishop, the purpose of this memo is to address just one aspect of our responding to the complaint from the ██████ Family. Other dimensions, including the pastoral care to be offered to ██████ and the remainder of the family, we are addressing elsewhere. In this memo, I want to offer an analysis of this question: Does the behavior of which Father Keating is accused constitute a violation of the Charter for the Protection of Children and Young People.

The question has enormous importance in regard to Father Keating. He has not (or at least not yet) specifically denied the allegations made against him. In fact, he has indicated that he thought they were largely true. Of course, he would have a right to dispute individual facts if we were to pursue further disciplinary steps against him. But, presuming that the facts are substantially accurate, then the question about the applicability of the Charter will determine whether Father Keating can even be considered for continuation in ministry. Although there may be other reasons to restrict his ministry (see the discussion below), if his behavior against ██████ is a violation of the Charter, then I believe you have no choice but to bar him from priesthood.

I want to acknowledge that the Catholic Church in the United States seems still to be in a period of understanding all the implications of and interpretations for the Charter and the essential norms. For example, all parties involved acknowledge that the most offensive part of Michael Keating's interaction with ██████ took place not only before he was a priest but even before he was in the seminary. I do not know what other bishops are deciding about that, but my recommendation to you would be that we would bar any priest who had committed a sexual offense against a minor even if that happened before his seminary studies. Because there are such disputed questions, however, I am giving a copy of this memo to Sister Dominica Brennan. Since the content of the memo is essentially a canonical analysis (with other items included), I would encourage her to second guess any of my premises or conclusions.

Permit me to state my conclusion right at the beginning. I believe that the matters of which Michael Keating is accused, even assuming them to be entirely true as reported, do not constitute a violation of the Charter or essential norms.

Before offering an analysis, I want to acknowledge this reality, ██████ considers her interaction with Michael Keating to have been profoundly disturbing. Although I do not believe that his actions constitute "abuse" in any civil or church legal sense, I want to acknowledge that she considers them to have been abusive. We have tried to be

When even a single act of s. abuse of a  
minor by a priest or deacon is admitted  
or establ'd after an appr. process ...

pastorally sensitive to her, and, within the limits of our responsibility and rights, to be supportive of her. Nothing in the analysis that follows is meant to undercut that commitment.

What is the standard for a violation of the Charter? Essentially it is this: the accused must have committed and objectively grave act against the sixth commandment with a minor. Although church law generally defines a minor by a different standard than does Minnesota law, [REDACTED] was certainly of the age to be covered by either legal system at the time of the offensive interaction with Michael Keating. Therefore, the question is whether his behavior with her constituted an objectively grave violation of the sixth commandment.

One might use as an approximation of this standard the question of whether the activity was chargeable under Minnesota criminal statutes. As you know, we immediately reported [REDACTED] complaint to the law enforcement authorities. They investigated (and in fact, took a long time to do so) the complaint. I am not a civil lawyer, but my understanding of the circumstances of her making the complaint leads me to conclude that any statute of limitations in the criminal law would have been tolled. In other words, if there had been a crime, the county officials could have charged it. In fact, however, the [REDACTED] Prosecutor declined to initiate prosecution. This refusal to prosecute could have a variety of sources, but one might argue that the fact that the law enforcement people concluded their investigation without filing charges already, in and of itself, exonerates Michael Keating.

However, from a canonical point of view, that is not sufficient. For example, one can imagine that a prosecutor would decide not to bring charges simply because their work caseload is already full and they do not want to bring a matter that might be charged only as a gross misdemeanor. But even if this were true, the stricter, canonical standard would still apply. Therefore, we do not have the "easy out" that the civil investigation "cleared Keating's name."

We must analyze the specific acts of touching of which Keating was accused. As I have heard them, they are the following:

- 1) He touched her lower leg, on or near her calf.
- 2) He ran his finger through her mouth, touching her gums.
- 3) While he was reading a book to her and, perhaps, her siblings, she indicated that she was physically uncomfortable with the way in which she was leaning on him. He pulled her closer, and nearly on top of him. When [REDACTED] indicated that this was not comfortable for her, he released her from that position.
- 4) He touched her chest.

I believe it is clear that the first act, described above, does not even raise a question of grave immorality. This is true also of the second, although the second is bizarre, and raises questions about Keating's judgment while also explaining some of the tremendous discomfort that [REDACTED] exhibits. The third could be problematic, particularly if prolonged contact or holding were involved. Her description, however, that Keating apparently was responding to her indication of discomfort, and her further indication that he released her when she told him the new position was also uncomfortable, do not support the notion of an objectively grave violation.

It is the fourth act that is most troubling. Had [REDACTED] indicated that Keating had fondled her breasts, then I believe we would clearly have an objectively grave violation of the sixth commandment. As far as I have been able to tell, however, that is not what she alleged. In fact, when she described the act on the videotape, she placed her hand on her sternum. Once again, this action is an indication of poor judgment on Keating's part. I do not see, however, how this can be characterized as an objectively grave sexual act.

In summary, I do not believe that any of the four kinds of touching of which Keating is accused causes the Charter to be invoked.

Making all of this worse for [REDACTED] and her family is what they believe to be a "predatory pattern" on his regard, both toward [REDACTED] and toward other people. Permit me to address that for a moment.

First, [REDACTED] mother sees herself also as having been a victim of seductiveness by Keating, aimed either at obtaining immoral closeness with herself or, through her, with [REDACTED]. It is important to note, however, that she has never indicated that there were any sexual touches or even "sex talk" between them.

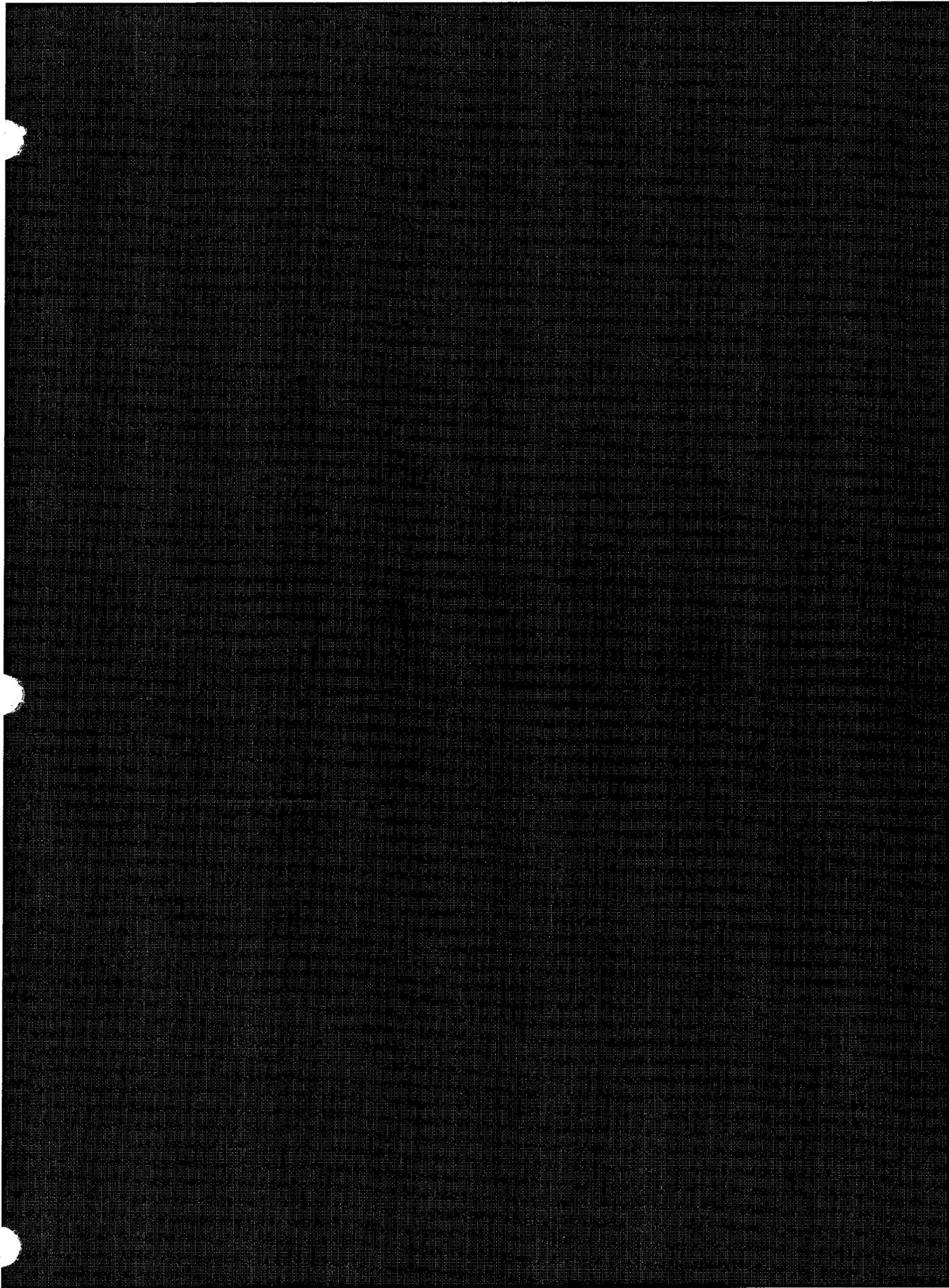
Michael Keating befriended a [REDACTED] during his time in seminary studies. [REDACTED] when Keating was ordained to the priesthood and, I believe, stayed with the [REDACTED] family. Various family members and others have expressed concern about the obvious devotion and attraction that [REDACTED] felt and demonstrated toward Keating. We have contacted [REDACTED] and asked her about her relationship with Keating. She appears to have been reluctant to provide us with much information, but she characterized the entire relationship as "always correct." The adjective in [REDACTED] that one would translate as "correct" might be more accurately translated in contemporary English as "appropriate." Whatever the nature of the emotional attachment that [REDACTED] felt toward Keating, and even vice versa, we have no evidence to consider it predatory or abusive.

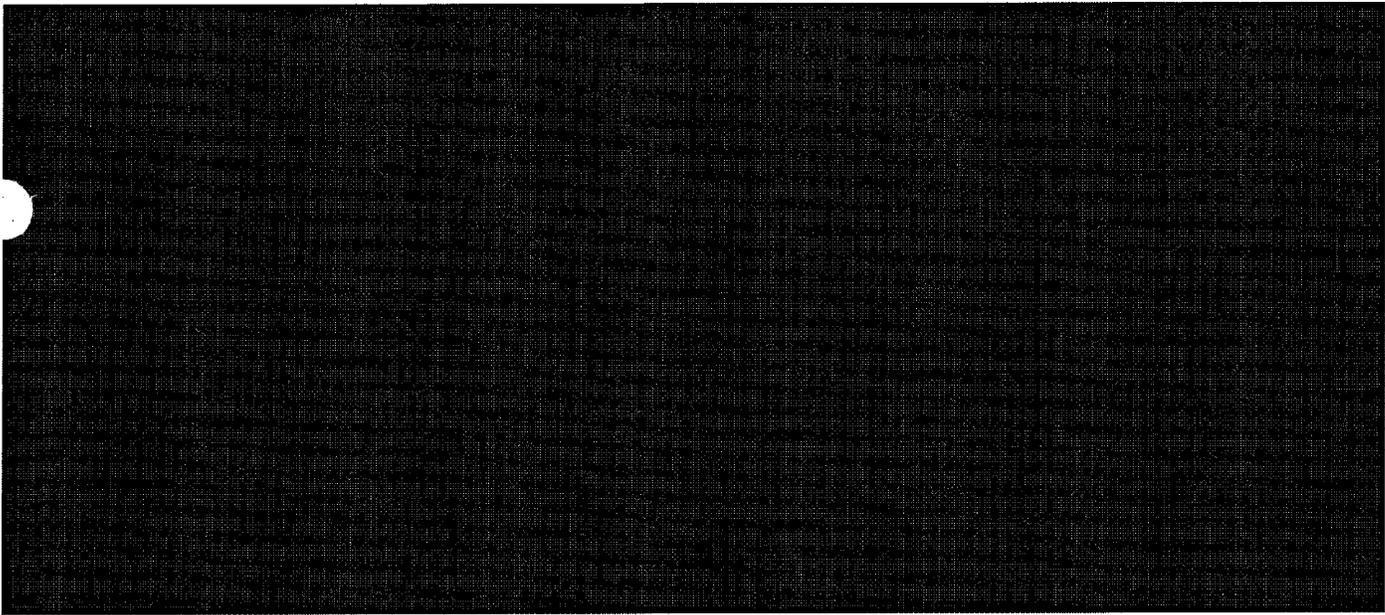
Finally, the [REDACTED] reported that there is a woman in [REDACTED] an adult about Keating's age who is living now [REDACTED] who was troubled both by her own interaction with Keating and by his interaction with a [REDACTED] in [REDACTED]. I interviewed the woman in [REDACTED] and her description of her interaction with Keating is very much like what I described above between [REDACTED]

██████████ and Keating. In regard to the teenager in ██████████ she told me that she was quite certain there never was any physical sexual contact or "sex talk" between them.

Even if it not true that Keating violated the Charter in his relationship with ██████████ and if it also is not true that there is a "predatory pattern" in his life, nonetheless I think there are issues of importance to be addressed. At about the time I am preparing this memorandum to you, Archbishop, Keating is in fact undergoing psychological assessment with Dr. Robert Barron. Dr. Barron has received all of the information above in a different format. He also received a copy of a letter from ██████████ psychologist in which that excellent professional described the affect of Keating in ██████████ life. It may be that, based on what we learn from Dr. Barron or from our analysis of what I would characterize as Michael Keating's "irresponsible non-sexual seductiveness" when he was a younger man. We may want to limit his ministry in some way. I propose that we wait until we hear from Dr. Barron in that regard. Meanwhile, I offer you this analysis and you in turn may want to review it with others. I hope that this is useful to you.

cc; Sister Dominica Brennan  
Andrew Eisenzimmer







*File of Fr. Michael Keating  
(matter),  
please*

ARCHDIOCESE OF SAINT PAUL AND MINNEAPOLIS - GENERAL FUND

VENDOR NO: 8357

NAME: [REDACTED]

VOUCHER GF

CHECK DATE: 8/18/2006

REFERENCE	INVOICE DATE	DESCRIPTION	NET AMOUNT PAID
4179	7/1/2006	REIMBURSE EXPENSES - 4/21/06	20.00
TOTAL >		20.00	20.00

THE FACE HAS A COLORED BACKGROUND AND MICROPRINTING IN SIGNATURE LINE. THE BACK CONTAINS AN AUTHENTIC WATERMARK-HOLD UP TO LIGHT TO



Archbishop's  
Annual Catholic  
Appeal

ARCHDIOCESE OF SAINT PAUL AND MINNEAPOLIS  
226 SUMMIT AVENUE  
ST. PAUL, MINNESOTA 55103-2197  
PH. (651) 291-4400  
FAX (651) 290-1627

USbank  
ST. PAUL, MN 55101

17-2  
870

GF

8/18/2006

AMOUNT \*\*\*20.00

PAY Twenty and 00/100 \*\*\*\*\*

TO THE  
ORDER OF

[REDACTED]

GENERAL FUND  
ARCHDIOCESE OF SAINT PAUL AND MINNEAPOLIS

*[Signature]*

Check void after 180 days



"Jesus Christ is the same yesterday, today and forever." Heb 13:8

Archdiocese of  
Saint Paul and Minneapolis

The Chancery

21 August 2006

Dear [REDACTED]:

You recently sent us some medical + counselly related bills. I passed them on to our finance office, and they told me that they believe we already paid all of those bills except one from April 21. I am enclosing a check for that co-payment.

[REDACTED] my guess is that there is some misunderstanding on our part, and that there are other bills we have missed.

Rather than delay things anymore, however, I decided to send this right away and then to ask your help. Would you

please check your records and see what else we may have left unpaid?

Thank you for your help. I am sorry for the smallness of this check, but once again I wanted to get this process back on track.

I am praying daily for peace for you and your family.

Fr. Kevin McDonough

Fr. Keating file,  
please

**TO:** Archbishop Flynn  
**CC:** Father McDonough ✓  
Andrew Eisenzimmer  
**FROM:** Sister M. Dominica  
**DATE:** August 23, 2006  
**RE:** Michael Keating

This is a response to Father McDonough's canonical analysis about the accusations brought against Father Michael Keating, and, specifically, to two points contained in that analysis:

1. Did Father Keating's actions constitute the "objectively grave violation of the sixth commandment" to which the Norms refer?
  2. Because the alleged offenses occurred before Father Keating was ordained, and even before he was in the seminary, would those actions constitute a violation of the Charter?
1. I agree with Father McDonough's analysis regarding the specific acts of touching of which Father Keating is accused. None of them seem to me to meet the criteria of an "objectively grave violation of the sixth commandment." (I also acknowledge, however, that my conclusion is based on a summary of Father McDonough's interviews and perhaps pertinent documentation, rather than first-hand data.) Nevertheless, the analysis strikes me as being both careful and correct.
2. Since I do not believe that the actions involved were an objectively grave violation of the sixth commandment, my answer to the second point above is probably moot. However, because it is possible (although hopefully not probable) that a similar situation involving another priest could arise in the future, I wish to comment on that second question.

I am less inclined to agree with Father's recommendation to you regarding the time-line question. The Essential Norms, which are the actual canon law governing sexual abuse of a minor by a member of the clergy, says: "When even a single act of sexual abuse of a minor by a priest or deacon is admitted or

established after an appropriate process. . .” As I read that norm, I believe the implication is that the offender was a priest or deacon at the time of the action. Therefore, I question whether an act which took place before ordination meets the stated criterion. And since this deals with a significant restriction of rights, and is a penal matter, the law itself tells us that the norm must be interpreted strictly.

I realize, however, that others may interpret this differently, and that it is not yet a settled matter.

I am also in agreement with the comments Father McDonough made in the last paragraph of his memo. That is, even though it does not appear to me that Father Keating’s actions constitute a Charter offense, and therefore that you are not obliged by that very fact to remove him permanently from ministry, it does seem to me that it is likely that his actions could be described as both imprudent and irresponsible, and quite probably as seductive. Because of that, I would concur that it will be important to address issues in his life which lie at the root of those actions – whether that be through long-term psychological care, or ministerial restriction, or clear monitoring, or. . . .

24 August 2006

Memo To: Archbishop Flynn

From: Father Kevin McDonough

Re: Doctor Barron's Assessment of Father Keating

Archbishop, I am attaching the psychological assessment recently performed on Father Keating. The assessor, Dr. Robert Barron, is a consulting psychologist who has helped us with these sorts of questions in the past. Please note that, although the assessment report is dated August 3, I did not actually receive it until today.

The report is self-explanatory. The short summary on the bottom of page four and the top of page five provides a conclusion to the more extensive information in the rest of the report – namely, that Father Keating does not show psychological characteristics that would be consistent with or predictive of sexual or emotional boundary problems with adult or teenage females.

Archbishop, I am passing this along to you for your information. I am having copies sent to Father Keating for his own information (in case he has not received a copy directly from Dr. Barron) and to Mr. Eisenzimmer (to be shared with the Clergy Review Board as the Board sees fit).

Please let me know if you have any questions.

Cc: Father Keating  
Andrew Eisenzimmer  
Father Keating's File

**EMERGENCY & FUNERAL INFORMATION**

(Please print or type.)

Name Fr. Michael Keating Date of Birth 05 / 07 / 1956  
Ordination Date 05 / 25 / 2002

In case of emergency, please contact: Next of Kin - see below  
Name \_\_\_\_\_  
Address \_\_\_\_\_  
Phone \_\_\_\_\_

My next of kin are:

Name	Address	Phone

Location of my last will and testament My file cabinet at my office under "Personal"

Funeral Instructions No special instructions -

Homilist \_\_\_\_\_

Funeral Home/Director \_\_\_\_\_

Cemetery \_\_\_\_\_

Other (Vestments, Readings, Music, etc.) \_\_\_\_\_

Having this information will enable us to carry out your wishes. You may make changes at any time. You are urged to respond if you have not sent an updated form in the last five years. Please return this form to Clergy Personnel & Resources, 226 Summit Avenue, St. Paul, MN 55102.

Signature: Michael J. Keating Date: 9-06

# Memorandum

OFFICE OF THE CHANCELLOR FOR CIVIL AFFAIRS

Andrew J. Eisenzimmer: 651-291-4405; Kathleen Owen: 651- 291-4424

**DATE:** October 9, 2006

**TO:** Clergy Review Board Members

**FROM:** Andrew J. Eisenzimmer

**SUBJECT:** Father Michael Keating

---

The case of Father Michael Keating is being referred to you for recommendations concerning certain allegations. The purpose of this memorandum is to provide you with some background and introduce the matter to you. This memorandum is intended to briefly summarize some of the Chancery file material regarding Father Keating and to introduce the attached material

The Charter for the Protection of Children and Young People, in referring to the Clergy Review Board, states that the board is to advise the bishop in his "assessment of allegations of sexual abuse of minors" and in "his determination of a cleric's suitability for ministry." In this case, the Archbishop has referred the matters pertaining to Father Keating to the Clergy Review Board to assess the allegations regarding his conduct with [REDACTED] and to make any recommendations regarding Father Keating's ministry.

One of the questions which will be addressed is whether, under the provisions of the Charter, an act of sexual abuse of a minor has been established. The Charter further provides that a cleric who is accused of sexual abuse of a minor is to be accorded the presumption of innocence during the investigation of the allegation and all appropriate steps are to be taken to protect his reputation.

Father Michael Keating was born in 1956 and in 2005 was appointed as faculty with the rank of Assistant Professor in the Department of Catholic Studies at the University of Saint Thomas. Prior to that appointment, Father Keating had been assigned as Parochial Vicar at the Church of St. John the Baptist in New Brighton.

Father Keating was ordained in 2002 following the completion of his studies at the Pontifical North American College in Rome.

Father Keating is a member of the Companions of Christ, which is a fraternity of diocesan priests and seminarians of the Archdiocese of Saint Paul and Minneapolis. While serving as priests of the Archdiocese the Companions of Christ live in community, where they are able to pray together, share meals, and support each other in their life and ministry as priests.

Early this year, reports were made to the Archdiocese regarding Michael Keating and his relationship with [REDACTED] the daughter of [REDACTED] mother, [REDACTED]. Michael Keating has been a long-time friend of [REDACTED] and in that respect, Keating became close with the members of the [REDACTED] family and was a frequent visitor in their home prior to the time he was ordained.

The information reported to the Archdiocese regarding [REDACTED] who was [REDACTED] related to an earlier period of time when [REDACTED] was somewhere [REDACTED] years of age, apparently. This would place it somewhere around [REDACTED] prior to Keating's ordination in 2002.

The report was that at that time, Keating engaged in physical conduct and boundary violations with [REDACTED]. As it was described, it involved Keating touching [REDACTED] chest area and positioning his body in relation to hers in an inappropriate fashion. [REDACTED] will appear on a video recording and describe Keating's conduct with her which she alleges was inappropriate.

[REDACTED] first heard about these concerns regarding [REDACTED] and Keating some time ago. He understood at that time that the description of the events by the [REDACTED] was not as serious as it is now being described.

The Archdiocese reported these matters to public authorities. The police and prosecutor's offices closed their files without any criminal charges.

The Archdiocese also referred Father Keating to Dr. Robert Barron for a psychological evaluation. A copy of the referral letter to Dr. Barron and Dr. Barron's evaluation report are part of the materials being provided to you.

At the same time that the [REDACTED] report was made, the [REDACTED] family also reported a number of other concerns regarding Father Keating. Information about those matters, including a matter related to a young female by the [REDACTED] are also included in the materials for your review.

# AGENDA

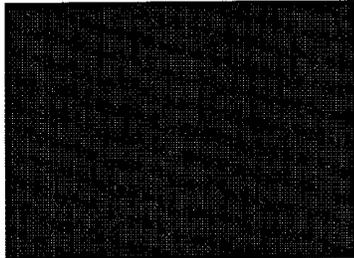
## CLERGY REVIEW BOARD

Chancery

Monday, October 16, 2006

5:30 p.m.

1. New members and departing members
2. Fr. Michael Keating; materials attached  
- there will also be a video shown at the meeting as part of the consideration of this matter.
3. POMS Monitoring Plan Review; copies attached for:



# AGENDA

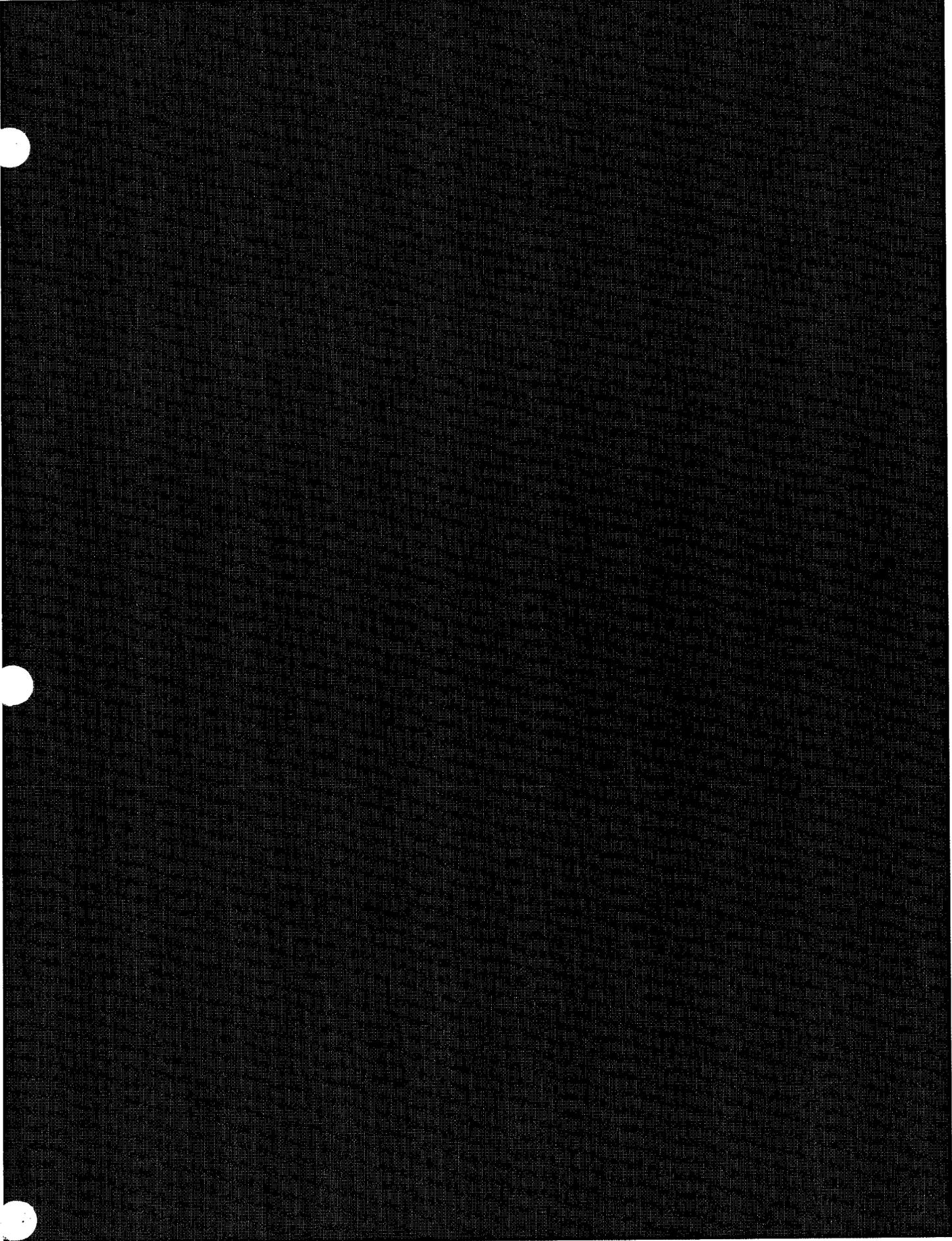
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  - Robert Thurner
  - 
  - 
  - Fr. Kenneth La Van
  - Gilbert Gustafson



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## CLERGY REVIEW BOARD

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  - Robert Thurner
  - 
  - Fr. Kenneth La Van
  - Gilbert Gustafson

November 5, 2006

To the Review Board of the Archdiocese of St. Paul and Minneapolis,

As you review the dates of the events that took place and our becoming aware of [REDACTED] sexual abuse, it spans a fairly long time period.

A large reason for this is the fact that it took me a long time to navigate what in fact took place. After looking back I realized that I had seriously misjudged the damage to [REDACTED] from Michael Keating and what we were dealing with.

My wife and I met Michael Keating in [REDACTED] and have had a continued relationship with him over the past [REDACTED] years. During the years from [REDACTED] he was directly involved and very specifically invited to be a major part of our family. I specifically wove him into the fabric of our family for the very reason that I believed that he was a quality man of God and he would be an excellent role model to my children and a brother in Lord to both my wife and me.

Michael was invited, and came, to our home on a weekly basis. He also shared major Holidays with our family such as Christmas and Easter. Our children referred to him as "Mr. Keating", but his status in our family was much closer to that of an Uncle. I always felt that Michael was closer to my children than my own brother. And because of our convictions and our like-mindedness in the Lord, he was always welcome at any family gathering.

It is very important for me to communicate to you that our love for this man and a commitment to the relationship was long term. We felt that he would be involved in our family for many years to come. So, to get the news from [REDACTED] almost 3 years ago that she had been sexually abused by him - broke my heart. It took me along time to navigate through my feelings and thoughts. It was not until [REDACTED] was [REDACTED] that I realized that I had significantly underestimated the damage that Keating had caused our family, specifically [REDACTED]. From the ages of [REDACTED] years old she carried this abuse by herself.

I feel it is very important for you to know that on three occasions [REDACTED] directly confronted Keating on how he treated her inappropriately. She confronted him two times alone and once in the presence of [REDACTED]. The two times that she confronted him alone his responses were "he was sorry she took it that way". He continually put the blame on her for what he had done. It was only until [REDACTED] was present that he actually admitted to her that he remembered doing some of the things she confronted him with. Never once has Michael come to me to discuss any part of this entire situation concerning [REDACTED]. He has never accepted responsibility for his actions and the damage they have caused. The part that is particularly disheartening to me is that he actually describes her in public as a "troubled girl". I can honestly say that since her abuse from him and the way he has treated her, she is troubled. The damage has been significant. He refuses to take ownership.

It has come to my attention that Michael Keating has been requested to appear before the board and will have an opportunity to address any questions at his own defense. I believe this is fair. I am appealing to this board for the same opportunity for myself my wife and [REDACTED] as well as [REDACTED] to stand before the board to bring any clarity that may be needed on our behalf. As I stated above this is very serious to me and it is of great concern that it never happen to anyone again. At this point because of Michael Keating's lack of actions, I believe he is a liability to the Church and a direct threat to any young or unsuspecting girl or woman.

I thank you for your time and consideration regarding this matter. I do believe with my whole heart that God's hand is upon us and His will will be done.

[REDACTED]

██████████ Keating

Prepared by ██████████

### CONFRONTATION

- On July of '04 ██████████ confronted Keating regarding his being inappropriate with her. ██████████ told him that she felt uncomfortable at times because of the way that he handled her physically. Keating responded by saying – “I am sorry you took it that way.”

**He didn't ask for details. He didn't come to ██████████ parents. He didn't go to his fellow priest friends or those in authority. He basically put the responsibility back on ██████████ because of the way she “took” his physical handling of her. (Please note that he never said anything about ██████████ being a troubled girl).**

On January '05 ██████████ confronted Keating in the presence of ██████████. She read pieces of her journal at the time when she was ██████████ and ██████████ years old. She gave more detail regarding Keating's inappropriate touch. She specifically quoted from the journal that he ██████████ and ██████████ would never touch her the way he did. Keating responded that he remembered some of this, not all of this, but wanted to ask forgiveness.

**██████████ indicated at times that she was uncomfortable with his touch. He would tell her “this is how I treat my nieces and nephews” when she brought it to him more fully he said “I am sorry you took it that way” when she brought it to him in front of ██████████ he finally admitted to remembering some of it and asked for forgiveness.**

### LIES AND DECEPTION

- Keating was asked numerous times about his relationship with ██████████ (The ██████████ year old girl from Europe). All of his friends thought it was very strange that he was bringing home an underage girl from Italy who apparently was “representing” her family for his ordination. Keating behaved inappropriately around her. He allowed her to hang off him in a sexual manner. The two of them looked very much like they were two lovers and this was the evening of his ordination. The intimate relationship he had with ██████████ took place while Keating was in the Theologate and then he continued after he was ordained at least for a few days.

When asked about the relationship – Keating said, she is just a friend, he told people they had things all wrong when they told him that she was attracted to him. ██████ asked Keating if he had kissed ██████ and he said “no”. (The reason that ██████ asked this is because she hosted ██████ during her stay and ██████ spoke to ██████ about Keating and told her that they had kissed).

Finally, after 5 years of withholding information from his closest friend and member of his fraternal group, ██████ he revealed that he had a passionate encounter with ██████. He indicated that everyone’s clothes stayed on, but it was very disturbing to him. He said ██████ had seduced him and that he set her straight. At the time of this encounter she would have been ██████ and he 44.

Not only is it disturbing that he did this with a minor it is also very disturbing that he lied over and over about his relationship with her.

- Keating told a fellow priest that he had no contact with ██████ during his time in Rome. However, there are at least 61 pages of emails sent by Keating to ██████. The letters contain very inappropriate language and come off more like love letters than letters to a young girl.
- “05, ’06 – In the last two years since Fr. Keating has been teaching at the University of St. Thomas, it has been noted that he seems to place himself in situations in which there are a number of young woman around.
  1. He is the Chaplain for the Women’s’ Catholic Studies
  2. He is the Chaplain for a house of discernment for young women
  3. He organizes and hosts a group of young men and women from Bismarck that come to visit with Fr. Shea – It has been noted that he spends more time with the young attractive girls. He will cook for them and sing for them. It was said by one of the members of this group “Fr. Keating will play longer when there are more pretty girls around.”
  4. He has been seen hugging UST female students in the sacristy. They have followed him in after Mass and have been seen hugging him and saying how much they will miss him. This has been seen by other UST students.
- When Fr. Kevin McDonough called Fr. Keating in to make him aware of the situation with ██████ and to give Fr. Keating an opportunity to bring any of his concerns forward – all that Fr. Keating said was – I hardly had anytime with that girl.

The statement that he hardly had anytime with ██████ is a complete lie. He spent a lot of time with ██████. Fr. Keating had ██████ and ██████ complete trust and because ██████ was interested in music and many of the same things Keating was interested in he spent a lot of time with ██████ and they were also alone numerous times.

- 
- Fr. Keating is defending himself by saying that [REDACTED] and her family are troubled.

If the [REDACTED] were such a troubled family why didn't Keating bring that to Fr. McDonough when he was made aware of the allegations that were being brought forth. If he thought [REDACTED] was troubled why didn't he bring that up or bring that to someone when [REDACTED] first came to him with concerns about how he handled her physically. He only started saying the [REDACTED] were troubled when the news was brought to the Archbishop.

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### VIEWING THE TAPE

Fr. Keating viewed the tape of [REDACTED] in which she expresses how his sexual abuse to her has affected her life. The viewing of the tape took place late June of '06. The following attended the viewing of the tape and the meeting that followed:

Fr. Keating, Archbishop Flynn, Fr. McDonough [REDACTED]  
[REDACTED] (came for part of the meeting)

After we viewed the tape Keating had some disturbing responses.

The Archbishop asked Fr. Keating if he would like to respond to the tape and Fr. Keating coldly replied "What would you like me to respond to?"

When Fr. Keating did respond he said a few things worth noting.

1. Keating said that [REDACTED] was telling the truth and he did all the things that she describes him doing on the tape. He said however, his motives were pure.
2. He said that the [REDACTED] family had always been very loving towards him and he felt that their family was like a 2<sup>nd</sup> family to him.
3. Keating stated that [REDACTED] was very pure and wholesome – surprisingly so – he said and because of that his defenses were down and that is why he did what he did. (This would mean that if young girls are acting pure and appropriate around him there is a chance they will be sexually abused by him, since his guard will be down).

The [REDACTED] have suffered tremendously because of Fr. Keating's actions. They took a man that they loved and trusted into their home and he did the worst thing possible to the family. [REDACTED] has had years of her life taken from her. She missed 2 years of college after she came out with the news of her abuse. She has been hospitalized, she has not been able to work, she lives every day with the awful truth of having someone she loved and trusted (someone as close as an Uncle to her) use her for his own pleasure and throw her away like a piece of trash.

The whole time the [REDACTED] family has suffered so intensely, Fr. Keating has gone on with his priestly duties leading the Catholic people. He has gone into other peoples' homes without any of them knowing what type of past he really has.

There has been some discussion that all of this took place before he was a priest and because of this it makes things more difficult. The abuse did take place before he was a priest although some of it took place while he was in the Theologate. However, after discussion with Keating after watching him view the tape and listen to [REDACTED] tell her side of the story and the agony that she has suffered, Keating still does not get it. You still have a liability on your hands. You have a priest that has a lot of influence and is in a high profile position teaching young minds not even understanding that he has sinned. He thinks that because his motives were pure it was not wrong.

A letter from Catherine Mollner, MA, LP date June 8, 2006 addressed to the Archbishop she states, regarding Keating and his ability to recover, in the second to the last paragraph the following: "On the contrary, it is evidence of a serious and persistent disorder that he will continue to act out on if he is not treated. That letter also clearly states that [REDACTED] is telling the truth and that she shows several classic signs and symptoms of having been sexually abused.

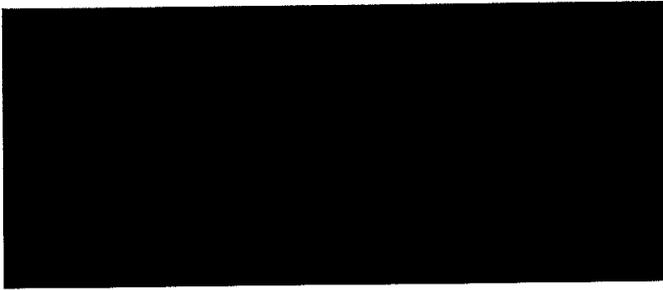
With this information and much more at your hands, it is clear that Keating is very much a liability and presents a serious danger to the Church.

November 5, 2006

It was recently brought to my attention that I had not been specific enough in regard to an aspect of one of the abuse occurrences on the DVD submitted to the review board. In order that there are no discrepancies in regard to the details of my case, I would like to clarify. I would like to make it clear to all that my reason for using the word "chest" in contrast to "breast" had to do with my nervousness and embarrassment. My intention was to prepare a video that would be presented to the Archbishop and other Clergy as well as the Review Board and I was very uncomfortable using the word breast as well as touching my breasts while the video was being filmed.

The breasts of a woman can also be described as her "chest". However, because of the misunderstanding of my word choices, I will be blunt and explain in very clear terms what happened to me by Keating. **Michael Keating did touch my breasts. He moved his hand in circular motion starting around the collar bone and then encircling the nipples and moving outward.**

I hope this has brought clarity to any questions you may have had regarding this matter.



# AGENDA

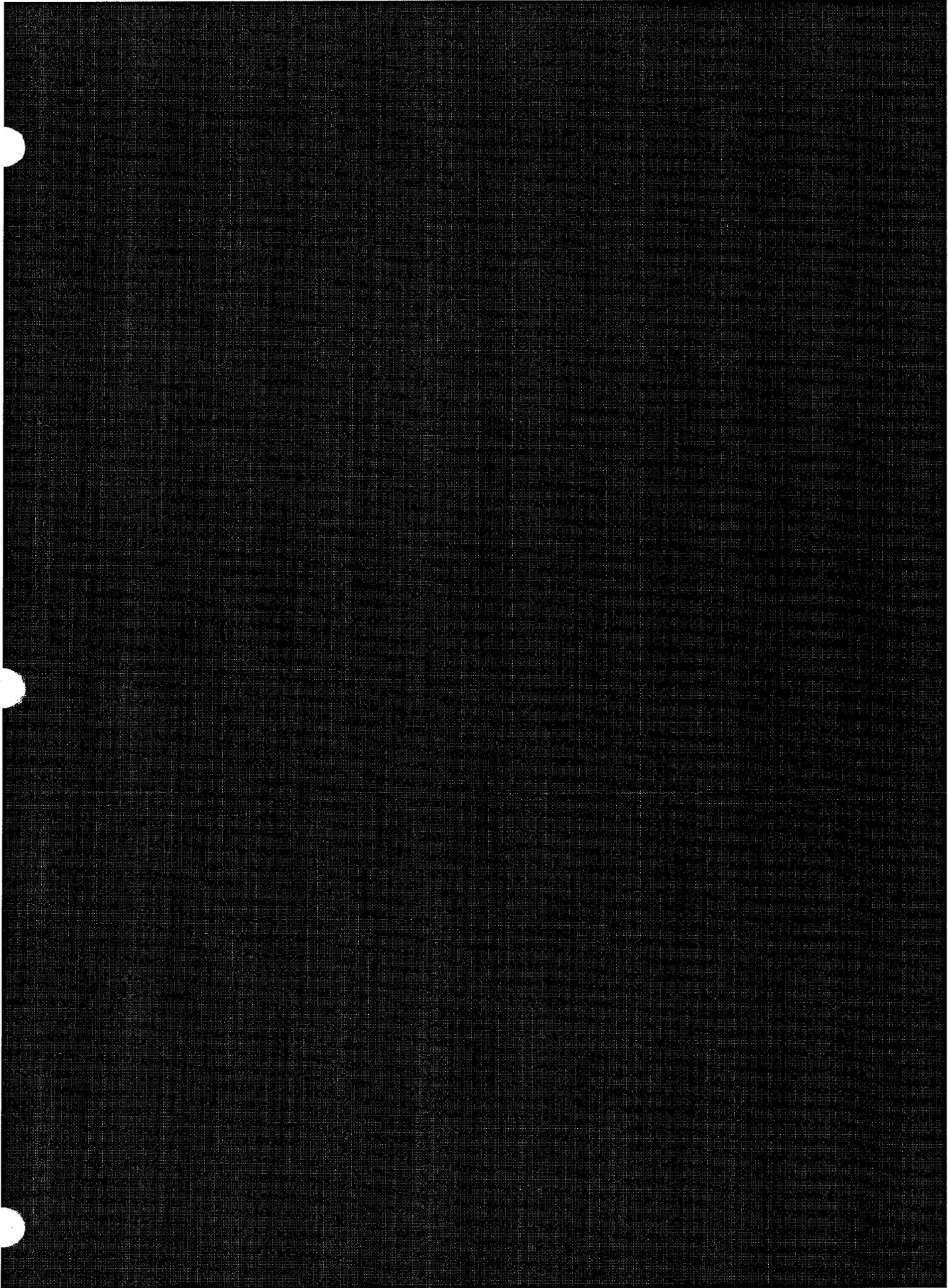
## CLERGY REVIEW BOARD

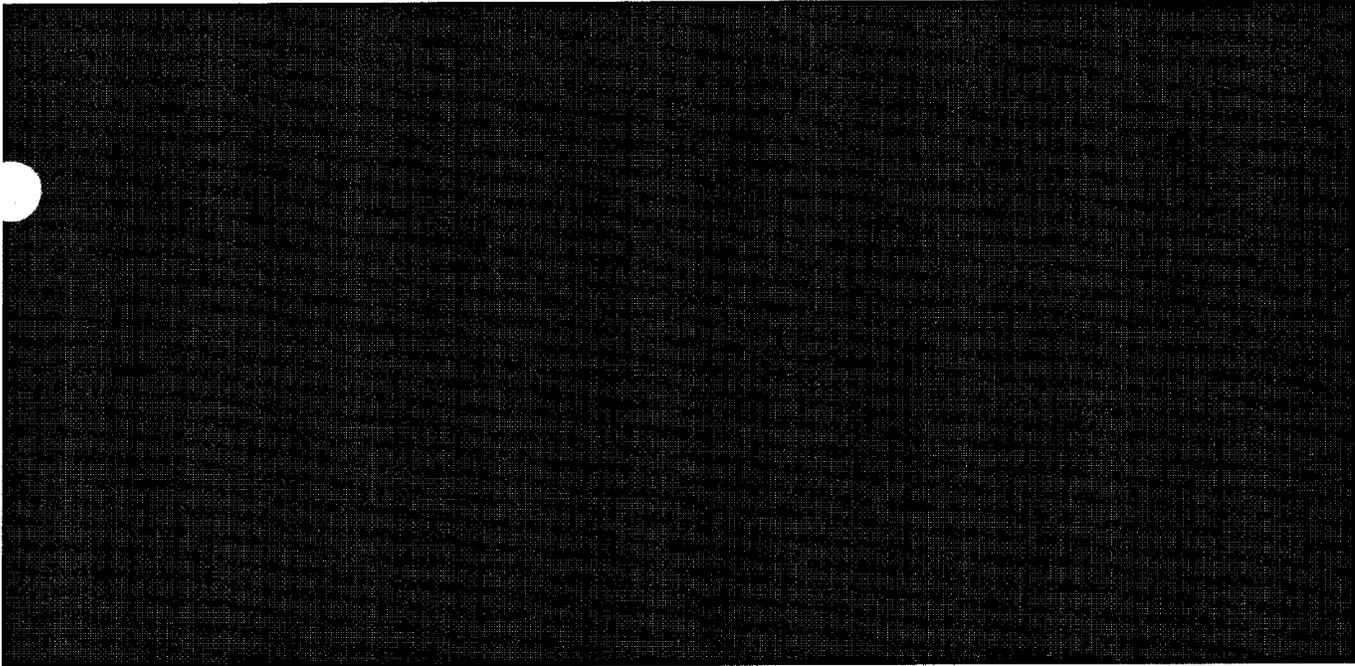
Chancery

Monday, November 13, 2006

5:30 p.m.

1. Fr. Michael Keating – update on status of re-evaluation and related matters.
  
2. Fr. \_\_\_\_\_ materials attached.
  
3. POMS Monitoring Plan Review; copies previously provided for:
  - Dennis Kampa
  - Robert Thurner
  - 
  - 
  - Fr. Kenneth La Van
  - Gilbert Gustafson
  
4. POMS Monitoring Plan Review; copies attached for:
  - 
  - 
  - Richard Skluzacek





# Agenda

## CLERGY REVIEW BOARD

Chancery

Monday, December 11, 2006

5:30 p.m.

### 1. Fr. Michael Keating

- update on status of re-evaluation
- report on e-mails
- discussion of next steps, i.e. interview of Fr. Keating, interview of complaining witness, others

### 2. Fr.

- chronology: see attached
- discuss updated therapy/treatment and needed information
- discussion of next steps, i.e. interview with Fr.
- discussion of consideration for disclosure in present and future assignments.

2007-2012

2007-2012

# AGENDA

## CLERGY REVIEW BOARD

Chancery

Monday, February 12, 2007

5:30 p.m.

1. Fr. Michael Keating appearance.
2. POMS Monitoring Plan Review; copies attached  
Fr.  
Fr.

April 26, 2007

Michael,

I want to give you, on behalf of the Superior's Council, a list of the main concerns that the superior's council has, given the allegations that were raised now more than 1 year ago about sexual misconduct. At this point we are leaving to one side the credibility of the allegations of sexual touching which are to be determined by the review board. We are also leaving out the allegations of emotionally dependent relationships with women from before your entrance into the Companions in 1998, because the inappropriate nature of those contacts is less objectively clear. We are sticking to the things which we see as verifiable and clearly inappropriate. These concerns have mainly come up during the process, and also have to do with how you have responded during the process. Our main concerns are with what we see as the inappropriate nature of two relationships with underage women.

First the relationship with [REDACTED]

1. You claimed in meeting with me that the brothers had no right to be upset with you in your conduct because in general you have been "living in the light." But you did not live in the light about the situation with [REDACTED]. You did not mention the "passionate encounter" for 5 years. You claimed to Jeff that you did this to protect her, but this is not a valid excuse, it looks like you were protecting yourself. This is a serious violation of our way of life together. This is the sort of thing that should have been shared to get counsel from one's men's group. At the very least it should have come out when you and Jeff spoke about the relationship after she visited for your ordination in 2002. It looks like you misled your brothers about the nature of this relationship until you were afraid it might come out, and then you spoke.
2. Two years after this encounter you were seen, and admitted, walking arm and arm with her in the streets of Rome. This also is inappropriate, especially in light of the earlier passionate encounter.
3. I asked you three times to tell me what happened with [REDACTED], and three times I got a different story, the second one was substantially different from the first. The first time it was very vague, leaving out important details. Jon remembered it being in a room at a retreat center you told me it was on a walk. Then I discovered that you had taken [REDACTED] alone in the family car and driven north in Italy with this under age girl and spent a week on retreat where you were seeing her on almost a daily basis, and doing some touring with her. All of this adds to the inappropriate nature of the relationship. It was only the third time you related the story that you said she visited you at night and you offered to walk her home, and that on the walk home is where the inappropriate encounter happened. All this should have come out the first time, again it looks like deception.
4. [REDACTED] acted and spoke about romantic feelings toward you at your ordination, many people saw it. You claim she had no reason to feel and act this way. But in

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McD000035

the opinion of the council you had given her reason, by your actions. You were in an inappropriate relationship and did not recognize it or chose to remain in this type of relationship.

The relationship with [REDACTED]: Leaving aside the allegations of sexual touching, we want to focus simply on an inappropriate emotional relationship.

1. I asked you specifically in Rome if you had any contact with [REDACTED] after you came to Rome as a seminarian in 1999. You said and I quote "No... maybe a very rare email, but no." The Superiors Council has seen 18 emails, given to us by [REDACTED] and also given to the Archdiocese. There is basically one email a month for the first 18 months you were in Rome, these are not casual communications but often long emails. You also said quite insistently that you "never initiation contact." The emails reveal that you did initiate contact and send gifts. Thus it seems you lied to us or you forgot – but this is a rather significant gap in memory.
2. In addition, you told me you were concerned that [REDACTED] adored you. The emails reveal lots of flowery and flattering phrases and pet names. In our opinion you encouraged her to adore you by this constant flattery inviting her to see you as her special friend who really understands her. In our opinion this is unhealthy given the sort of relationship a man in his forties should have with a teenage girl.
3. In addition we have a picture of you lying down in a very intimate, and inappropriate, position with [REDACTED]. In the past you have justified close physical contact with her saying it was because she was like family. We agree that this position would be inappropriate even if she was your niece.

We believe these facts point to two inappropriate relationships with under age women. It is clear from our conversations that you do not believe this is the case. Our main concern is that there is either a real blindness to what is appropriate or a deliberate attempt to hide what has in fact happened. We invite you to pray and ponder this letter. We welcome a conversation with you regarding this matter when you are ready to discuss this. Know of our continued prayer for you during this very difficult time.

In Christ,

Fr. Andrew Cozzens  
On behalf of the Superior's Council.

**CONFIDENTIAL**

**TO:** Gretta Sawyer  
**FAX:** (651) 251-7773

[REDACTED]

**RE:** Letter of Reference  
**DATE:** May 16, 2007J  
**PAGES:** (2) including cover

Gretta,

I am faxing the letter that I referred to during our conversation this morning. Please call me if you have any questions.

Thanks,

[REDACTED]



ADVOCACY

## MEMORANDUM

**To:** Andy Eisenzimmer

**From:** Greta

**Date:** May 18, 2007

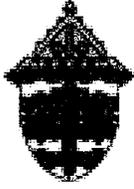
**Re:** Letter

Dear Andy,

I do not know where the Review Board is with the [REDACTED] case. I have had to remove myself from the proceedings so I don't know what's going on.

I recently talked with [REDACTED] and then [REDACTED] who remembered a letter of recommendation from Fr Michael Keating that he wrote on [REDACTED] behalf June 28, 1999. We thought this would be good information for the Review Board to have. This letter is important because it was written during the time period that Fr Keating is now portraying [REDACTED] as having been the most psychologically unstable.

We all know this is late date information. I believe along with [REDACTED] and [REDACTED] [REDACTED] that this is relevant information to the Review Board contributing to the case as a whole. I told [REDACTED] I would try and get this information to the Review Board. I feel it's my obligation. I can't assume on my own that because of the lateness of this letter's submission that the Review Board would not consider it. Please advise me whether or not this letter makes it to the Review Board.  
Thanks, Greta



ADVOCACY

## MEMORANDUM

**To:** Andy Eisenzimmer

**From:** Greta

**Date:** May 18, 2007

**Re:** Letter

Dear Andy,

I do not know where the Review Board is with the [REDACTED] case. I have had to remove myself from the proceedings so I don't know what's going on.

I recently talked with [REDACTED] and then [REDACTED] who remembered a letter of recommendation from Fr Michael Keating that he wrote on [REDACTED] behalf June 28, 1999. We thought this would be good information for the Review Board to have. This letter of recommendation is important because it is not your typical letter of recommendation. And, it was written during the time period that Fr Keating is now portraying [REDACTED] as having been the most psychologically unstable.

We all know this is late date information. I believe along with [REDACTED] and [REDACTED] [REDACTED] that this is relevant information to the Review Board contributing to the case as a whole. I told [REDACTED] I would try and get this information to the Review Board. I feel it's my obligation. I can't assume on my own that because of the lateness of this letter's submission that the Review Board would not consider it. Please advise me whether or not this letter makes it to the Review Board.

Thanks, Greta

June 28, 1999

To Whom It May Concern:

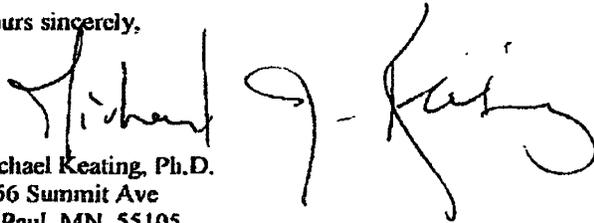
In my field one writes a good number of letters of recommendation, and it is sometimes a tricky task. But with [REDACTED] the task is both easy and enjoyable.

I have known [REDACTED] for over ten years, and have also become intimately acquainted with her [REDACTED] as well as with her [REDACTED]. I have seen [REDACTED] in all kinds of situations and environments, in happy and sad times, in tense moments and in relaxed ones.

[REDACTED] is a woman of the highest character. She is honest, intelligent, hard-working, common-sensical, and a lot of fun. She is a team player, committed to what she is doing, and she has a big heart for helping those around her. She has high ideals and strong values, and she attempts to live by them, but she also has the knack of knowing her own and other's limits, such that she is genuine and approachable, easily trusted. She is very much loved and respected by her family and her friends.

In short, [REDACTED] is the sort of person an employer dreams of finding.

Yours sincerely,



Michael Keating, Ph.D.  
2156 Summit Ave  
St. Paul, MN 55105  
651-699-7585

## Sawyer, Greta

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**From:** Eisenzimmer, Andrew  
**Sent:** Monday, June 18, 2007 1:16 PM  
**To:** Sawyer, Greta  
**Subject:** RE: procedures

Greta, I share some of your frustration. While I get a copy of the recommendation when it goes to the Archbishop, I don't necessarily learn from him what he does with that recommendation. So I don't feel that I can share that recommendation with anyone, for various reasons, and I may not know what happens after the recommendation is received.

This may be a subject to defer and see how the new Archbishop wants to operate. I assume that there will need to be a discussion with him as to how he would like the CRB to operate.

Andy E.

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**From:** Sawyer, Greta  
**Sent:** Monday, June 18, 2007 10:54 AM  
**To:** Eisenzimmer, Andrew  
**Cc:** McDonough, Kevin  
**Subject:** RE: procedures

Andy, I did not say nor do I believe and I did not infer you are the Review Board. My email is about getting information from the Review Board. I inquired with you in the capacity of you being somewhat a facilitator with information to and from the Review Board. I understand what the Review Board's function is and it's relation to the Archbishop. What you just recited to me here I already know. What I thought was when a recommendation from the Review Board is made to the Archbishop others are also notified. So now I think you are telling me that is not the case? Then what I don't understand is how the recommendations come from the Review Board and who gets what. That's why I thought you would be the person to ask. What you are implying is only the Archbishop gets the recommendations from the Review Board. Now I can certainly understand about the possible legal discovery issues with documentation. I do not want to be a part of that chain. I think of documentation because it's orderly and consistent. I didn't think of documentation in this capacity being subject to discovery. I am just frustrated with how I am not regularly kept in the loop on these things. Greta

---

**From:** Eisenzimmer, Andrew  
**Sent:** Friday, June 15, 2007 3:42 PM  
**To:** Sawyer, Greta  
**Cc:** McDonough, Kevin  
**Subject:** RE: procedures

Greta, I understand what you are saying and I have to share with you my understanding. I am not the review board, nor do I participate in review board matters except to serve as staff to it to provide whatever it is they may need.

The review board is advisory to the Archbishop and its recommendations go to him. It is my understanding, therefore, that it would be up to the Archbishop to decide with whom to share any such recommendations. I would also note that what the review board does is make a recommendation or recommendations to the Archbishop. He may, or may not, accept those recommendations, although he usually does. So, what may be really important is not so much that recommendation, but what the Archbishop decides. And I assume, on a case-by-case basis, the Archbishop would decide what and with whom to share that information.

There is also the concern about civil, legal discoverability. Take the Bussmann case, for example. In both the criminal case and now the civil case, attempts have been made to get copies of some of the review board documents, including documents related to the victims. To preserve any privilege, confidentiality, etc., we need to be cautious as to how those documents are used.

Regarding the [REDACTED] case specifically, the review board concluded its deliberations on Monday. The chairperson is now drafting a report and recommendation which will be circulated to the members for their review, comment and revision before it is sent to the Archbishop. When that report and recommendation is

obtained by the Archbishop, he will then have to decide what to do about that case. I assume he will have that report sometime within the next two weeks to two months. Once the Archbishop has the report, I assume he will determine what decisions he will share with you and me, and the [REDACTED] I caution all to be patient until that time. Does this make sense?

Andrew J. Eisenzimmer  
Chancellor for Civil Affairs  
Telephone: 651.291.4405

NOTICE--This e-mail may contain confidential and privileged material for the sole use of the intended recipients(s). Any review or distribution by others is strictly prohibited. If you are not an intended recipient, please notify the sender by return e-mail and delete this message and any attachments. Thank you.

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**From:** Sawyer, Greta  
**Sent:** Friday, June 15, 2007 3:29 PM  
**To:** Eisenzimmer, Andrew  
**Cc:** McDonough, Kevin  
**Subject:** procedures

Hi Andy,

I believe you told me that we don't have a lot procedures in place for giving and receiving information from the Review Board. In my position more than once I have had victims asking me if I had received word from the Review Board and I have had to say no. I had no idea of what was going on. At this time I need information on the [REDACTED] case, which I am not getting. Which brings me back around to how difficult it is for me to be able to get information from the Review Board. It's getting increasingly frustrating for me. Do you think some procedures for informing me of recommendations from the Review when I am involved could be developed? You are not always at your desk waiting for my phone call or email. It would be good to have routine, timely information and notification of recommendations from the Review Board. Then I would be able to perform my job more effectively, informing victims in a timely manner, I would have the information for my case file and I would not have to bother you. The Board must send documentation of their recommendations to the Archbishop. Is it possible for me to have a copy of that documentation or even a scaled down version? I don't need everything. But, I certainly need more than I am getting now which is nothing. A quick blurb on the phone or in passing is just not enough. So what do you think? Greta

**Code of Pastoral Conduct**  
**For Church Employees**  
**Within**  
**The Archdiocese of Saint Paul and Minneapolis**

As a church employee within the Archdiocese of Saint Paul and Minneapolis, I promise to observe the norms in this *Code of Pastoral Conduct* as a condition of my providing service to those to whom I minister, especially children, youth and vulnerable adults.

I understand that I am subject to a thorough background check including criminal history.

My signature confirms that I have read this *Code of Pastoral Conduct* and that I agree to follow these standards. I understand that any action inconsistent with this *Code of Pastoral Conduct* or failure to take action mandated by this Code may result in remedial action as recommended by my immediate supervisors or by the Committee on Pastoral Responsibility.

MICHAEL KEATING  
Printed Name

Michael J. Keating  
Signature

6/27/07  
Date

July 13, 2007

Archbishop Harry Flynn  
Chancery  
226 Summit Avenue  
St Paul, MN 55102

Dear Archbishop,

I am writing to you on behalf of the [REDACTED] family. Since the time the [REDACTED] first contacted you regarding the abuse of [REDACTED] it has been a long process. The [REDACTED] have been very sincere, patient, cooperative and willingly participated in our system as they firmly believe in you, the Archdiocese and our Review Board. Since the Review Board has made their recommendation, hopefully you have had a chance to review it. The [REDACTED] are hoping you can give them an idea of when they can expect to hear from you regarding your decision. The family understands that you are on vacation for the month of July but have been told that you are in regular contact with your office while on vacation. It is with this in mind they have asked me to write you with this request. I am happy to be your contact person for any information you may have for the [REDACTED] regarding their case. I look forward to hearing from you soon.

Respectfully,

Greta Sawyer  
Director of Advocacy

[REDACTED]

July 13, 2007

Archbishop Harry Flynn  
Chancery  
226 Summit Avenue  
St Paul, MN 55102

Dear Archbishop,

I am writing to you on behalf of the [REDACTED] family. Since the time the [REDACTED] first contacted you regarding the abuse [REDACTED] it's been a long process. The [REDACTED] have been very patient and cooperative and willingly participated in our system as they firmly believe in you, the Archdiocese and our Review Board. Since the Review Board has made their recommendation, hopefully you have had a chance to review it. The [REDACTED] are hoping you can give them an idea of when they can expect to hear from you regarding your decision. The family understands that you are on vacation for the month of July but have been told that you are in regular contact with your office while on vacation. It is with this in mind they have asked me to write you with this request. I am happy to be your contact person for any information you may have for the [REDACTED] regarding their case. I look forward to hearing from you soon.

Respectfully,

Greta Sawyer  
Director of Advocacy

[REDACTED]

July 13, 2007

Archbishop Harry Flynn  
Chancery  
226 Summit Avenue  
St Paul, MN 55102

Dear Archbishop,

I am writing to you on behalf of the [REDACTED] family. Since the time the [REDACTED] first contacted you regarding the abuse of [REDACTED] it has been a long process. The [REDACTED] have been very sincere, patient, cooperative and willingly participated in our system as they firmly believe in you, the Archdiocese and our Review Board. Since the Review Board has made their recommendation, hopefully you have had a chance to review it. The [REDACTED] are hoping you can give them an idea of when they can expect to hear from you regarding your decision. The family understands that you are on vacation for the month of July but have been told that you are in regular contact with your office while on vacation. It is with this in mind they have asked me to write you with this request. I am happy to be your contact person for any information you may have for the [REDACTED] regarding their case. I look forward to hearing from you soon.

Respectfully,

Greta Sawyer  
Director of Advocacy

[REDACTED]



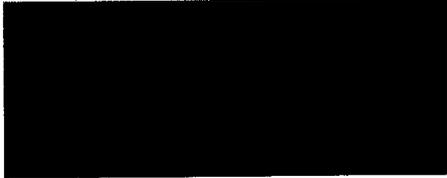


"Jesus Christ is the same yesterday, today and forever." Heb. 13:8

Archdiocese of  
Saint Paul and Minneapolis

Office of the Archbishop

July 24, 2007



RE: Clergy Review Board

Dear 

I write in response to the letter sent to me by Ms. Greta Sawyer regarding the matter currently before the Clergy Review Board relating to   


I spoke to Andy Eisenzimmer, the Archdiocesan Chancellor for Civil Affairs, who is staff liaison to the Clergy Review Board. Mr. Eisenzimmer informed me that at its meeting on June 11th, the Clergy Review Board completed its deliberations on its recommendation to me in the matter. Mr. Eisenzimmer further informed me that the chairperson of the Clergy Review Board, Mr. Ed Fox, is currently drafting the report and recommendation. That draft is not yet completed.

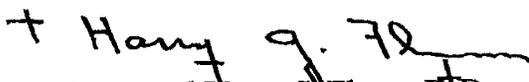
The usual process, apparently, is that once that draft is completed, Mr. Fox will then circulate it to the rest of the members for final review and comment before it is then sent on to me.

I can assure you that once I have received the report and recommendation from the Clergy Review Board, I will review it promptly.

Thank you.

With best wishes, I remain

Sincerely yours in Christ



Most Reverend Harry J. Flynn, D.D.  
Archbishop of Saint Paul and Minneapolis

cc: Greta Sawyer  
Andy E.

226 SUMMIT AVENUE • ST. PAUL, MINNESOTA 55102-2197 • TEL: (651) 291-4408 • FAX: (651) 290-1629

CONFIDENTIAL-Filed Under Seal

E-MAIL: archcom@archspm.org

ARCHSUPP-001073

August 20, 2007

TO WHOM IT MAY CONCERN:

With this letter, I wish to inform you that the Rev. **Michael Keating** is a priest in good standing in the Archdiocese of Saint Paul and Minneapolis, and possesses habitual faculties for priestly ministry. Father Keating is currently assigned as Assistant Professor in the Department of Catholic Studies at the University of St. Thomas, Saint Paul, Minnesota.

We will be most grateful for any courtesies afforded him.

Sincerely yours in Christ,

Sister M. Dominica Brennan, O.P.  
Chancellor

Cc Father Michael Keating

To \_\_\_\_\_

Date 8/11 Time \_\_\_\_\_

**WHILE YOU WERE OUT**

M Michael Keating

of \_\_\_\_\_

Phone 962-5716  
Area Code      Number      Extension

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

RETURNED YOUR CALL

Message and Oct

wedding  
(no address)  
letter - good stg

Operator



"Jesus Christ is the same yesterday, today and forever." MAT. 13:9

Archdiocese of St. Paul and Minneapolis

The Chancery

## CLERGY REVIEW BOARD

Archdiocese of St. Paul and Minneapolis

### RECOMMENDATION

The Clergy Review Board considered the case of Father Michael Keating at eight of its regularly scheduled meetings between October, 2006, and June, 2007. The Board's investigation was exhaustive and included a thorough review of file materials and communications with a host of individuals familiar with Father Keating's work and vocational history, reports from women with whom Father Keating had close friendships and/or counseling relationships in the past, and two psychological evaluations conducted in connection with this matter, one by Dr. Barron in August, 2006, and the second completed by the Hamn Clinic in December, 2006. The Board also conducted extensive personal interviews of Father Keating, [REDACTED] her parents and two of her brothers, Father Jeff Huard and Mr. and Mrs. Thomas Ryan. At the [REDACTED] request, the Archdiocesan Victim Assistance Coordinator, Ms. Greta Sawyer, also attended most of the Board's fact finding review and witness interview sessions.

The Board's review began with a viewing of a video statement from [REDACTED] alleging that she was the victim of child sexual abuse perpetrated by Father Keating during a time when she was approximately 11 to 14 years old. During this time, Father Keating was a member of the Companions of Christ and then later a seminarian at the St. Paul Seminary and in Rome. Before beginning Seminary in 1998, Father Keating had also just completed a Ph.D. in History at the University of Notre Dame. For many years before that, Father Keating was a member of the Servants of the Word, where he worked principally as a youth minister. He currently works as an Associate Professor in the Department of Catholic Studies at the University of St. Thomas.

Father Keating was a good friend of Father Huard as a result of their past work in youth ministry and involvement in the Servants of the Word, where he had also had prior acquaintance with Mr. [REDACTED] and [REDACTED]. In 1997, Father Keating joined the Companions of Christ in Minnesota, where he resided with Father Huard while discerning his own vocation. In addition to knowing Father Huard and Mr. [REDACTED], Mrs. [REDACTED] is Father Huard's sister, and during part of the pertinent time was working at the minor seminary. Through this network of relationships, both prior to and during his Seminary years, Father Keating developed a close relationship with the [REDACTED] family, spending lots of time at the [REDACTED] home and regularly joining them for family dinners as well as participating in family get-togethers and holiday functions.

Father Keating's involvement with the [REDACTED] substantially diminished when he left for studies in Rome, later returning to complete his studies and to be ordained in May, 2002. The [REDACTED] family attended and participated in Father Keating's ordination and first Mass, with [REDACTED] serving as a reader. Following his ordination, Father Keating remained friends with the [REDACTED] family and [REDACTED], though with much less frequent interaction.

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E-MAIL: archcom@archspm.org

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This is an extremely difficult case given all of the complex interrelationships and dynamics between and among Father Keating and the [REDACTED] family, particularly [REDACTED]. Father Keating clearly became integrated into the [REDACTED] family and had a deep, confidential relationship with the [REDACTED] and their children. He was a welcome guest at the [REDACTED] home, where he interacted with all of the children in the capacity of a special friend or uncle that included open displays of physical affection like hugging, neck rubs and massages. Father Keating entertained the children with stories and song, regularly read them bedtime stories, and occasionally served as an overnight babysitter. Everyone agreed about the depth and extent of this relationship, but some of the events are now presented in differing contexts or with a different interpretation to support the claim of sexual misconduct.

Part of the difficulty in addressing this matter is that there is no indication of any problem at the time of the events in question. The first formal allegations of misconduct surfaced in early 2006, about a year after [REDACTED] freshman year in college when her recollection of abuse was triggered while taking a sociology course dealing with those issues. The initial reports were somewhat general, but increased in specificity and gravity over time, ultimately culminating in a conference with Archbishop Flynn in June, 2006. Additional details were added during the investigation and interview with [REDACTED]. There is, however, no contemporaneous evidence of any misconduct by Father Keating with [REDACTED] at any time prior to his ordination in 2002, including [REDACTED] own journal entries during that time and her email communications with Father Keating while he was in Rome.

Father Keating adamantly denies any misconduct. None of the other [REDACTED] children who were interviewed had any complaints about Father Keating from their own experience from that time or any independent knowledge of any inappropriate interaction with [REDACTED]. An investigation of [REDACTED] claims by the Chicago County authorities was concluded without any official action. As further indicated below, although Father Keating's past relationships have caused some emotional hurt in other women, none of those women ever accused Father Keating of any sexual misconduct and there are no similar complaints in Father Keating's personnel file. While [REDACTED] is obviously suffering from her claims of abuse, her description of events is somewhat ambiguous, and to the extent they can be determined, the objective facts are susceptible to multiple interpretations.

Based on the record as a whole, the Board finds that there is insufficient evidence to support a finding of sexual abuse of a minor in violation of the Charter. Nonetheless, that is not to suggest that Father Keating bears no responsibility in this matter. Father Keating is a person of immense talent and charisma with the ability to inspire admiration and affection in others, particularly young people. These talents obviously serve him well in his pastoral service as a priest as well as in his work as a college professor. Father Keating's psychological profiles and assessments, however, reflect that he often may not realize or have a full appreciation for his impact and effect on others, which lends his behavior to poor judgment and potential misinterpretations by those around him. On a number of occasions, these tendencies in his dealings with others have led to imprudent decisions resulting in emotional hurt and psychological wounds in others.

The file record was clear that Father Keating has a history of becoming involved in deep emotional relationships with young women that have left them with persistent feelings of rejection, loss and abandonment. Some of these relationships were sometimes provocative in nature, and apparently included misguided and inadvisable emotional entanglements having at least the appearance of impropriety. While not rising to the level of sexual abuse, the Board is concerned that these tendencies combined with certain features of the relationship with the [REDACTED] family and [REDACTED] unique vulnerabilities led to a variety of confused boundaries that contributed to [REDACTED] current distress for which Father Keating necessarily bears some measure of responsibility.

Throughout the review process, the [REDACTED] family and [REDACTED] [REDACTED] consistently displayed a commendable attitude of Christian charity, often explaining that they were seeking justice and reconciliation, not retribution. While necessarily beyond the scope of the investigation and this Recommendation, the Board believes that [REDACTED] [REDACTED] and her family will benefit from continued individual and family counseling and spiritual direction, and the Board urges the Archdiocese to affirmatively support those efforts.

The Board does not believe that Father Keating's faculties should be suspended, particularly given his obvious gifts and his effectiveness in many areas of his work. Both recent psychological evaluations consistently found that there is no evidence of personality disorder or predatory sociopathy, although Father Keating's personality and approach to personal interactions may contribute to problems in mixed gender relationships. The Hamm report reflected that Father Keating has a somewhat inflexible personality style and distorted perception of himself and his behavior that is resistant to balanced insights into how his conduct may be impacting others. The Board, therefore, has concluded that there should be some limitations on Father Keating's activities combined with some form of meaningful supervision to help heal this profoundly painful situation and to avoid the risk of any such incidents in the future. The Board will defer to the Chairperson of the Catholic Studies Department to determine whether and under what circumstances Father Keating will continue in his current academic position.

Accordingly, the Board unanimously finds and recommends as follows:

1. For a period of at least one year and pending further review, Father Keating shall not engage in any activities in the nature of retreats, spiritual counseling, or mentoring, particularly of adolescents or young adults. This provision will not restrict Father Keating from hearing confessions or conferring with students concerning their academic affairs in the ordinary course of his ministry and any continued work as a college professor;
2. For a period of at least one year, Father Keating shall participate in a structured program of coaching with an industrial psychologist or comparable professional to gain a deeper understanding of how his behavior affects others and to develop skills to enable Father

Keating to avoid behaviors and interactions with others that can lead to confused boundaries, emotional dependencies and injury;

3. During the course of the program set forth in the preceding paragraph, Father Keating will be assigned a supervisor with sufficient ecclesiastical seniority and authority to supervise Father Keating's activities and to monitor and assess his compliance with this Recommendation;
4. This Recommendation will be shared with the Chairperson of the Catholic Studies Department at the University of St. Thomas to permit appropriate levels of monitoring and compliance with this Recommendation as well as allowing for the development of any further appropriate requirements concerning Father Keating's academic status consistent with this Recommendation. This Recommendation will also be shared with the designated superior of the Companions of Christ should Father Keating wish to renew his association with that community;
5. Father Keating will be referred to the Promoter of Ministerial Standards to develop a monitoring plan consistent with the terms and conditions of this Recommendation; and
6. Father Keating, any supervisor assigned pursuant to this Recommendation, and the POMS shall provide the Board with a report concerning the status of Father Keating's compliance with the foregoing restrictions and conditions one year after the adoption and implementation of this Recommendation. The Clergy Review Board will then conduct a further review of this matter to determine whether the restrictions and conditions of this Recommendation should be continued, modified or terminated.

Respectfully submitted,



Edward F. Fox  
Chairperson, Clergy Review Board  
September 18, 2007



"Jesus Christ is the same yesterday, today and forever." Heb. 13:8

Archdiocese of  
Saint Paul and Minneapolis

The Chancery

### CLERGY REVIEW BOARD

Archdiocese of St. Paul and Minneapolis

### RECOMMENDATION

The Clergy Review Board considered the case of Father Michael Keating at eight of its regularly scheduled meetings between October, 2006, and June, 2007. The Board's investigation was exhaustive and included a thorough review of file materials and communications with a host of individuals familiar with Father Keating's work and vocational history, reports from women with whom Father Keating had close friendships and/or counseling relationships in the past, and two psychological evaluations conducted in connection with this matter, one by Dr. Barron in August, 2006, and the second completed by the Hamm Clinic in December, 2006. The Board also conducted extensive personal interviews of Father Keating, [REDACTED] her parents and [REDACTED] Father Jeff Huard and [REDACTED]. At the [REDACTED] request, the Archdiocesan Victim Assistance Coordinator, Ms. Greta Sawyer, also attended most of the Board's fact finding review and witness interview sessions.

The Board's review began with a viewing of a video statement from [REDACTED] alleging that she was the victim of child sexual abuse perpetrated by Father Keating during a time when she was approximately [REDACTED]. During this time, Father Keating was a member of the Companions of Christ and then later a seminarian at the St. Paul Seminary and in Rome. Before beginning Seminary in 1998, Father Keating had also just completed a Ph.D. in History at the University of Notre Dame. For many years before that, Father Keating was a member of the Servants of the Word, where he worked principally as a youth minister. He currently works as an Associate Professor in the Department of Catholic Studies at the University of St. Thomas.

Father Keating was a good friend of Father Huard as a result of their past work in youth ministry and involvement in the Servants of the Word, where he had also had prior acquaintance with [REDACTED]. In 1997, Father Keating joined the Companions of Christ in Minnesota, where he resided with Father Huard while discerning his own vocation. In addition to knowing Father Huard and [REDACTED] and during part of the pertinent time was working at the minor seminary. Through this network of relationships, both prior to and during his Seminary years, Father Keating developed a close relationship with the [REDACTED] family, spending lots of time at the [REDACTED] home and regularly joining them for family dinners as well as participating in family get-togethers and holiday functions.

Father Keating's involvement with the [REDACTED] substantially diminished when he left for studies in Rome, later returning to complete his studies and to be ordained in May, 2002. The [REDACTED] family attended and participated in Father Keating's ordination and first Mass, with [REDACTED] serving as a reader. Following his ordination, Father Keating remained friends with the [REDACTED] family and [REDACTED] though with much less frequent interaction.

226 SUMMIT AVENUE • ST. PAUL, MINNESOTA 55102-2197 • TEL: (651) 291-4400 • FAX: (651) 290-1629

E-MAIL: archcom@archspm.org

This is an extremely difficult case given all of the complex interrelationships and dynamics between and among Father Keating and the [REDACTED] family, particularly [REDACTED]. Father Keating clearly became integrated into the [REDACTED] family and had a deep, confidential relationship with the [REDACTED] and their children. He was a welcome guest at the [REDACTED] home, where he interacted with all of the children in the capacity of a special friend or uncle that included open displays of physical affection like hugging, neck rubs and massages. Father Keating entertained the children with stories and song, regularly read them bedtime stories, and occasionally served as an overnight babysitter. Everyone agreed about the depth and extent of this relationship, but some of the events are now presented in differing contexts or with a different interpretation to support the claim of sexual misconduct.

Part of the difficulty in addressing this matter is that there is no indication of any problem at the time of the events in question. The first formal allegations of misconduct surfaced in early [REDACTED] when her recollection of abuse was triggered while taking a sociology course dealing with those issues. The initial reports were somewhat general, but increased in specificity and gravity over time, ultimately culminating in a conference with Archbishop Flynn in June, 2006. Additional details were added during the investigation and interview with [REDACTED]. There is, however, no contemporaneous evidence of any misconduct by Father Keating with [REDACTED] at any time prior to his ordination in 2002, including [REDACTED] own journal entries during that time and her email communications with Father Keating while he was in Rome.

Father Keating adamantly denies any misconduct. None of the other [REDACTED] children who were interviewed had any complaints about Father Keating from their own experience from that time or any independent knowledge of any inappropriate interaction with [REDACTED]. An investigation of [REDACTED] claims by the [REDACTED] authorities was concluded without any official action. As further indicated below, although Father Keating's past relationships have caused some emotional hurt in other women, none of those women ever accused Father Keating of any sexual misconduct and there are no similar complaints in Father Keating's personnel file. While [REDACTED] is obviously suffering from her claims of abuse, her description of events is somewhat ambiguous, and to the extent they can be determined, the objective facts are susceptible to multiple interpretations.

Based on the record as a whole, the Board finds that there is insufficient evidence to support a finding of sexual abuse of a minor in violation of the Charter. Nonetheless, that is not to suggest that Father Keating bears no responsibility in this matter. Father Keating is a person of immense talent and charisma with the ability to inspire admiration and affection in others, particularly young people. These talents obviously serve him well in his pastoral service as a priest as well as in his work as a college professor. Father Keating's psychological profiles and assessments, however, reflect that he often may not realize or have a full appreciation for his impact and effect on others, which lends his behavior to poor judgment and potential misinterpretations by those around him. On a number of occasions, these tendencies in his dealings with others have led to imprudent decisions resulting in emotional hurt and psychological wounds in others.

The file record was clear that Father Keating has a history of becoming involved in deep emotional relationships with young women that have left them with persistent feelings of rejection, loss and abandonment. Some of these relationships were sometimes provocative in nature, and apparently included misguided and inadvisable emotional entanglements having at least the appearance of impropriety. While not rising to the level of sexual abuse, the Board is concerned that these tendencies combined with certain features of the relationship with the [REDACTED] family and [REDACTED] unique vulnerabilities led to a variety of confused boundaries that contributed to [REDACTED] current distress for which Father Keating necessarily bears some measure of responsibility.

Throughout the review process, the [REDACTED] family and [REDACTED] consistently displayed a commendable attitude of Christian charity, often explaining that they were seeking justice and reconciliation, not retribution. While necessarily beyond the scope of the investigation and this Recommendation, the Board believes that [REDACTED] and her family will benefit from continued individual and family counseling and spiritual direction, and the Board urges the Archdiocese to affirmatively support those efforts.

The Board does not believe that Father Keating's faculties should be suspended, particularly given his obvious gifts and his effectiveness in many areas of his work. Both recent psychological evaluations consistently found that there is no evidence of personality disorder or predatory sociopathy, although Father Keating's personality and approach to personal interactions may contribute to problems in mixed gender relationships. The Hamm report reflected that Father Keating has a somewhat inflexible personality style and distorted perception of himself and his behavior that is resistant to balanced insights into how his conduct may be impacting others. The Board, therefore, has concluded that there should be some limitations on Father Keating's activities combined with some form of meaningful supervision to help heal this profoundly painful situation and to avoid the risk of any such incidents in the future. The Board will defer to the Chairperson of the Catholic Studies Department to determine whether and under what circumstances Father Keating will continue in his current academic position.

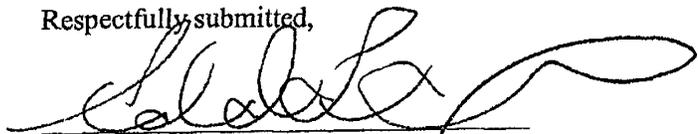
Accordingly, the Board unanimously finds and recommends as follows:

1. For a period of at least one year and pending further review, Father Keating shall not engage in any activities in the nature of retreats, spiritual counseling, or mentoring, particularly of adolescents or young adults. This provision will not restrict Father Keating from hearing confessions or conferring with students concerning their academic affairs in the ordinary course of his ministry and any continued work as a college professor;
2. For a period of at least one year, Father Keating shall participate in a structured program of coaching with an industrial psychologist or comparable professional to gain a deeper understanding of how his behavior affects others and to develop skills to enable Father

Keating to avoid behaviors and interactions with others that can lead to confused boundaries, emotional dependencies and injury;

3. During the course of the program set forth in the preceding paragraph, Father Keating will be assigned a supervisor with sufficient ecclesiastical seniority and authority to supervise Father Keating's activities and to monitor and assess his compliance with this Recommendation;
4. This Recommendation will be shared with the Chairperson of the Catholic Studies Department at the University of St. Thomas to permit appropriate levels of monitoring and compliance with this Recommendation as well as allowing for the development of any further appropriate requirements concerning Father Keating's academic status consistent with this Recommendation. This Recommendation will also be shared with the designated superior of the Companions of Christ should Father Keating wish to renew his association with that community;
5. Father Keating will be referred to the Promoter of Ministerial Standards to develop a monitoring plan consistent with the terms and conditions of this Recommendation; and
6. Father Keating, any supervisor assigned pursuant to this Recommendation, and the POMS shall provide the Board with a report concerning the status of Father Keating's compliance with the foregoing restrictions and conditions one year after the adoption and implementation of this Recommendation. The Clergy Review Board will then conduct a further review of this matter to determine whether the restrictions and conditions of this Recommendation should be continued, modified or terminated.

Respectfully submitted,



Edward F. Fox  
Chairperson, Clergy Review Board  
September 18, 2007

Fr. Dan Griffith

dfgriffith@hotmail.com

Fr. Dan Jones (sp. director)

frdanieljones@gmail.com



CLERGY REVIEW BOARD

Archdiocese of St. Paul and Minneapolis

RECOMMENDATION

The Clergy Review Board considered the case of Father Michael Keating at eight of its regularly scheduled meetings between October, 2006, and June, 2007. The Board's investigation was exhaustive and included a thorough review of file materials and communications with a host of individuals familiar with Father Keating's work and vocational history, reports from women with whom Father Keating had close friendships and/or counseling relationships in the past, and two psychological evaluations conducted in connection with this matter, one by Dr. Barron in August, 2006, and the second completed by the Hamm Clinic in December, 2006. The Board also conducted extensive personal interviews of Father Keating, [REDACTED] and [REDACTED]. At the [REDACTED] request, the Archdiocesan Victim Assistance Coordinator, Ms. Greta Sawyer, also attended most of the Board's fact finding review and witness interview sessions.

The Board's review began with a viewing of a video statement from [REDACTED] alleging that she was the victim of child sexual abuse perpetrated by Father Keating during a time when she was approximately [REDACTED] years old. During this time, Father Keating was a member of the Companions of Christ and then later a seminarian at the St. Paul Seminary and in Rome. Before beginning Seminary in 1998, Father Keating had also just completed a Ph.D. in History at the University of Notre Dame. For many years before that, Father Keating was a member of the Servants of the Word, where he worked principally as a youth minister. He currently works as an Associate Professor in the Department of Catholic Studies at the University of St. Thomas.

Father Keating was a good friend of [REDACTED] as a result of their past work in youth ministry and involvement in the Servants of the Word, where he had also had prior acquaintance with [REDACTED] and [REDACTED]. In 1997, Father Keating joined the Companions of Christ in Minnesota, where he resided with [REDACTED] while discerning his own vocation. In addition to knowing [REDACTED] and [REDACTED] and during part of the pertinent time was working at the [REDACTED]. Through this network of relationships, both prior to and during his Seminary years, Father Keating developed a close relationship with the [REDACTED] family, spending lots of time at the [REDACTED] home and regularly joining them for family dinners as well as participating in family get-togethers and holiday functions.

Father Keating's involvement with the [REDACTED] substantially diminished when he left for studies in Rome, later returning to complete his studies and to be ordained in May, 2002. The [REDACTED] family attended and participated in Father Keating's ordination and first Mass, with [REDACTED] serving as a reader. Following his ordination, Father Keating remained friends with the [REDACTED] family and [REDACTED] though with much less frequent interaction.

This is an extremely difficult case given all of the complex interrelationships and dynamics between and among Father Keating and the █████ family, particularly █████. Father Keating clearly became integrated into the █████ family and had a deep, confidential relationship with the █████ and their children. He was a welcome guest at the █████ home, where he interacted with all of the children in the capacity of a special friend or uncle that included open displays of physical affection like hugging, neck rubs and massages. Father Keating entertained the children with stories and song, regularly read them bedtime stories, and occasionally served as an overnight babysitter. Everyone agreed about the depth and extent of this relationship, but some of the events are now presented in differing contexts or with a different interpretation to support the claim of sexual misconduct.

Part of the difficulty in addressing this matter is that there is no indication of any problem at the time of the events in question. The first formal allegations of misconduct surfaced in early 2006, about a year after █████ freshman year in college when her recollection of abuse was triggered while taking a sociology course dealing with those issues. The initial reports were somewhat general, but increased in specificity and gravity over time, ultimately culminating in a conference with Archbishop Flynn in June, 2006. Additional details were added during the investigation and interview with █████. There is, however, no contemporaneous evidence of any misconduct by Father Keating with █████ at any time prior to his ordination in 2002, including █████'s own journal entries during that time and her █████ communications with Father Keating while he was in Rome.

Father Keating adamantly denies any misconduct. None of the other █████ children who were interviewed had any complaints about Father Keating from their own experience from that time or any independent knowledge of any inappropriate interaction with █████. An investigation of █████ claims by the Chisago County authorities was concluded without any official action. As further indicated below, although Father Keating's past relationships have caused some emotional hurt in other women, none of those women ever accused Father Keating of any sexual misconduct and there are no similar complaints in Father Keating's personnel file. While █████ is obviously suffering from her claims of abuse, her description of events is somewhat ambiguous, and to the extent they can be determined, the objective facts are susceptible to multiple interpretations.

Based on the record as a whole, the Board finds that there is insufficient evidence to support a finding of sexual abuse of a minor in violation of the Charter. Nonetheless, that is not to suggest that Father Keating bears no responsibility in this matter. Father Keating is a person of immense talent and charisma with the ability to inspire admiration and affection in others, particularly young people. These talents obviously serve him well in his pastoral service as a priest as well as in his work as a college professor. Father Keating's psychological profiles and assessments, however, reflect that he often may not realize or have a full appreciation for his impact and effect on others, which lends his behavior to poor judgment and potential misinterpretations by those around him. On a number of occasions, these tendencies in his dealings with others have led to imprudent decisions resulting in emotional hurt and psychological wounds in others.

The file record was clear that Father Keating has a history of becoming involved in deep emotional relationships with young women that have left them with persistent feelings of rejection, loss and abandonment. Some of these relationships were sometimes provocative in nature, and apparently included misguided and inadvisable emotional entanglements having at least the appearance of impropriety. While not rising to the level of sexual abuse, the Board is concerned that these tendencies combined with certain features of the relationship with the [REDACTED] family and [REDACTED] unique vulnerabilities led to a variety of confused boundaries that contributed to [REDACTED]'s current distress for which Father Keating necessarily bears some measure of responsibility.

Throughout the review process, the [REDACTED] family and [REDACTED] consistently displayed a commendable attitude of Christian charity, often explaining that they were seeking justice and reconciliation, not retribution. While necessarily beyond the scope of the investigation and this Recommendation, the Board believes that [REDACTED] and her family will benefit from continued individual and family [REDACTED] and spiritual direction, and the Board urges the Archdiocese to affirmatively support those efforts.

The Board does not believe that Father Keating's faculties should be suspended, particularly given his obvious gifts and his effectiveness in many areas of his work. Both recent psychological evaluations consistently found that there is no evidence of personality disorder or predatory sociopathy, although Father Keating's personality and approach to personal interactions may contribute to problems in mixed gender relationships. The Hamm report reflected that Father Keating has a somewhat inflexible personality style and distorted perception of himself and his behavior that is resistant to balanced insights into how his conduct may be impacting others. The Board, therefore, has concluded that there should be some limitations on Father Keating's activities combined with some form of meaningful supervision to help heal this profoundly painful situation and to avoid the risk of any such incidents in the future. The Board will defer to the Chairperson of the Catholic Studies Department to determine whether and under what circumstances Father Keating will continue in his current academic position.

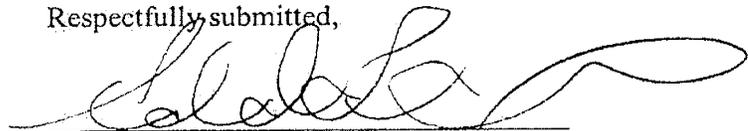
Accordingly, the Board unanimously finds and recommends as follows:

1. For a period of at least one year and pending further review, Father Keating shall not engage in any activities in the nature of retreats, spiritual counseling, or mentoring, particularly of adolescents or young adults. This provision will not restrict Father Keating from hearing confessions or conferring with students concerning their academic affairs in the ordinary course of his ministry and any continued work as a college professor;
2. For a period of at least one year, Father Keating shall participate in a structured program of coaching with an industrial psychologist or comparable professional to gain a deeper understanding of how his behavior affects others and to develop skills to enable Father

Keating to avoid behaviors and interactions with others that can lead to confused boundaries, emotional dependencies and injury;

3. During the course of the program set forth in the preceding paragraph, Father Keating will be assigned a supervisor with sufficient ecclesiastical seniority and authority to supervise Father Keating's activities and to monitor and assess his compliance with this Recommendation;
4. This Recommendation will be shared with the Chairperson of the Catholic Studies Department at the University of St. Thomas to permit appropriate levels of monitoring and compliance with this Recommendation as well as allowing for the development of any further appropriate requirements concerning Father Keating's academic status consistent with this Recommendation. This Recommendation will also be shared with the designated superior of the Companions of Christ should Father Keating wish to renew his association with that community;
5. Father Keating will be referred to the Promoter of Ministerial Standards to develop a monitoring plan consistent with the terms and conditions of this Recommendation; and
6. Father Keating, any supervisor assigned pursuant to this Recommendation, and the POMS shall provide the Board with a report concerning the status of Father Keating's compliance with the foregoing restrictions and conditions one year after the adoption and implementation of this Recommendation. The Clergy Review Board will then conduct a further review of this matter to determine whether the restrictions and conditions of this Recommendation should be continued, modified or terminated.

Respectfully submitted,



Edward F. Fox  
Chairperson, Clergy Review Board  
September 18, 2007

CONFIDENTIAL

Reverend Andrew Cozzens  
Saint Paul Seminary School of Divinity  
2260 Summit Avenue  
St. Paul, MN 55105

November 4, 2007

Dear Archbishop Flynn,

Enclosed is the formal letter which Fr. Jon Vanderploeg and myself gave to Fr. Michael Keating in a personal meeting on April 26, 2007. This letter expresses the concerns of the superior's council, excepting Fr. Jeff Huard, who was not consulted on these concerns, nor has he seen the letter. The superior's council felt that we wanted to express to Fr. Keating our concerns about what we learned in the process, and to encourage him to face some of these issues.

At Fr. Keating's request, we allowed him to invite Dr. Don Briel and Fr. Bill Baer to the meeting where we presented our concerns. Fr. Keating did not admit at this meeting any of the concerns that we raised, on the contrary he defended his actions as morally justifiable in the cases we raised. We asked him to consider these and to get back to us with his answers. He never responded to that request. Nor did he attempt to initiate any contact regarding our request to talk about these with him. Later I initiated contact to try and keep the doors open, but even at that meeting he never brought up these concerns which we raised with him.

Thanks for your prayerful leadership in this extremely difficult situation for our community.

Sincerely in Christ,



Fr. Andrew Cozzens  
Office: 651-962-5772  
Cel: 651-325-8004.

Cc. Eisenzimmer

CONFIDENTIAL

McD000034

**Sawyer, Greta**

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**From:** Eisenzimmer, Andrew  
**Sent:** Monday, November 12, 2007 5:24 PM  
**To:** Sawyer, Greta  
**Subject:** Clergy Review Board Summary

**Attachments:** Report Summary.doc

Greta, I am attaching the summary of the Clergy Review Board report and recommendation in the case in which I said I would do so. I want you to be aware that I am providing this with a great degree of reluctance because of concern as to how it might be used. For that reason, I am thinking that any dissemination of it should be on the following condition:

"I have enclosed a summary of the clergy review board report and recommendation solely for the purpose of communicating the contents thereof to you as the recipient. The summary may be used only to aid in your understanding of the contents and for no other purpose unless authorized by me. In giving you this summary, it is my intent that statements made therein are made for the purpose indicated and these statements are not meant to be a complete and exhaustive description of the review board's evaluation and recommendation in the matter in question. Further release or dissemination of this summary is unauthorized."

Andrew J. Eisenzimmer  
Chancellor for Civil Affairs  
Telephone: 651.291.4405

NOTICE--This e-mail may contain confidential and privileged material for the sole use of the intended recipients(s). Any review or distribution by others is strictly prohibited. If you are not an intended recipient, please notify the sender by return e-mail and delete this message and any attachments. Thank you.



Report  
ummary.doc (33 KB)

COUNCIL

**NOVEMBER 16, 2007**

**MEMO TO: REVEREND KEVIN MCDONOUGH  
ANDREW EISENZIMMER**

**FROM: ARCHBISHOP FLYNN**

I am enclosing a confidential letter from Father Andrew Cozzens and also a letter that he had sent to Father Michael Keating. I would ask you to read it carefully and file it.

Within the next couple of weeks I would like to have a meeting with the two of you concerning the whole matter of Father Michael Keating.

Thank you.

CONFIDENTIAL

McD000033

## Summary of Clergy Review Board Report and Recommendation

### Clergy Review Board Report Findings:

- The Clergy Review Board considered the case at eight of its regularly scheduled meetings between October, 2006, and June, 2007.
- The Board's review began with a viewing of a video statement from the person alleging that she was the victim of child sexual abuse perpetrated by the priest during a time when she was approximately [REDACTED] years old.
- Extremely difficult case given all of the complex interrelationships and dynamics between and among the priest and the family.
- There was no indication of any problem at the time of the events in question. The first formal allegations of misconduct surfaced in early 2006, about a year after the woman's freshman year in college when her recollection of abuse was triggered while taking a sociology course dealing with those issues.
- The priest adamantly denies any misconduct.

### Clergy Review Board Conclusions:

- Based on the record as a whole, the Board finds that there is insufficient evidence to support a finding of sexual abuse of a minor in violation of the Charter.
- The Board does not believe that the priest's faculties should be suspended, particularly given his obvious gifts and his effectiveness in many areas of his work.
- The Board did, however, make recommendations based on matters coming to its attention as a result of the review process.

### Clergy Review Board Recommendations:

- The priest is to be restricted in activities in the nature of retreats, spiritual counseling, or mentoring, particularly of adolescents or young adults.
- The priest is to participate in a structured program of coaching with an industrial psychologist or comparable professional
- The priest is to be assigned a supervisor with sufficient ecclesiastical seniority and authority to supervise the priest's activities
- The recommendation is to be shared with the appropriate supervisors of the priest to permit appropriate levels of monitoring and compliance with it.
- The priest will be referred to work with the Promoter of Ministerial Standards
- The Board with a report concerning the status of the priest's compliance with the foregoing restrictions and conditions one year after the adoption and implementation of the recommendation.

## Summary of Clergy Review Board Report and Recommendation

### Clergy Review Board Report Findings:

- The Clergy Review Board considered the case at eight of its regularly scheduled meetings between October, 2006, and June, 2007.
- The Board's review began with a viewing of a video statement from the person alleging that she was the victim of child sexual abuse perpetrated by the priest during a time when she was approximately [REDACTED] years old.
- Extremely difficult case given all of the complex interrelationships and dynamics between and among the priest and the family.
- There was no indication of any problem at the time of the events in question. The first formal allegations of misconduct surfaced in early 2006, about a year after the woman's freshman year in college when her recollection of abuse was triggered while taking a sociology course dealing with those issues.
- The priest adamantly denies any misconduct.

### Clergy Review Board Conclusions:

- Based on the record as a whole, the Board finds that there is insufficient evidence to support a finding of sexual abuse of a minor in violation of the Charter.
- The Board does not believe that the priest's faculties should be suspended, particularly given his obvious gifts and his effectiveness in many areas of his work.
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### Clergy Review Board Recommendations:

- The priest is to be restricted in activities in the nature of retreats, spiritual counseling, or mentoring, particularly of adolescents or young adults.
- The priest is to participate in a structured program of coaching with an industrial psychologist or comparable professional
- The priest is to be assigned a supervisor with sufficient ecclesiastical seniority and authority to supervise the priest's activities
- The recommendation is to be shared with the appropriate supervisors of the priest to permit appropriate levels of monitoring and compliance with it.
- The priest will be referred to work with the Promoter of Ministerial Standards
- The Board with a report concerning the status of the priest's compliance with the foregoing restrictions and conditions one year after the adoption and implementation of the recommendation.

November 30, 2007



Dear 

I am sorry it has taken me so long to send this to you. There were corrections that needed to be made to the report after I told you I was going to be mailing this out a week ago. I made the corrections and have been waiting for Andy to give me approval for the changes but he has not communicated with me. I know you have been waiting a long time so I am sending it to you now. It's not drastically different from what Andy gave me originally so it should be okay. Please note the condition below Andy wanted included with the summary. Any questions or concerns please call.

Sincerely,

"Enclosed is a summary of the clergy review board report and recommendation solely for the purpose of communicating the contents thereof to you as the recipient. The summary may be used only to aid in your understanding of the contents and for no other purpose unless authorized by me. In giving you this summary, it is my intent that statements made therein are made for the purpose indicated and these statements are not meant to be a complete and exhaustive description of the review board's evaluation and recommendation in the matter in question. Further release or dissemination of this summary is unauthorized."



"Jesus Christ is the same yesterday, today and forever." Heb. 13:8

Archdiocese of  
Saint Paul and Minneapolis

Advocacy

November 30, 2007

Dear

I am sorry it has taken me so long to send this to you. There were corrections that needed to be made to the report after I told you I was going to be mailing this out a week ago. I made the corrections and have been waiting for Andy to give me approval for the changes but he has not communicated with me. I know you have been waiting a long time so I am sending it to you now. It's not drastically different from what Andy gave me originally so it should be okay. Please note the condition below Andy wanted included with the summary. Any questions or concerns please call.

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328 WEST KELLOGG BOULEVARD • ST. PAUL, MINNESOTA 55102-1997 • TEL: (651) 291-4497 • FAX: (651) 231-7773  
E-MAIL: sawyerg@archspm.org

## Summary of Clergy Review Board Recommendation

### Clergy Review Board Conclusions:

- Based on the record as a whole, the Board finds that there is insufficient evidence to support a finding of sexual abuse of a minor in violation of the Charter.
- The Board does not believe that the priest's faculties should be suspended, given his effectiveness in many areas of his work.
- The Board did, however, make recommendations based on matters coming to its attention as a result of the review process.

### Clergy Review Board Recommendations:

- The priest is to be restricted in activities in the nature of retreats, spiritual counseling, or mentoring, particularly of adolescents or young adults.
- The priest is to participate in a structured program of coaching with an industrial psychologist or comparable professional
- The priest is to be assigned a supervisor with sufficient ecclesiastical seniority and authority to supervise the priest's activities
- The recommendation is to be shared with the appropriate supervisors of the priest to permit appropriate levels of monitoring and compliance with it.
- The priest will be referred to work with the Promoter of Ministerial Standards
- The Board with a report concerning the status of the priest's compliance with the foregoing restrictions and conditions one year after the adoption and implementation of the recommendation.

**MARCH 3, 2008**

**MEMO TO: ANDY EISENZIMMER  
FR. KEVIN MCDONOUGH**

**FROM: ARCHBISHOP FLYNN** H.g.7

Recently I received a letter from Father Andrew Cozzens of the Companions of Christ. He has been delegated by the Companions to inquire about the report that Father Keating received from the Archdiocesan Review Board. In other words, the Companions were interested in what Father Keating is allowed and not allowed to do.

I am writing to both of you to inquire who is the point person who is following up on Father Keating? I would appreciate knowing this sooner than later.

Thanks so very much.

CONFIDENTIAL

McD000045

13 March 2008

Memo To: Archbishop Flynn, Sister Dominica and Andy Eisenzimmer

From: Father Kevin McDonough

Re: Father Michael Keating

Nearly two weeks ago I promised you a summary of the steps needed to wrap up the investigation of alleged sexual misconduct by Father Keating. I apologize for the delay. I propose the following steps. If they are satisfactory, then we should begin executing them as soon as possible after Easter. I have put in parentheses the name of the staff member who would, I propose, follow through.

1. Formally close the investigation: We should summarize in a brief document the conclusion of the investigation and a brief summary of the steps taken. The memo should clearly exculpate Father Keating. (Father McDonough) A copy of this memo should then be shared with the Clergy Review Board. (Andy Eisenzimmer)
2. Separate Father Keating from the Companions of Christ: Whatever steps are needed to formalize Father Keating's release from the Companions should be accomplished. (Sister Dominica)
3. Debriefing and pastoral follow-up with Father Keating: We should review the entire situation with Father Keating and offer him whatever prudential lessons we have derived from the entire, prolonged matter. We should offer him access to counseling, should he desire it. (Father McDonough)
4. Notification of Saint Thomas supervisor(s): We should meet with Dr. Briel to inform him of the conclusion of the matter. To the extent that others in the University have to be notified, we should see to that as well. (Father McDonough)
5. Administrative debriefing: We should review this matter from the point of view of whatever we should learn in order to improve our own procedures. This was, with the exception of the Bishop Dudley matter, perhaps our most complex investigation. I think we should learn from it whatever we can. (McDonough, Brennan, Eisenzimmer)

Does this summary seem sufficient?

cc: Father Keating

CONFIDENTIAL

McD000046

13 March 2008

Memo To: Archbishop Flynn, Sister Dominica and Andy Eisenzimmer

From: Father Kevin McDonough

Re: Father Michael Keating

Nearly two weeks ago I promised you a summary of the steps needed to wrap up the investigation of alleged sexual misconduct by Father Keating. I apologize for the delay. I propose the following steps. If they are satisfactory, then we should begin executing them as soon as possible after Easter. I have put in parentheses the name of the staff member who would, I propose, follow through.

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2. Separate Father Keating from the Companions of Christ: Whatever steps are needed to formalize Father Keating's release from the Companions should be accomplished. (Sister Dominica)

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4. Notification of Saint Thomas supervisor(s): We should meet with Dr. Briel to inform him of the conclusion of the matter. To the extent that others in the University have to be notified, we should see to that as well. (Father McDonough)

5. Administrative debriefing: We should review this matter from the point of view of whatever we should learn in order to improve our own procedures. This was, with the exception of the [REDACTED] matter, perhaps our most complex investigation. I think we should learn from it whatever we can. (McDonough, Brennan, Eisenzimmer)

Does this summary seem sufficient?

cc: Father Keating

**McDonough, Kevin**

---

**From:** Keating, Michael J. [MJKEATING@stthomas.edu]  
**Sent:** Saturday, March 15, 2008 12:25 PM  
**To:** McDonough, Kevin  
**Subject:** RE: keating closure.doc

Kevin:

Thanks for your work on this. One thought:

Item #2 concerning Companions: I'd enjoy a longer conversation with you about the whole situation at some point. At the moment I'm wondering if it would be best first simply to let the Companions know, briefly, what the Diocese determined about the situation (as regards me) and then see what they do with it. I say this in the interests of a peaceful resolution; I don't think they've handled things particularly well, but it would help future peace if they could see their way to at least some attempt to make amends having once heard from you. After that we could proceed with whatever steps seem appropriate. (I'm not sure in any case that there is anything to be done canonically: one only makes yearly promises to Companions, and I haven't done that for two years, so I don't think there is any official tie.)

Thoughts on this? (I'll be away for Holy Week; like you I'm expecting nothing here until after Easter.)

Again, thanks.

Michael

---

**From:** McDonough, Kevin [mailto:mcdonoughk@archspm.org]  
**Sent:** Thursday, March 13, 2008 12:03 PM  
**To:** Brennan, Dominica; Eisenzimmer, Andrew; Keating, Michael J.  
**Subject:** keating closure.doc

<<keating closure.doc>>

Please give me your reactions to the attached (at your convenience -- I will not get much more done on this or anything else before Easter!).

**McDonough, Kevin**

---

**To:** Keating, Michael J.  
**Subject:** Closing the Case

Michael: I received a "green light" from Archbishop Flynn and Andy Eisenzimmer to bring the long investigation of the last two years to a conclusion. I think the first step is for the two of us to sit down and talk through various points, including the matter you raised with me before Easter about any relationship with the Companions.

This week has already filled up for me. What would next Monday, April 7 (1:00 to 2:00 or 3:30 to 5:00) or the following day (4:00 PM) be like for you?

Reverend Kevin M. McDonough, Vicar General  
Archdiocese of Saint Paul and Minneapolis  
651-291-4434  
Pastor, Church of Saint Peter Claver  
651-646-1797, extension 103

INTEROFFICE MEMO from  
ARCHBISHOP HARRY FLYNN

TO:

- Abp. Nienstedt
- Bp. Pates
- Fr. Kevin McDonough
- Fr. Baer
- Fr. Beaudet
- Mr. Bierbaum
- Sr. Brennan
- Msgr. Callaghan
- Mr. Cherek
- Ms. Dawson
- Fr. Dease
- Mr. Domeier
- Sr. Donnelly
- Mr. Eisenzimmer
- Ms. Eldred
- Mr. Errigo
- Fr. Estrem
- Deacon Friesen
- Deacon Kilsh
- Deacon Shupe

Andy -  
OK to  
go ahead?  
Yes!  
Andy E.

- |   |   |
|---|---|
| <input type="checkbox"/> action         | <input type="checkbox"/> recommendation   |
| <input type="checkbox"/> see me         | <input type="checkbox"/> prepare draft    |
| <input type="checkbox"/> call me        | <input type="checkbox"/> note & return    |
| <input type="checkbox"/> prepare reply  | <input type="checkbox"/> read & file      |
| <input type="checkbox"/> your signature | <input type="checkbox"/> information      |
| <input type="checkbox"/> my signature   | <input type="checkbox"/> as requested     |
| <input type="checkbox"/> comment        | <input type="checkbox"/> per conversation |

REMARKS:

DATE: 3-19-08

Yes! Subject to Andy  
Eisenzimmer's approval.  
H.g.7

# Memorandum

OFFICE OF THE CHANCELLOR FOR CIVIL AFFAIRS

Andrew J. Eisenzimmer: 651-291-4405

**DATE:** May 12, 2008  
**TO:** Archbishop John C. Nienstedt  
**FROM:** Andrew J. Eisenzimmer  
**SUBJECT:** Reverend Michael Keating

---

You asked about matters pertaining to Father Michael Keating, including his status with the Companions of Christ.

Certain allegations were made against Father Keating. The allegation related to a time prior to his ordination. The allegations were referred to the Clergy Review Board to advise Archbishop Flynn in his "assessment of allegations of sexual abuse of minors" and in "his determination of a cleric's suitability for ministry."

A copy of the CRB's finding and recommendations is attached. As you will note, the CRB found that there was insufficient evidence to support a finding of sexual abuse of a minor. To get a better understanding of all of this however, you may want to especially read the last paragraph of the second page of that report.

The CRB went on to recommend a number of steps with regard to Father Keating. I have not been involved in those steps other than to meet with members of the [REDACTED] family to review the findings with them.

The most recent discussion about Father Keating related to his status with the Companions of Christ. I talked to Father Keating just recently about that and clarified that he does not intend to remain a member. He informed me that since he did not renew his vows with them, that he is no longer a member.

I shared that with Sister Dominica and she has check to determine if anything else is necessary to formalize his separation from the Companions of Christ. That may depend on a number of factors and we should inform Father Cozzens to work with Sister to get the matter resolved. Questions which must be asked are whether Father Keating made temporary or perpetual vows? When did he depart the Companions? Which Statutes of the Companions were in force at the time of his departure (they have 2007 revised Statutes)? Was any sort of process followed?

CONFIDENTIAL

McD000038

Another thing I understood was that Father McDonough was going to review all of this with Archbishop Flynn and I further understood Father McDonough was going to meet with Dr. Briel to review the other necessary recommendations with him and others at St. Thomas who would have to be notified. I do not know the status of that at this time.

I know that Father Cozzens, on a couple of occasions, has left me a message asking about the status of the matters regarding Father Keating. I reported those inquiries to Archbishop Flynn. To the best of my knowledge, Archbishop Flynn did not find it necessary to respond to Father Cozzens if Father Keating was not going to be part of the Companions of Christ, but at the time that may not have been clear.

I hope this sheds some light on the status of these matters. If you need anything further, please let me know.

Father Michael Keating's status, with regard to the Companions of Christ

There are two ways of departing from the Companions of Christ: withdrawal or dismissal. Since what has been said refers to "not renewing vows," it sounds as though Keating's "departure" was the former.

1) Father Keating was ordained in May, 2002. There is no indication in the file when he entered or made vows with the Companions. So I do not know if he had made a temporary commitment or a perpetual one. That would make a difference in the process that would need to be followed. (If a person had only a temporary commitment, he would be free to leave at the expiration of that commitment, with no other process needed.)

2) There are two different sets of Statutes governing the Companions. The first was approved in 1992, and the second in December, 2007. I am guessing that the earlier document would be the one that governs, since I believe Keating's "departure" was earlier than December, 2007.

From the earlier statutes:

17. One is considered a member after he has been accepted by the Association and has made either an associate, full (temporary), or life-long (perpetual) commitment. The decision is reserved to the Moderator with the consent of the Council.
19. Members must live the way of life faithfully, joyfully and peacefully for at least three years as fully committed members (temporary commitments) before being admitted to make a life-long commitment (perpetual commitments). Reception of members into life-long commitments is made by the Moderator with the consent of the Association's Council.
24. Dismissal of any committed member, either fully (temporary) or life-long (perpetual) committed member, can occur only with the consent of a majority of the other life-long members following the canonical procedures as established by universal law.
26. Dismissal of an ordained member of the Association will be done in consultation with the Archbishop

(N.B. In this document, there is no reference to a vowed member "withdrawing." There is only reference to being dismissed. So, if Keating had made vows, and if this was the document still in force, the only way he would have legitimately departed was through dismissal. And if that happened, there should certainly be some record of it in the file, which there is not. -- Because the universal law of the Church permits dispensation from vows, they probably could have utilized that procedure, but again, there is nothing at all in the file which indicates that any sort of procedure was used.)

3) From the 2007 revised Statutes:

80. A member in temporary commitment may withdraw at the end of his annual commitment or earlier, with the consent of the superior and having consulted the diocesan bishop.

81. A member who has made a definitive commitment may request to withdraw from the association for personal reasons, including but not limited to being called to another vocation, having made an error of choice, or discerning the incapacity to live the ideal of the association. This request is subject to the approval of the superior, having heard the council and consulted the diocesan bishop.

(underlining mine)

This document is dated December 8, 2007, but was officially approved by the Archbishop on December 26, 2007.

Summary (DB):

There are several unanswered questions which need resolution in order to determine Father Keating's status with the companions:

- Had he made temporary or perpetual vows?
- When did he "depart" the Companions?
- Which Statutes were in force at the time of his "departure"?
- Unless his departure occurred at the expiration of a temporary commitment, some sort of process would have been necessary, if he wished to leave the Companions. Was any sort of process followed?

16 May 2008

Memo To: Archbishop Nienstedt

From: Father McDonough

Re: Father Michael Keating

Archbishop, last week I visited with Father Keating, with an eye to bringing closure to the investigation into his relationship with [REDACTED] [REDACTED]. I would like to propose the following:

1. His priest personnel file should reflect (perhaps simply by the inclusion of this memorandum) that our investigation found no credibility in the complaint that he engaged in sexual misconduct with [REDACTED] [REDACTED] at any time, including when she was a minor. That conclusion is supported by the decision of the Chisago County officials not to bring charges against him, in spite of their interviews of [REDACTED] and other family members and even though the matter would still have been within the statute of limitations. In the course of the investigation, we came to believe that Father Keating had been insufficiently attentive to the emotional effect he had on several women (particularly in the period before his ordination and even before his entrance in the seminary). At the advice of the Clergy Review Board, we urged him to apply greater attention in this regard in the future, and to seek help in doing so (see paragraph 4, below).
2. Father wishes to be separated from the Companions of Christ, and also suggests that there be some conversation between the leadership of the Companions and Archdiocesan leadership to bring closure to any questions arising from this investigation. It is my understanding that Father Keating was in temporary vows with the Companions, and therefore needs undergo no further process of separation, given the expiration of the vows. Even so, I propose to open a conversation with the Companions' leaders, as indicated above, and to double-check with them their understanding of his status in the Companions.
3. We informed Dr. Don Briel many months ago that Father Keating was under investigation. I propose to meet with Dr. Briel in order to review our conclusions with him. I also would like to ask Dr. Briel what other steps, if

any, are required in order to restore Father Keating's good reputation with University leaders. I would then follow through on those steps.

4. Father Keating and I discussed a "stay healthy" plan which would be based on his having regular conversations with a supportive circle of three mature, Christian men. All three of them are people known to me. They have known him for a long time, are familiar with the █████ family, and have followed the progress of this investigation. I would like to set up a meeting with them to formally initiate their ongoing conversation with one another, especially in regard to the issue raised in the last two sentences of paragraph one, above.

5. Father Keating co-signed a college loan for █████ █████ several years ago, and she has made few or even no payments on it. Interest is mounting, and the loan issuers are going after Father Keating to demand that he pay up. I proposed to him that he make the payment that he could afford (about two-thirds of the \$16,000 owed), and that the Archdiocese would assist him with the rest of the past due bill. I did so both to protect his financial reputation and to seal off one more avenue for unhelpful involvement with this family.

Archbishop, may I ask your comments in regard to all of these steps?

Cc: Father Keating  
Andy Eisenzimmer  
Sister Dominica Brennan

16 May 2008

Memo To: Archbishop Nienstedt

From: Father McDonough

Re: Father Michael Keating

Archbishop, last week I visited with Father Keating, with an eye to bringing closure to the investigation into his relationship with [REDACTED] I would like to propose the following:

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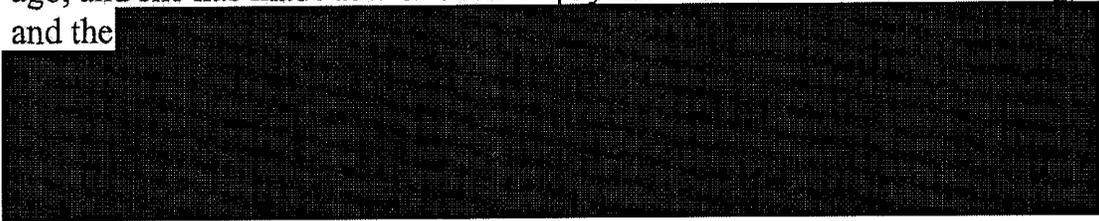
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5. Father Keating co-signed a college loan for [REDACTED] several years ago, and she has made few or even no payments on it. Interest is mounting, and the [REDACTED]



Archbishop, may I ask your comments in regard to all of these steps?

Cc: Father Keating  
Andy Eisenzimmer  
Sister Dominica Brennan

16 May 2008

Memo To: Archbishop Nienstedt

From: Father McDonough

Re: Father Michael Keating

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5. Father Keating co-signed a college loan [REDACTED] several years ago, and she has made few or even no payments on it. Interest is mounting, and the loan issuers are going after Father Keating to demand that he pay up. I proposed to him that he make the payment that he could afford [REDACTED] and that the Archdiocese would assist him with the rest of the past due bill. I did so both to protect his financial reputation and to seal off one more avenue for unhelpful involvement with this family.

Archbishop, may I ask your comments in regard to all of these steps?

Cc: Father Keating  
Andy Eisenzimmer  
Sister Dominica Brennan

May 20, 2008

Reverend Drew Cozzens  
Saint Paul Seminary  
2260 Summit Avenue  
St. Paul, MN 55105

Dear Father Cozzens,

After our meeting with the Companions of Christ last week, I investigated the situation concerning Father Michael Keating. I learned that the Clergy Review Board found that there was insufficient evidence to support a finding of sexual abuse of a minor in his regard. They did recommend a number of steps to take with the hope that such future involvement would be avoided.

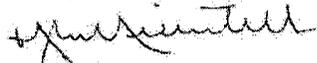
Mr. Andrew Eisenzimmer, the Archdiocesan Chancellor for Civil Affairs has been working with Father Keating and the S [REDACTED] family to review these finding with all of them. Probably more to the point, Father Keating told Father McDonough and Mr. Eisenzimmer that he does not intend to continue his association with the Companions of Christ. He stated that his association with you terminated with the expiration of his vows.

In light of the above, I think that it would be helpful for you to address the issues with Father Keating and formalize your separation.

I hope that this has been helpful to you. If I can be of further assistance, please don't hesitate to ask.

With every good wish, I remain

Fraternally yours in Christ,



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

cc: Reverend Kevin McDonough  
Mr. Andrew Eisenzimmer

CONFIDENTIAL

McD000037



# *Church of Saint Mark*

2001 Dayton Avenue • St. Paul, MN 55104  
[www.saintmark-mn.org/church](http://www.saintmark-mn.org/church) • 651-645-5717

May 23, 2008

Dear Archbishop Nienstedt,

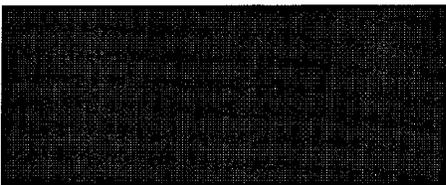
Thank you for hosting the Companions of Christ Council. Please rely on our prayers and ready obedience.

As I briefly expressed at the luncheon meeting, I would like to get on your schedule to get your counsel regarding Fr. Keating. I am very grateful for the care and wisdom you have given [REDACTED]

Archbishop Flynn assured us he accepted and would implement the priest's review board directives. Archbishop Flynn directed us to connect with the Director of Ministerial standards. We have done this but he had not at the time received the case. Finally he said he hoped Fr. Keating would learn from his failure, that the Priest's Review Board would evaluate progress in one year and that you would take up the case for your review.

It is not clear to me that anything has yet happened. I could use your help to navigate this matter.

Sincerely in Christ,



June 2, 2008

Reverend Jeffery Huard  
Church of St. Mark  
2001 Dayton Avenue  
St. Paul, MN 55104

Dear Father Huard,

Thank you for your letter of May 23, 2008. After our recent meeting at the Archbishop's house, I did investigate the matter of Father Keating and sent a report to Father Andrew Cozzens. I thought that he would have shared that report with you by now.

Basically, the Board did not find that Father Keating had been abusive in his behavior regarding the case involved. Yet, they did find certain violations in his prudential judgment and have made recommendations to deal with that concern. Mr. Andy Eisenzimmer is following up with Father Keating to make sure that these provisions are attended to.

At the same time, Father Keating has indicated to Mr. Eisenzimmer that he has left the Companions of Christ by not renewing his vows when they came due this past year. I suggested to Father Cozzens that he contact Father Keating in order to confirm that point and bring closure to Father's status with the Companions.

If you still need to see me after this explanation, I am willing to meet with you.

With every good wish and a remembrance in my prayer, I remain

Fraternally yours in Christ,



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

16 June 2008

Memo To: Archbishop Nienstedt

From: Father McDonough

Re: Status Report: Clergy Disciplinary

Keating

Archbishop, I have sent you separately a proposal for your role as your Delegate for Safe Environment. We permit me to give you a brief overview of the matter we are working:

1. [redacted] : This former priest was recently returned to prison for a parole violation. We are also in litigation regarding his misconduct with one adult woman. Our position is that we already have everything that we need from, or could ever impose on, this man through his voluntary separation from the Archdiocese. Andy Eisenzimmer is working with his attorney to address some requests from Bussmann. Sister Dominica is quietly laying the groundwork for a canonical trial (to be begun only as necessary).
2. Father Michael Keating: I owe you a full, written finalization of his status. I will supply it in the next two to three weeks.
3. [redacted] We are awaiting a Clergy Review Board report on him. Until then, his status is "on hold".
4. Father William Stolzmann: We have recently received a not-entirely-credible complaint that he abused a child many years ago. The investigation of the complaint is in the hands of South Dakota authorities, and we are awaiting their conclusions.
5. [redacted] We have a complaint that he may have been accessing pornography on the internet. He has denied the complaint, and is cooperating with the investigation.

There are, Archbishop, other low-key matters that are ongoing. These are the most pressing and sensitive.

Electronic copies: Father Piche, Sister Dominica, Mr. Eisenzimmer

CONFIDENTIAL

McD000032



"Jesus Christ is the same yesterday, today and forever." CCC, CCC

## Archdiocese of Saint Paul and Minneapolis

October 3, 2008

Dear [REDACTED]

I received your recent letter regarding matters pertaining to Father Michael Keating from [REDACTED] this past Monday, September 29<sup>th</sup>, when I celebrated Mass for the community at St. John Vianney Seminary. While I had known some of the particulars of this situation from [REDACTED] himself, I did investigate the assertions that you made in your letter.

What I found was that your description of the findings of the Clergy Review Board and its recommendations was not accurate. Apparently, there was no commitment that the Promoter of Ministerial Standards would review with you any plan of accountability in regard to Father Keating. Hence, it would not be ethically appropriate for me or the staff to review the recommendations of the Clergy Review Board with you and your family. The implementation of those matters is a concern between Father Keating and myself. I hope you can trust me in seeing that matters are handled properly.

I do want to assure you that this situation was taken very seriously by the Archdiocese, by Archbishop Flynn and the Clergy Review Board. I have checked with Greta Sawyer and she contends that the matter has been taken seriously, but again she was not able to review the recommendation of the Clergy Review Board with you. In light of this information, I do not believe that a further meeting would have the suggested pastoral benefit which you suggest, since I am not sure what we would discuss. I do understand that there are lingering feelings of anger for you and others in your family. My deepest hope is that you would be able to understand that this matter is being taken care of and that you should move now beyond these past hurts.

With every good wish and a remembrance in my prayer, I remain

Cordially yours in Christ,

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

cc: Mr. Andrew Eisenzimmer

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E-MAIL: [archbishop@archspm.org](mailto:archbishop@archspm.org)



**FAX  
TRANSMISSION**

To: *Oneta Sawyer*  
Fax No.: 251-7773

From:

Date: *10/10/08*  
Number of Pages: *2*

Remarks:

October 14, 2008

Dear Archbishop Nienstedt,

Thank you for your prompt response to my request for a meeting with my family. It appears clear to me that you did not know we were given a summary of the Priests Review Board's recommendations. I have enclosed them for your review.

This summary was sent to me by Gretta Sawyer, at my request, after the meeting I had with Archbishop Flynn in October of 2007. Andy Eisenzimmer, [REDACTED] were also present at that meeting. At the conclusion of that meeting Archbishop Flynn suggested that I contact the Promoter of Ministerial Standards to confirm that he had received the Board's directives. Gretta Sawyer did contact the Promoter of Ministerial Standards on my behalf to ask if I could call him directly. The Promoter said that I could contact him after he had received and reviewed the case. Gretta can confirm this information.

It has been almost one year since the Review Board gave their recommendations. It is my understanding that the Promoter of Ministerial Standards has not received the case nor has Fr. Keating contacted him. The purpose of my wanting to contact the Promoter of Ministerial Standards was to confirm that he had received the case and also to get a better understanding of how he handles these matters. As our advocate, Gretta Sawyer, has not been able to give us any assurance that any of the recommendations Archbishop Flynn agreed to were ever implemented.

I promise you this, my family and I would love to continue to move past anger and hurt. We have made great strides towards healing and forgiveness. My family and I felt a sense of relief with the recommendations of the Review Board and felt that they took the case very seriously. However, I am confident that Fr. Keating has not taken this situation seriously at all. We are aware that Fr. Keating continues providing Spiritual Direction at SJV, prominently profiles his oversight of Catholic Studies Women's households and continues Spiritual Direction with young women. Along with comments that Fr. Keating has made in public regarding our family, we are not satisfied that justice has been served or that he has come to grips with the pain and anguish he has caused.

In your letter to me you said you hoped I could trust you in seeing that matters were handled properly. Sir, I do hope you will handle things properly, but I am concerned. After receiving your letter I called Gretta Sawyer and she indicated that she has had no conversations with you at all, regarding this matter, up to the date of this letter. However, you make reference to having consulted with Gretta.

Finally, with all do respect Sir; I do believe there would have been pastoral benefits to meeting with you. I was confident in your experience, wisdom and insight and looked forward to some honest man to man conversation with you regarding this matter. I have shown very clearly that I have no interest in bringing any pain or poor publicity to the Church. My family and I have been very patient through all of this because of our love for the Church.

Thank you for your consideration. I look forward to your response.

In Christ,

[REDACTED]



"Jesus Christ is the same yesterday, today and forever." Heb. 13:8

Archdiocese of  
Saint Paul and Minneapolis

Office of the Archbishop

October 27, 2008

Dear [REDACTED]

I am in receipt of the letter of October 14, 2008. Obviously, much of the information that you shared was news to me. I was not aware that Gretta Sawyer had given you the summary of the Priests Review Board, and it had been my distinct impression that Father Keating was working with the Promoter of Ministerial Standards. You must understand that an archbishop is only as good as his senior staff, and obviously, mine have dropped the ball on getting me proper information. I do believe, moreover, that had I been invited to participate in the discussions you had in October of 2007 with Archbishop Flynn that much of this could have been avoided. Unfortunately, that was not the case, and I have been in a position of trying to play catch-up ever since. I apologize for that.

In addition, I did not indicate in my recent letter that I had spoken directly with Gretta Sawyer. I had asked one of my senior advisors her position, and I had presumed that she had been contacted.

Since receiving your letter, I have directed my staff to contact the Promoter of Ministerial Standards and to have him contact Father Keating with a specific intent of supplying me with a report on how the Clergy Review Board recommendations have been implemented. I promise to keep on top of this so as to regain your trust that the matter will be handled properly.

Finally, your letter seems to indicate a desire to have some "man-to-man" conversation regarding this matter. I am wondering what your intention is in that regard. If you could elaborate a little bit on that, I would be able to determine the benefit of such a meeting.

With every good wish and a remembrance in my prayer for you and your family, I remain

Cordially yours in Christ,

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

/dkt

cc: Mr. Andrew Eisenzimmer  
Ms. Gretta Sawyer



"Jesus Christ is the same yesterday, today and forever." Heb. 13:8

Archdiocese of  
Saint Paul and Minneapolis

Office of the Archbishop

October 27, 2008

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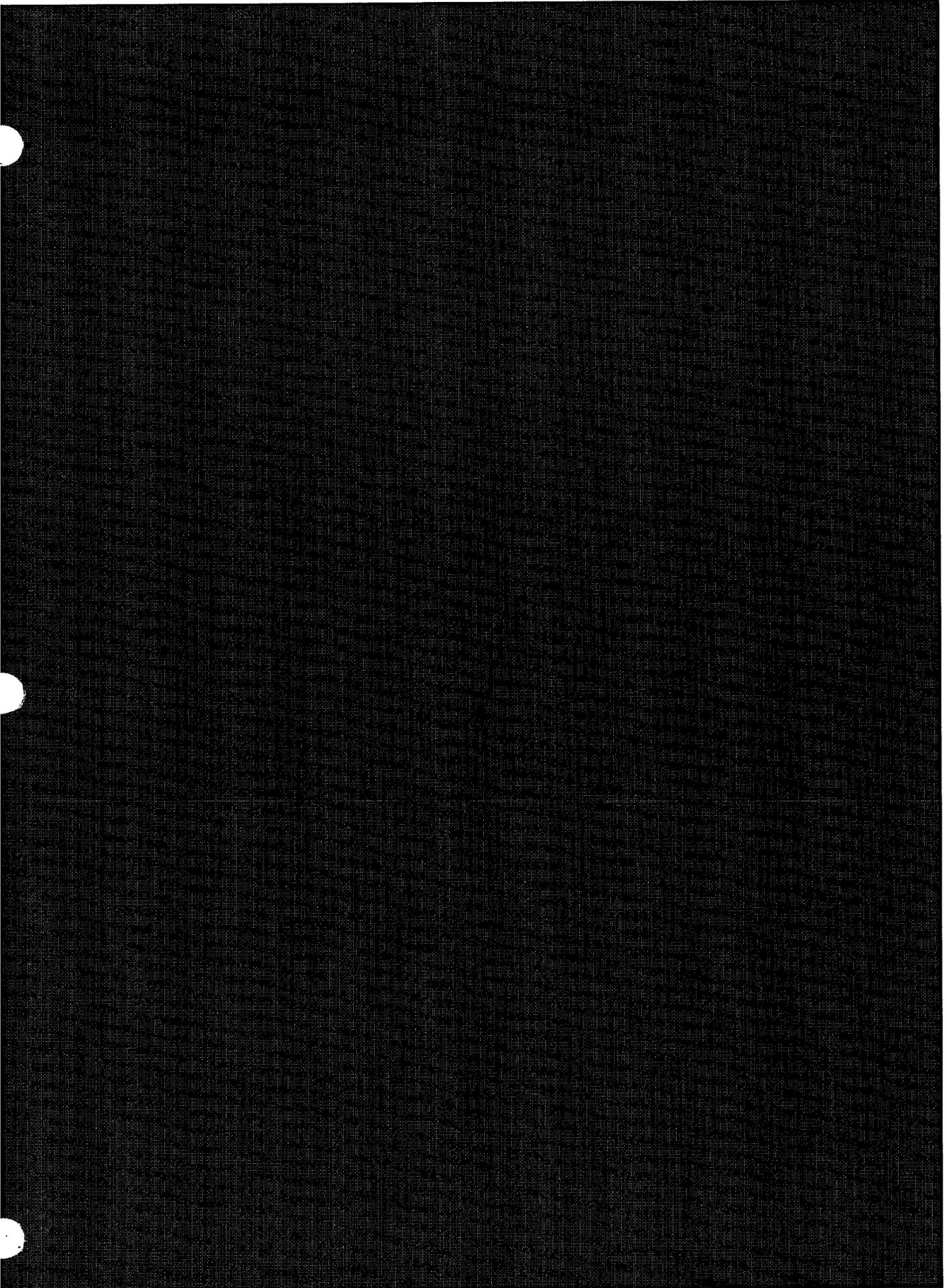
The Most Reverend John C. Nienstedt  
Archbishop of Saint Paul and Minneapolis

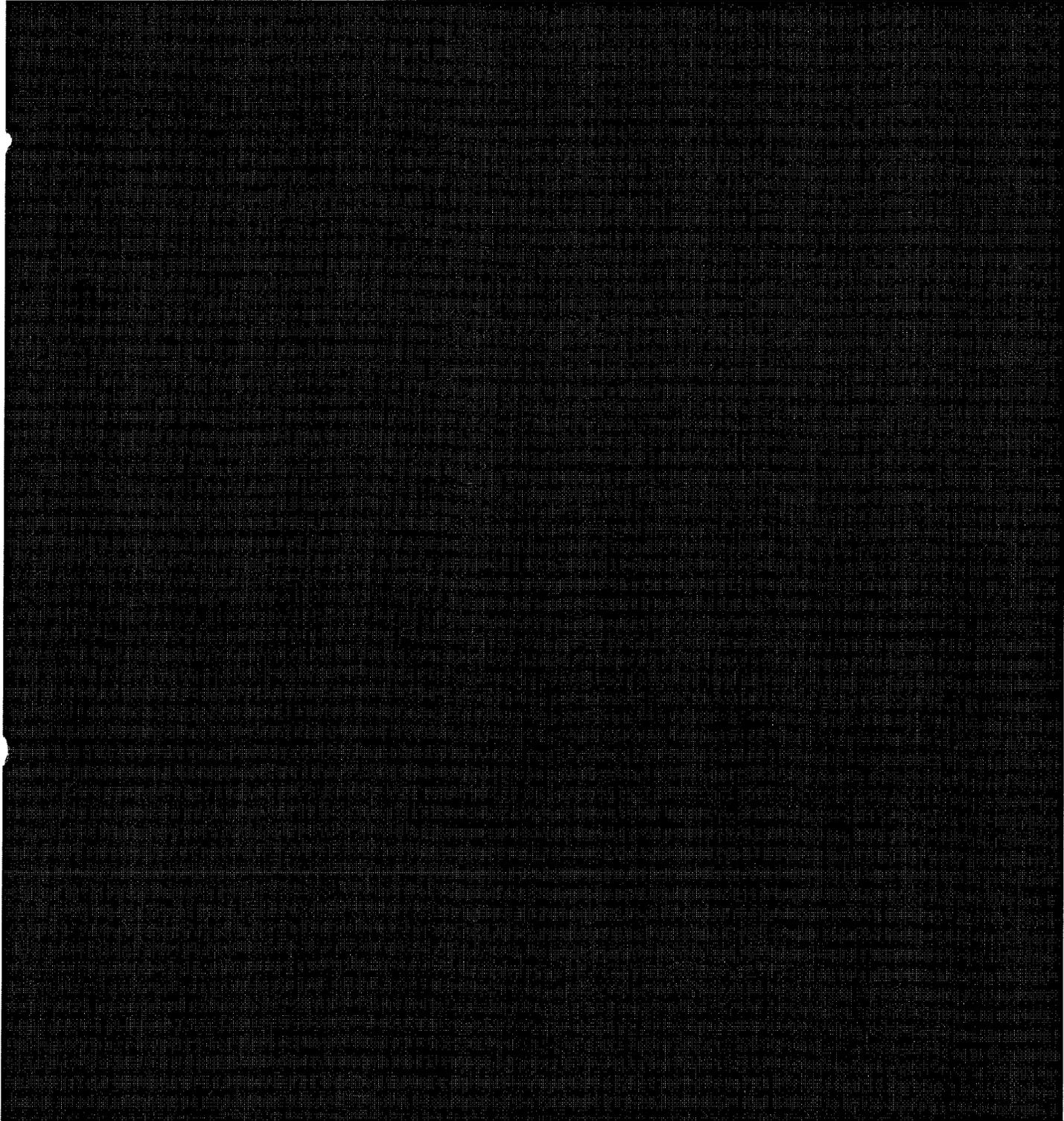
/dkt

cc: Mr. Andrew Eisenzimmer  
Ms. Gretta Sawyer

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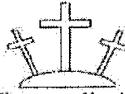
Nov 20

10-27-08

Dear Archbishop,

Sorry – the note read “Tickler – Nov. 15.” The reason I put the note on this was because of your memo to Andy Eisenzimmer of Oct. 22, wherein you ask him to tend to three numbered items, the deadline of which you gave was Nov. 15. I thought you may just want to put a copy of this in your Nov. 15 file folder.

God bless,  
*Deb*



St. Paul/Minneapolis Archdiocese  
Promoter of Ministerial Standards

TO: Fr. Kevin McDonough

FROM: ~~Tim Keating~~

DATE: 10/29/2008

RE: Keating

I have put this plan together after receiving the memo from Andy last week. I wasn't certain if this is the direction you want to take with him but I thought it would be a good place to start. I will await your direction before making contact with him. Hopefully you can review this plan and let me know if you want any changes. You may want me to take an entirely different tact that starting with a POMS plan.

*P.S. - Reason for Monitoring - I'm president  
Believe  
any alternative suggestions?*

St. Paul/Minneapolis Archdiocese  
Promoter of Ministerial Standards  
Monitoring Criteria

For: Michael J. Keating From \_\_\_\_\_ to \_\_\_\_\_

Plan Manager: Fr. Kevin McDonough Monitor Tim Rourke Reason For Monitoring: Imprudent Behavior

Monitor meetings: Minimum Quarterly

Monitoring Criteria:

1. The Clergy Review Board on 9/18/07 recommended that Fr. Keating not engage in activities in the nature of retreats, spiritual counseling, or mentoring particularly of adolescents or young adults. This restriction should not restrict hearing confessions or conferring with students concerning their academic affairs. That he participate in a structured program of coaching with a counselor. That he be assigned a monitor with sufficient ecclesiastical seniority. That disclosure be made to the chairperson at the University of St Thomas in the Catholic Studies Department. That the information also be shared with the superior of the Companions of Christ should Fr. Keating renew his association with them. That Fr. Keating follow a plan developed by the POMS program.
2. Fr. Keating will provide POMS the name of any counselor he is presently seeing. He will also sign any necessary releases for POMS to communicate with his counselor attesting to his attendance and progress.
3. Fr. Keating will provide POMS information from any support groups of which he is involved. He will sign any necessary releases for POMS to be appraised of his attendance and participation.
4. Fr. Keating will maintain regular contact with a spiritual advisor. He will sign any necessary releases for POMS to be appraised of his attendance.
5. Fr. Keating will not engage in giving retreats or spiritual direction. He will not perform any pastoral guidance to minors except in the performance of his duties at St. Thomas.
6. Fr. Keating is not to have contact with the [REDACTED] family in person, mail, telephone, e-mail or communication through any internet source or through a third party.
7. Disclosure to be made to the chairperson of the Catholic Studies Department as well as the superior with the Companions of Christ if he becomes reinvolved with them. There could also be disclosure if his ministry should change during the monitoring period.
8. Fr. Keating will provide the name of any mentor assigned him and sign necessary releases for that person to communicate with POMS regarding his compliance with any ecclesiastical restrictions.
9. Visits by the Promoter of Ministerial Standards for the Archdiocese will be made on a regular basis at Fr. Keating's living location, work location or any other mutually agreed upon location.
10. Risk monitoring evaluation/assessment will be done on an annual basis with the appropriate Archdiocesan official.

St. Paul/Minneapolis Archdiocese  
Promoter of Ministerial Standards  
Monitoring Criteria

For: Michael J. Keating . From \_\_\_\_\_ to \_\_\_\_\_

Plan Manager: Fr. Kevin McDonough Monitor Tim Rourke Reason For Monitoring: Imprudent Behavior

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Father Keating

10/30 at 3 PM of 1



**Father Keating**

You replied on 10/23/2008 12:11 PM.

Eisenzimmer, Andrew

**Sent:** Thursday, October 23, 2008 9:21 AM

**To:** McDonough, Fr. Kevin

**Cc:** Rourke, Tim

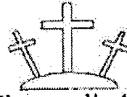
We communicated recently about Father Keating and the referral to Tim Rourke (the POMS). I gave Tim a "heads-up" that he would be getting that referral. I just received a memorandum from the Archbishop in which he states the following:

1. Have Father McDonough contact Father Keating by the end of this week and arrange for him to meet with Tim Rourke before the 15th of November.
2. By November 15, I want a report from Tim as to where we are with Father Keating and the recommendation of the Review Board.
3. I want another report by Christiansen.

The Archbishop wants me to keep him up-to-date on the matter. I'll copy Tim on this message so that we are all aware of the Archbishop's expectations. You may want to let Tim and me know when you've talked with Father Keating so we can make sure Father Keating follows-up with Tim. I don't know anything about Christiansen, who I assume is Father Keating's therapist? Let me know what you know about that.

Andrew J. Eisenzimmer  
Chancellor for Civil Affairs

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St. Paul/Minneapolis Archdiocese  
Promoter of Ministerial Standards

TO: Archbishop John Nienstedt

FROM: Tim Rourke

DATE: 11/14/2008

RE: Fr. Michael Keating

I have to date reviewed the file of Fr. Keating and submitted a proposed plan for monitoring to Fr. Kevin McDonough. I will have a personal meeting with Fr. Keating on Tuesday Nov. 18<sup>th</sup>. I will use this time to acquaint myself with Fr Keating as well as provide general information regarding the workings of the monitoring program and how it could specifically relate to his situation. I will await further direction as to if and when to present a specific monitoring protocol to Fr. Keating such as the one presently under review.

Cc: Fr. Kevin McDonough

Cc: Andy Eisenzimmer

14 November 2008

Memo To: Archbishop Nienstedt  
From: Father Kevin McDonough  
Re: Father Michael Keating

Archbishop, after too long a delay I am writing to you to suggest how the discussions about the status of Father Michael Keating might be brought to closure. I apologize for this delay.

Attached please find a memo which I drafted on May 16 but did not, I believe, ever give to you. I circulated it for comment with several Archdiocesan staff and with Father Keating. I stand by the recommendations in that memo, and suggest that you might read it first before continuing with the remainder of this November 14 document.

Permit me to add the following information and recommendations to those in the May 16 document:

1. I met with Father Keating two weeks ago. I reviewed his current work and his supports for proper priestly ministry. I believe that he is doing well. Among other things, I note that he has spoken with the three men whom I mentioned in the May 16 memo, and has sought their advice and counsel.
2. Tim Rourke is scheduled to meet with Father Keating early next week and will review a draft Monitoring Plan with him. I refer to that plan as a "draft", since some of its specific provisions depend on your response to this memo.
3. Father Keating is currently providing spiritual direction to two seminarians from Saint John Vianney Seminary. Both of his directees are men with whom he already had a spiritual direction relationship before they entered the seminary, and Father Baer asked that he continue working with them. I believe that he is capable of providing solid, responsible spiritual direction for these men, but I also understand that his doing so may be offensive to the [REDACTED] family, whose son is an SJV student. Do you want me to ask Father Keating to withdraw from that work out of sensitivity to the [REDACTED], or may he continue to serve in that role?

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4. Father Keating does not provide individual spiritual direction to any of the college student women who are closely associated with the UST Catholic Studies Program in which he teaches. He does, however, give about five talks a semester to the women who are living in a Catholic Studies Women's Residence at the University. Those talks concern various dimensions of Christian community living, the possibility of religious life, and related topics. Once again, I do not believe that this offers any occasion for reasonable misunderstanding or for boundary violations. But sensitivity to the [REDACTED] family might suggest that he "bend over backwards" to avoid offending them. What is your direction in that regard?

5. Father Keating twice has asked me that I underline this fact: that no one who has raised questions about him has ever alleged that he misused his priestly status in any of the interactions that they have questioned. It is important to note that all of the concerns date from before he entered the Seminary and, therefore, clearly from before his ordination. Furthermore, the [REDACTED] concern arose from his interactions with them after they invited him into their family life, and the one other woman with whom I spoke fell in love with Michael Keating while they were both lay members of an association. I agree with Father Keating that this is information worth noting.

Archbishop, I apologize again for not getting this material to you sooner. I thank you in advance for whatever further direction you choose to give. I am also available to discuss this with you if you wish to do so.

Cc: Andy Eisenzimmer  
Tim Rourke



"Jesus Christ is the same yesterday, today and forever." Heb. 13:8

**Archdiocese of  
Saint Paul and Minneapolis**

**Office of the Archbishop**

**NOVEMBER 18, 2008**

**MEMO TO: REVEREND KEVIN MCDONOUGH**

**FROM: MOST REVEREND JOHN C. NIENSTEDT** *JCN*

**RE: REVEREND MICHAEL KEATING**

I was disappointed that you never sent me the memorandum that you wrote on May 16, 2008. During the intervening time, I received a letter from Mr. [REDACTED] telling me that nothing had been done in terms of the Review Board's recommended oversight of Father Keating's ongoing behavior. Unfortunately, I was lead to believe by Andy Eisenzimmer that Father Keating was indeed being monitored and I wrote Mr. [REDACTED] to that effect. He wrote back challenging that assertion and, to my chagrin, I found out that I was wrong. I was then in the embarrassing situation of writing Mr. [REDACTED] and apologizing for my ignorance of the matter.

Like other priests who have offended, (even though he was not a priest at the time), Father Keating should abide by the directives of the Review Board. I am pleased that Tim Rourke will be meeting with Father Keating and reviewing the Monitoring Plan with him. I do not think that there has to be a "draft" of the specific provisions. I believe those were given to Father Keating by the Review Board.

With regard to the two seminarians from St. John Vianney that Father Keating is providing spiritual direction, I ask you to speak with him and suggest that he withdraw from that work. Obviously, I cannot force him to do that.

With regard to the spiritual direction of the college women who are closely associated with the UST Catholic Studies Program, I ask you to tell him that he is not to be involved in giving them lectures, seminars, or spiritual direction.

Thirdly, I ask that Tim Rourke review with Father Keating his relationships with women across the board.

The accusations against Father Keating are serious. I hope that we could be transparent in letting the offended know that we are serious in taking the appropriate steps to avoid such behavior in the future.

*Copy - Andy*

**NOVEMBER 18, 2008**

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**FROM: MOST REVEREND JOHN C. NIENSTEDT**  
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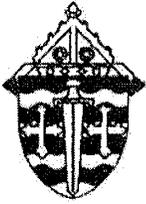
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**Archdiocese of  
Saint Paul and Minneapolis**

Office of the Archbishop

NOVEMBER 18, 2008

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**FROM: MOST REVEREND JOHN C. NIENSTEDT** *JCN*

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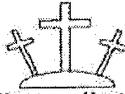
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St. Paul/Minneapolis Archdiocese  
Promoter of Ministerial Standards

TO: Archbishop John Nienstedt

FROM: Tim Rourke

DATE: 11/21/2008

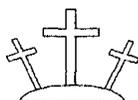
RE: Fr. Michael Keating

I had a meeting with Fr. Keating on Tuesday 11/18. We met in his office at St. Thomas. I explained the concept of the monitoring program to him. I went over my proposed draft of how I saw monitoring in his particular circumstances. We also went briefly over the occurrences which prompted his being a candidate for monitoring.

Fr. Keating understood the Archdiocese looking at a monitoring program in his instance. He was amenable to the program although there were a few items on my proposal of which he wanted further discussion. I told him that I understood that Fr. McDonough would be meeting with you concerning the proposal and I would contact him when I had more information on future meetings we may be having.

Cc: Fr. Kevin McDonough

Cc: Andy Eisenzimmer



St. Paul/Minneapolis Archdiocese  
Promoter of Ministerial Standards

TO: Archbishop John Nienstedt

FROM: Tim Bourke

DATE: 11/21/2008

RE: Fr. Michael Keating

I had a meeting with Fr. Keating on Tuesday 11/18. We met in his office at St. Thomas. I explained the concept of the monitoring program to him. I went over my proposed draft of how I saw monitoring in his particular circumstances. We also went briefly over the occurrences which prompted his being a candidate for monitoring.

Fr. Keating understood the Archdiocese looking at a monitoring program in his instance. He was amenable to the program although there were a few items on my proposal of which he wanted further discussion. I told him that I understood that Fr. McDonough would be meeting with you concerning the proposal and I would contact him when I had more information on future meetings we may be having.

Cc: Fr. Kevin McDonough

Cc: Andy Eisenzimmer

226 Summit Avenue, Saint Paul, Minnesota 55102 Tel. 651-291-4449 E-Mail: POMS@archspm.org

Reply Reply to All Forward [Icons]

**Keating**

Eisenzimmer, Andrew

**Sent:** Monday, November 24, 2008 2:01 PM

**To:** McDonough, Fr. Kevin

Father, in a previous memo to Archbishop Nienstedt, regarding Father Keating, I noted the following:

Certain allegations were made against Father Keating. The allegation related to a time prior to his ordination. The allegations were referred to the Clergy Review Board to advise Archbishop Flynn in his "assessment of allegations of sexual abuse of minors" and in "his determination of a cleric's suitability for ministry."

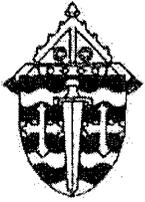
Regarding the CRB findings, I gave Archbishop a copy of the findings and recommendations and I noted the following:

As you will note, the CRB found that there was insufficient evidence to support a finding of sexual abuse of a minor.

This may help you in drafting a memo to the AB clarifying his recent characterization of this matter.

Andrew J. Eisenzimmer  
Chancellor for Civil Affairs

*MM*



*"Jesus Christ is the same yesterday, today and forever."* Heb. 13:8

**Archdiocese of  
Saint Paul and Minneapolis**

**Office of the Archbishop**

**NOVEMBER 25, 2008**

**MEMO TO: REVEREND KEVIN MCDONOUGH**

**FROM: MOST REVEREND JOHN C. NIENSTEDT + **

I am in receipt of Tim Rourke's memorandum of 1-21-08 and his meeting with Father Keating. I am rather concerned about the reservations that Father expressed to Tim as "a few items on my proposal of which he wanted further discussion." I would ask you to set-up a meeting with him soon to nail down all the particulars. We have been very lax in addressing these concerns with Father Keating. I hope we could set a specific program for him within the next few weeks.

I appreciate your cooperation in this regard.

**NOVEMBER 25, 2008**

**MEMO TO: REVEREND KEVIN MCDONOUGH**

**FROM: MOST REVEREND JOHN C. NIENSTEDT** 

I am in receipt of Tim Rourke's memorandum of 1-21-08 and his meeting with Father Keating. I am rather concerned about the reservations that Father expressed to Tim as "a few items on my proposal of which he wanted further discussion." I would ask you to set-up a meeting with him soon to nail down all the particulars. We have been very lax in addressing these concerns with Father Keating. I hope we could set a specific program for him within the next few weeks.

I appreciate your cooperation in this regard.

## Updates

Rourke, Tim

**Sent:** Monday, December 08, 2008 11:46 AM

**To:** McDonough, Fr. Kevin

---

I am looking for updates on the following that you may or may not have.

- 1. The present situation with Fr. Keating.
- 2. Anything new on Fr. Wehmann. Are you planning a disclosure meeting with Fr. Long. He still has not signed the POMS agreement as he has not seen the CRB recommendation. Seabloom, I believe, also gave you his recommendation on monitoring. I believe he was also meeting with Fr. Tierney a couple of weeks ago.



7. I am meeting with Clarence next week. I plan on his signing the POMS agreement. I will let you know if he still refuses for the next step.

Thanks, Tim

# Memorandum

OFFICE OF THE CHANCELLOR FOR CIVIL AFFAIRS

Andrew J. Eisenzimmer: 651-291-4405

**DATE:** December 16, 2008  
**TO:** Archbishop John C. Nienstedt  
**FROM:** Andrew J. Eisenzimmer  
**SUBJECT:** Father Michael Keating

---

Archbishop, in response to your note about matters regarding Father Keating, I can tell you that yesterday I met with Father McDonough and Tim Rourke about some other safe environment matters and the three of us talked about Father Keating. I do know that Father McDonough wants to talk directly with you about the matter. He has not shared all of his thoughts with Tim Rourke or me on the matter.

I do know that Tim Rourke gave you a memorandum dated November 14<sup>th</sup> and Father McDonough gave you a memorandum dated the same date. You responded to Father McDonough with your memorandum of November 18<sup>th</sup>. I do know you gave Father McDonough some direction in your memorandum and I know he met with Father Keating, I think on November 26<sup>th</sup>.

I will tell Father McDonough that you would like a report as soon as possible. Should I direct him to talk with Deb about a time he could talk with you about the matter?

Finally, I have the sense from Father McDonough that he is concerned that Father Keating is being viewed as an "offender" in some sense of that word. As I indicated to you in an earlier memorandum, the Clergy Review Board, in reviewing evidence in the matter, found that there was insufficient evidence to support a finding of sexual abuse of a minor. It did suggest, among other things, having Father Keating work on his interaction with women, but it did not view him as an offender.

Please let me know if I should have Father McDonough contact Deb. Thank you.

CONFIDENTIAL

McD000017

*Fr. The Bishop*

## Memorandum

OFFICE OF THE CHANCELLOR FOR CIVIL AFFAIRS

Andrew J. Eisenzimmer: 651-291-4405

---

**DATE:** December 18, 2008  
**TO:** Archbishop John C. Nienstedt  
**FROM:** Andrew J. Eisenzimmer  
**SUBJECT:** Father Michael Keating

---

Archbishop, in response to your note asking for some straight answers in this, let me give you what I have:

1. Clergy Review Board Recommendations: A copy of this is attached. You likely don't recall it, but I gave you a copy of this with my memorandum of May 12<sup>th</sup>.
2. Tim Rourke: He has met with Father Keating and has included the CRB recommendations in his monitoring plan.
3. Father McDonough has talked to Father Keating. As I noted in my last memorandum, Father McDonough wants to talk directly with you about the matter. He has not shared all of his thoughts with Tim Rourke or me on the matter.

I don't believe anyone is dragging his feet on the matter and I certainly do not think that Father Keating is getting any preferential treatment. I do think that it has taken a while for Father McDonough to get going on this.

The fastest way for us to get things nailed down regarding Father Keating is to have you and Father McDonough meet as he suggests. I have made very clear to him your instructions regarding Father Keating. I have no way to get him moving any faster.

Again, will it work to have Father McDonough contact Deb to set up a meeting or should I instruct him to contact you directly? I don't know why he is seeking to meet with you directly on this but I do know that is his desire.

Thank you.

CONFIDENTIAL

McD000018

Michael: Happy New Year! I hope the holidays were a time of blessing for you.

I finally had a chance to review all the materials relevant to your situation. As I noted in my e-message of two weeks ago, I believe Archbishop Nienstedt and I worked out our disagreements about all of this. I also had a chance -- unfortunately for the first time -- to see the Review Board recommendation for you. Have you ever seen that document? It got caught in the piles of documents that were not immediately transferred from Archbishop Flynn to Archbishop Nienstedt, and I believe that I did not see it at all until two weeks ago. Let me know if you would like a copy.

Having had a chance to see the information and, more importantly, to take some time reflecting, here is what I would like to propose to you:

1. You would continue to meet with the "professional/personal boundaries group" that you have been consulting with -- Tom Ryan and others. Perhaps either Tim Rourke or I could meet with you and them once to make sure that we are all "on the same page". As you know, I have spoken with each of those fellows in the last two years, but we have not all been together.
2. You would meet with Father Bill Baer to assess the prudence of your continued spiritual direction with the two SJV men you are caring for -- in the light of the presence of the [redacted] son in the Seminary. Archbishop Nienstedt has not told me that you should end that work, but rather that we should reexamine it. After you meet with Father Baer, you and I would talk about the conclusions from that meeting.
3. You would suspend your work with the Catholic Studies women's households for the second semester. There is no need to make any significant "public issue" about this. Rather, my suggestion is that you would plead a full calendar and shift the work to another. The Clergy Review Board asked the Archbishop that they be given a chance to reconsider any such work by you after a year, and I know the Archbishop is anxious to respect their role. Your suspension of that work would go a long way to calming his concerns and theirs.
4. Finally, you and Tim Rourke would work out a monitoring plan that would include these issues and nothing further (except for the usual boilerplate aspects of such a plan).

How does this sound to you?

Blessed 2009!

Kevin McDonough

---

**From:** Keating, Michael J. [MJKEATING@stthomas.edu]  
**Sent:** Tuesday, December 23, 2008 10:38 AM  
**To:** McDonough, Fr. Kevin  
**Subject:** RE: meeting with the Boss

Many thanks Kevin. This will make my Christmas a more festive occasion.

A blessed Christmas to you as well.

Michael

---

**From:** McDonough, Fr. Kevin [mailto:mcdonoughk@archspm.org]  
**Sent:** Tuesday, December 23, 2008 8:16 AM  
**To:** Keating, Michael J.  
**Subject:** meeting with the Boss

Michael: I had a good meeting with the Archbishop yesterday. I believe we came to a common understanding of

the relevant questions, one that will probably be quite acceptable to you also. As I suspected, his issues were more with me than with you.

I will get back to you next week. Meanwhile, have a blessed Christmas!

Kevin McDonough

Saint Peter Claver Catholic Church  
375 North Oxford Street  
Saint Paul, MN 55104  
651-646-1797 (fax) 651-647-5394

DRAFT

(awaiting  
M Keating  
review)

30 January 2009

Memo To: Archbishop Nienstedt  
From: Father Kevin McDonough  
Re: Father Michael Keating

Archbishop, I have been in communication with Father Keating several times in recent weeks. I believe we have come to a full and detailed agreement in regard to his compliance with your wishes and all the recommendations of the Clergy Review Board. If what I indicate below is satisfactory to you, he and I will formalize the agreement and I will ask Tim Rourke (who has already met once with Father) to set up a regular program of monitoring. Here is a summary, laid out in terms of the Review Board's recommendations:

In regard to Recommendation 1: He will withdraw from giving conferences and retreats in the women's houses/floors associated with the Department of Catholic Studies. He will also meet with Father Baer to assess the prudence of his continued spiritual direction of the two men at Saint John Vianney Seminary, and will report back to me about the outcome of that meeting.

In regard to Recommendation 2: He will continue to meet (as he has done for the last year) with the "Professional and Personal Boundaries Group" with which he has been meeting regularly.

In regard to Recommendation 3: He will work with Tim Rourke and, as needed, with me.

In regard to Recommendation 4: I will review this again with Dr. Briel at the University of Saint Thomas. Please know that I have kept him informed about the concerns we are addressing and our progress in their regard throughout, and have in fact spoken with Dr. Briel specifically about this matter in both of the last two months.

In regard to Recommendation 5: As noted in the first paragraph and in regard to #3, above, he will work with Tim Rourke.

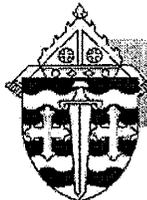
In regard to Recommendation 6: I will work with Father Keating to provide the summary requested by the Board and will forward it to you and to the Board in June, which is one year from the time you first received the Board's recommendations.

Please let me know if any of this seems insufficient. Thank you!

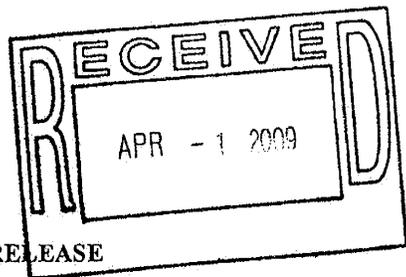
Since 1892, an African-American Catholic Community  
of Faith in Jesus Christ

CONFIDENTIAL

McD000010



Archdiocese of St. Paul and Minneapolis



CLERGY BACKGROUND CHECK QUESTIONNAIRE AND RELEASE

Legal Name: Michael Jerome Kenting
First Middle Last

Previous name, if any:
First Middle Last Dates Used City State

Current Home Address: 2115 Summit Ave 55-5 St. Paul Ramsey MN 55105
Street Address City County State Zip

Daytime Phone number: Evening Phone number: Same

Date of Birth: 05/07/56 Social Security Number: [Redacted]

1. COUNTIES OF RESIDENCE AND EMPLOYMENT FOR PAST SEVEN YEARS

(List all counties of residence and employment for the past seven years. Please note state for counties outside of Minnesota)

Ramsey 2002-2005 St. John Baptist - New Brighton
2005 - present Univ. St. Thomas - St. Paul

2. MISCONDUCT QUESTIONS (mark your answers to the following questions).

- a. Have you ever been convicted of sexual abuse, other criminal sexual misconduct, physical abuse or any other crime? No
b. Has any civil or criminal complaint or investigation been conducted because of allegations that you engaged in physical abuse, sexual abuse, sexual harassment or sexual exploitation? No
1. If yes, how was the complaint resolved? See Ind. Employment
c. Have you ever resigned, been laid off or discharged from a previous position for reasons relating to allegations that you engaged in physical abuse, sexual abuse, sexual harassment or sexual exploitation? No
d. Have you ever been required to obtain treatment, medical or psychological, because of allegations you engaged in abuse, harassment or exploitation of others? No

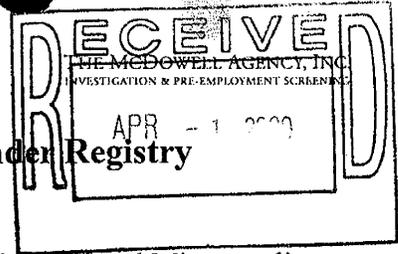
3. VERIFICATION, AUTHORIZATION AND RELEASE

I, Michael J. Kenting, verify that I have answered the above questions truthfully, to the best of my knowledge. I authorize The McDowell Agency, Inc and its Agents permission to perform an investigation into my background. This authorization is valid for the duration of my service. I hereby release the Archdiocese of Saint Paul and Minneapolis and The McDowell Agency from any liability arising from the preparation of this report or investigation relating thereto to the extent permitted by law.

Signature: Michael J. Kenting

Date: 3/31/09

CLERGY QUESTIONNAIRE AND RELEASE



**123B.03 and the Minnesota Predatory Offender Registry  
INFORMED CONSENT**

The following named individual serves in the Archdiocese of Saint Paul and Minneapolis which utilizes The McDowell Agency to run criminal background checks

Last Name of Applicant (please print): Keating

First Name (please print): Michael

Middle (full)(please print): Jerome

Maiden, Alias or Former (please print): —

Date of Birth: 05/07/1956 Sex (M or F):  male  
Month/Day/Year

I authorize the Minnesota Bureau of Criminal Apprehension to disclose all criminal history record information to The McDowell Agency and to the Archdiocese of Saint Paul and Minneapolis pursuant to Minnesota State Statute 123B.03 for the purpose of employment or volunteer service at the organization named above which utilizes the services of The McDowell Agency.

This release is valid for one year from the date of my signature.

Signature of Applicant Michael J. Keating Date 3/31/09

I hereby authorize and grant my informed consent to the Minnesota Bureau of Criminal Apprehension to release to The McDowell Agency and to the Archdiocese of Saint Paul and Minneapolis any information contained about me in the **Minnesota Predatory Offender Registry**, including, but not limited to, information related to offenses which may have occurred when I was a juvenile.

I hereby release the Minnesota Bureau of Criminal Apprehension and The McDowell Agency and the Archdiocese of Saint Paul and Minneapolis from any and all actions and causes of action, of any kind and nature whatsoever, past, present and future, arising out of the release of information obtained with this consent.

This release is valid for one year from the date of my signature.

Signature of Applicant Michael J. Keating Date 3/31/09

21

**CONFIDENTIAL**

Printed: 04/13/09

<b>Background Verification Report</b>		<b>Completed: 04/02/09</b>
<b>Prepared For:</b> Archdiocese of SPM- Central Corp.	<b>Requested By:</b> EMPLOYEE ACCOUNT	
<b>Attention:</b> Natalie McKliget, J. German	<b>Prepared By:</b> TMA	

<b>Subject:</b> KEATING, MICHAEL JEROME	<b>SS #:</b> [REDACTED]
<b>Address:</b> 2115 SUMMIT AVENUE SAINT PAUL, MN 55105	<b>DOB:</b> 05/07/56
<b>Reference:</b> 00218130	<b>Dept - Pos:</b> Clergy

**CRIMINAL RECORD CHECK**

RAMSEY, MN

-----  
**Search Type:** Felony and Misdemeanor, Unlimited  
**Court Searched:** Applicable Jurisdiction  
**No Records Found**

STATEWIDE, MN

-----  
**Search Type:** Felony and Misdemeanor, Unlimited  
**Court Searched:** Applicable Jurisdiction  
**No Records Found**

**SOCIAL TRACE**

MICHAEL JEROME KEATING  
2115 SUMMIT AVE APT 55-S  
SAINT PAUL, MN 55105  
RPTD: 05/2007 TO 03/2009

**SS:** [REDACTED]

**COUNTY:** RAMSEY

-----  
SS# IS VALID, ISSUED IN OHIO, BETWEEN 01/1969 AND 12/1970

\*\*\* END OF THE MCDOWELL AGENCY, INC. SOCIAL TRACE REPORT \*\*\*

**National Sex Offender Database**

04/02@13:46 - NO RECORD

AA

Minnesota BCA 123B Search

04/10@14:56 - No record found.

DISCLAIMER

For the purpose of criminal record background checks, the term "Statewide" refers to a check at the Minnesota BCA for all conviction records on file for the applicant in question. It is not a county-by-county search for criminal records, rather a search for conviction information on file at the Minnesota BCA for the applicant in question.

The term "Unlimited" refers to a criminal background check in the jurisdiction requested for a variable period. The Minnesota BCA and counties in all states maintain different requirements for archiving and reporting criminal history information. "Unlimited" means that records are searched as far back in time as the respective entity will allow on their access terminals.

The information in this report is secured and processed by fallible sources (human and otherwise) and that for the fee charged, The McDowell Agency, Inc. cannot be either an insurer or guarantor of the accuracy of the information reported; although we have searched available records in the areas where the applicant has been known to reside, it is possible that there are other areas the applicant has resided that we are not aware of, or the applicant could have a criminal record in an area they did not reside, and therefore was not researched by us. This is not a guarantee the applicant does not have a criminal record, only a due diligence attempt to find any records in places they would MOST LIKELY be found.

---

End Of Report

---



THE MCDOWELL AGENCY, INC.  
BACKGROUND SCREENING



## Thank You.

Your request has been submitted for the following:

Name: MICHAEL JEROME KEATING

Social Security: [REDACTED]

Birthdate: 05/07/1956

Reference: PCYI

Auto-Generated Order #: 37107

---

 [Click Here to Enter Another Request](#)

...or select one of the navigation buttons above to continue

*Request Posted 12:38:10 PM on 4/1/2009*



## Certificate of Training Attendance

Michael Keating

completed

*VIRTUS: Protecting God's Children for Adults*

on

September 28, 2009

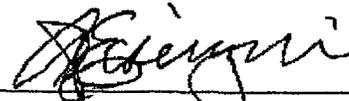
for

3:00 clock hour(s)

at

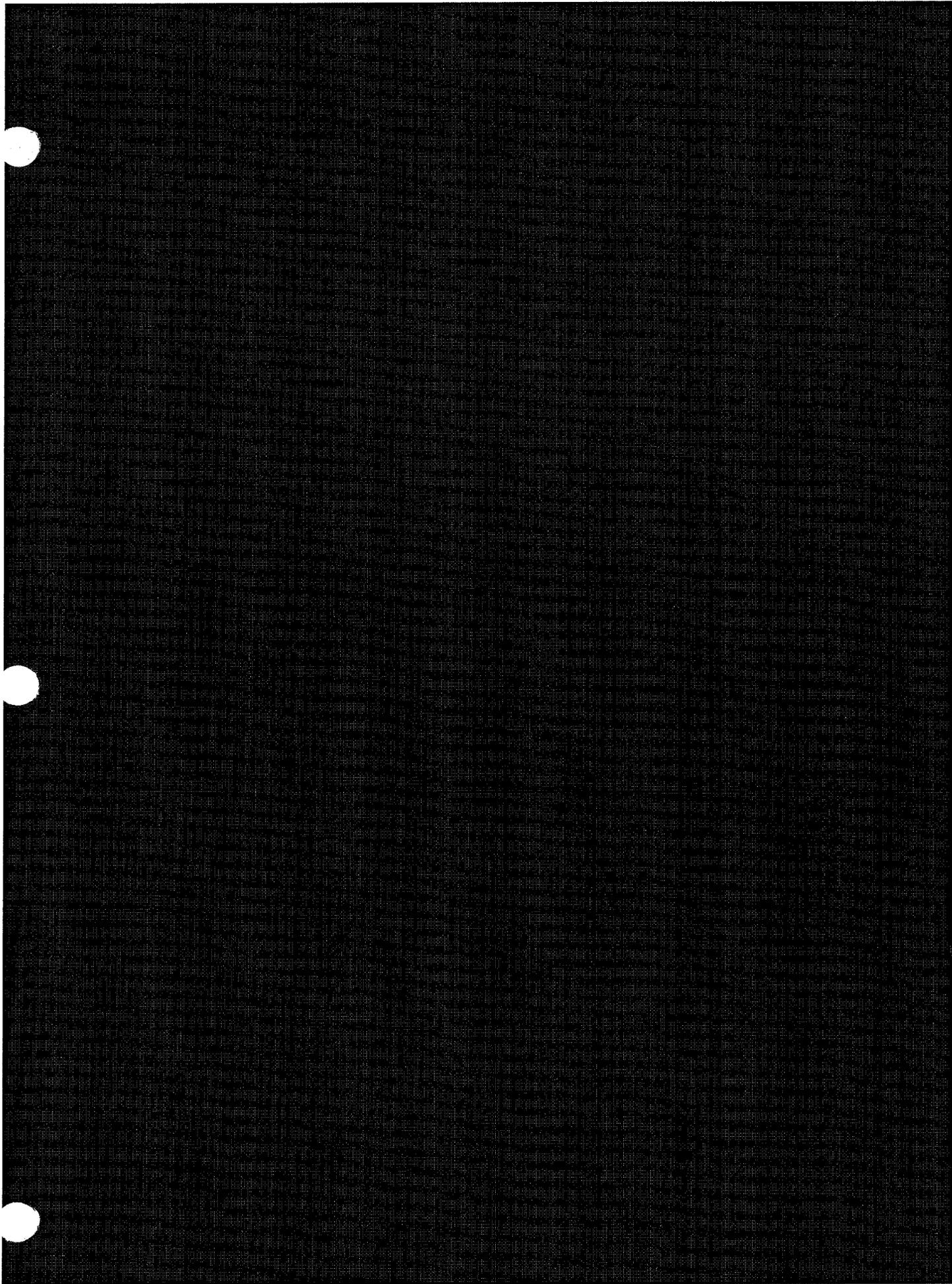
St Mark (Saint Paul)

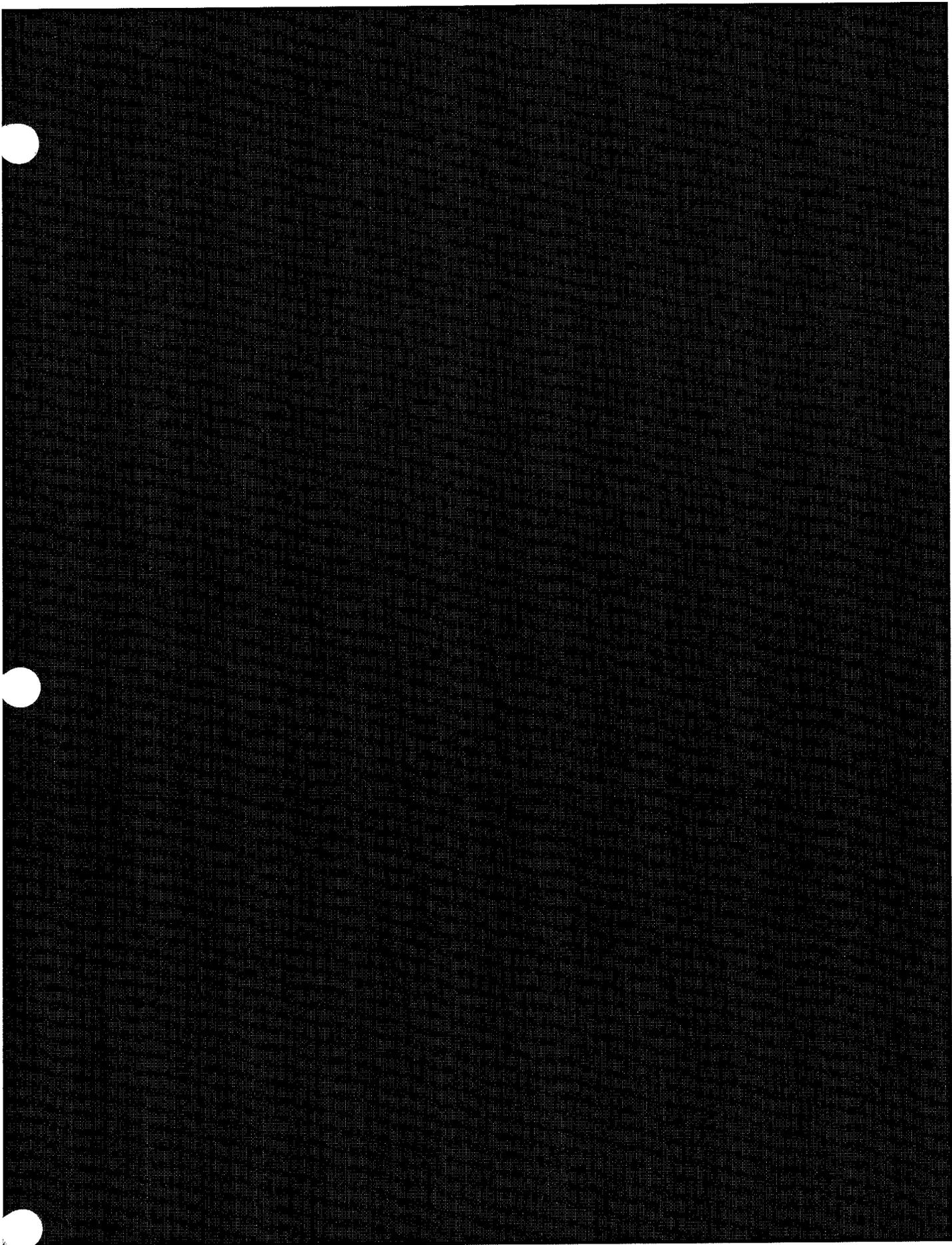
Archdiocese of St. Paul and Minneapolis, MN

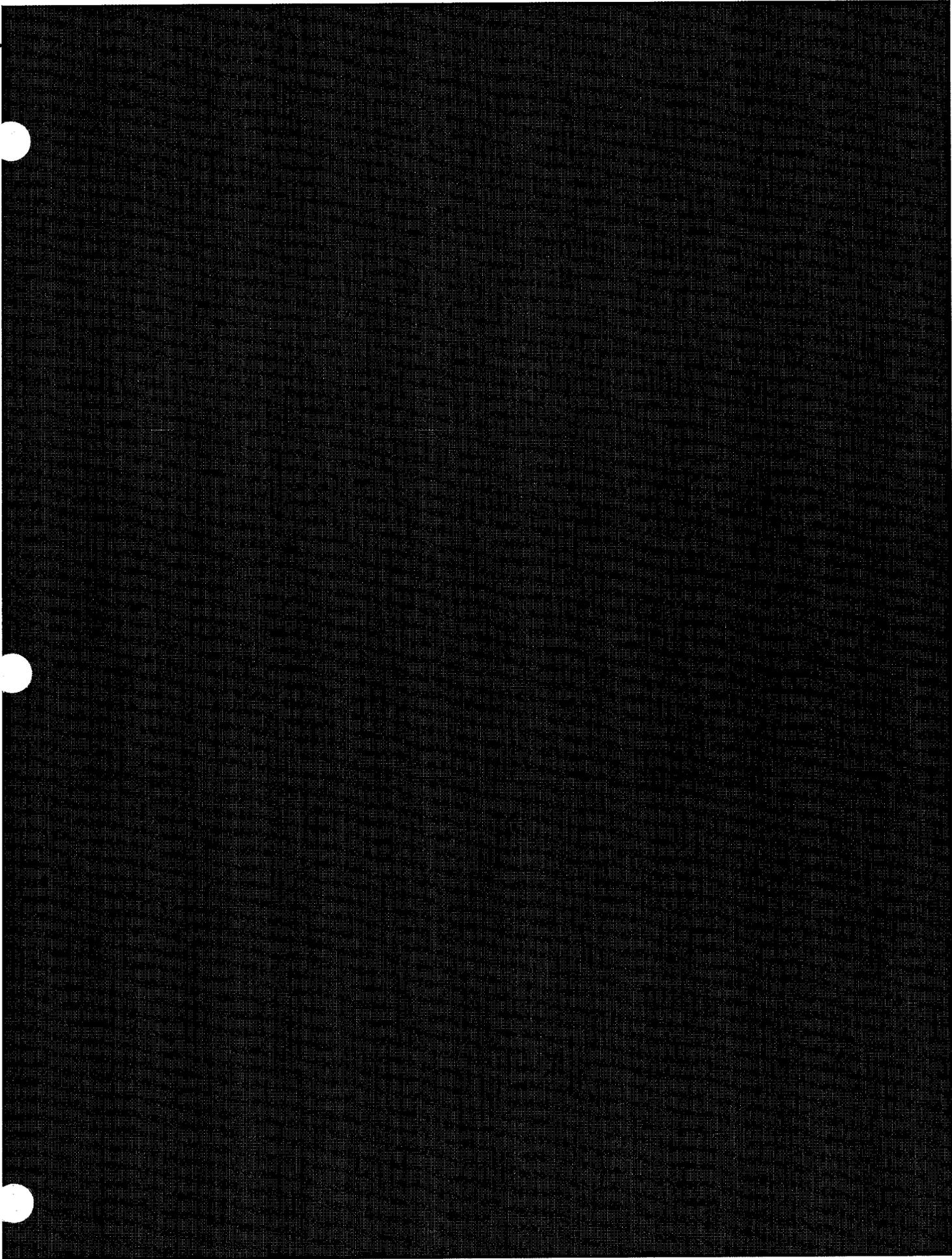


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Andrew Eisenzimmer  
Chancellor for Civil Affairs











# Certificate of Training Attendance

Michael Keating

completed

*VIRTUS: Protecting God's Children for Adults*

on

September 28, 2009

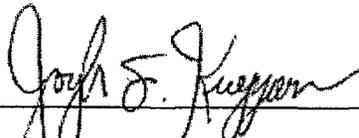
for

3:00 hour(s)

at

St Mark (Saint Paul)

Archdiocese of St. Paul and Minneapolis, MN



---

Joseph Kueppers  
Chancellor for Civic Affairs

**ASSIGNMENTS**

This file (Keating's) was apparently delivered to MKQ by accident, and they were just returning it.

Susan Stepka  
(9/30/09)

**RE: fr michael keating**

McDonough, Fr. Kevin

**Sent:** Thursday, January 21, 2010 4:17 PM

**To:** Paul Murray [paulmurrayop@hotmail.com]

Father Murray: Thank you for the follow-up report. I am grateful to you for taking the time to see Father Keating, and pleased by the report you have given.

Thank you for your openness to him. May God bless your ministry!

Father Kevin McDonough  
Pastor, Saint Peter Claver  
Capellan, Sagrado Corazon de Jesus  
Coordinator of Safe Environment, Archdiocese of Saint Paul and Minneapolis  
651-646-1797 x103

**From:** Paul Murray [paulmurrayop@hotmail.com]

**Sent:** Wednesday, January 20, 2010 1:36 PM

**To:** McDonough, Fr. Kevin

**Subject:** fr michael keating

Dear Father McDonough,

As requested, I have been able to meet with Father Michael Keating a number of times. So far as I can ascertain, during his time here in Rome, there has been nothing whatever problematic. And, on the positive side, I would say, that he has been much more open with me than I expected. I won't be seeing him again since he will be leaving Rome for a period before he leaves finally.

Hope this is helpful.

Best wishes.

father paul murray, op

# MEMORANDUM

May 11, 2010

**MEMO TO:** The Most Reverend John C. Nienstedt

**FROM:** The Most Reverend Lee A. Piché *LAP*

**RE:** Father Michael Keating

---

Archbishop, I volunteered to check the personnel file for Father Michael Keating in order to see whether there has been any follow-up on the issues of concern and the recommendations of the Review Board.

The most recent piece of data in the personnel file is a memorandum from you dated 18 November 2008. In that memorandum, you instructed Father Kevin McDonough to communicate with Father Keating the following:

- (1) He was to withdraw from offering spiritual direction to the two seminarians from Saint John Vianney Seminary.
- (2) He was to discontinue any giving of spiritual direction, lectures, and seminars with college-age women.
- (3) He was to begin a monitoring program with Tim Rourke, as part of which they were to discuss his relationships with women "across the board."

According to a memorandum from Tim Rourke dated 21 November 2008 in which he reports an initial meeting with Father Keating. There was some ambiguity in that memo as regards whether the monitoring was ever put in place.

I have been attempting all day to reach Tim Rourke by telephone to get an update on his meetings with Father Keating. I will communicate with you as soon as possible when I have learned anything more.

*Att: Rev Piché*

*Thank you please  
follow up.*

*LAP*

**POMS**

CONFIDENTIAL-Filed Under Seal

ARCH-003318

## MEMORANDUM

May 12, 2010

**MEMO TO:** The Most Reverend John C. Nienstedt

**FROM:** The Most Reverend Lee A. Piché + LAP

**RE:** Father Keating

---

Archbishop, I spoke with Tim Rourke today and learned that after his initial meeting with Father Michael Keating in November 2008, there were no subsequent meetings – no program of monitoring was put in place.

Tim explained that his directives come from Father Kevin McDonough, and he never received a clear directive to begin the monitoring. At about the same time that monitoring should have begun, Father Keating was assigned to teach a semester in Rome.

I suspect that with Father Keating's absence from the Archdiocese for those several months, his case was forgotten.

I would be happy to communicate with Father McDonough about this matter and suggest to him that it might be an opportune time for a follow-up meeting with Father Keating. It would be important to know whether he is abiding by the directives of the Review Board, and to get an assessment from either Father McDonough or Tim Rourke as to whether a monitoring program is advisable at this time.

Att: Rev Piché

Yes, please do so.

you

**Piche, Most Reverend Lee A.**

---

**To:** McDonough, Fr. Kevin  
**Subject:** CONFIDENTIAL

Hi Kevin,

Fr. Michael Keating came back on my radar last week. Apparently a woman for whom the Archdiocese was paying counseling expenses contacted us about the discontinuation of those funds, which raised a question in Archbishop's mind as to what sort of follow-up happened with Fr. Keating.

The last memo in his file is dated November 2008. The memo indicates that Fr. Keating was to begin a program of regular monitoring with Tim Rourke. I spoke with Tim and he said that apart from the initial meeting, no monitoring took place.

It would seem to me odd that we would simply begin a monitoring program now. But would it be possible for you to circle back with Father Keating about the issues that led to the decision, get a fresh assessment of his situation, and based on that assessment recommend that monitoring start (or not start)?

If I would be the better person for that interview with Father Keating, let me know. Please advise.

Thanks a million!

+Lee

**From:** McDonough, Fr. Kevin </O=ARCHDIOCESE OF ST PAUL & MPLS/OU=SUMMIT/CN=RECIPIENTS/CN=MCDONOUGHK>  
**Sent:** Wednesday, May 19, 2010 8:34 AM  
**To:** Piche, Most Reverend Lee A. <pichel@archspm.org>  
**Subject:** RE: CONFIDENTIAL

[REDACTED]

Lee: Good morning.

Quick summary: There was some back-and-forthing with the Archbishop about what he wanted for Father Keating until last summer. I did not get Michael connected with Tim Rourke before Michael left for a semester in Rome, but we had him meeting with a priest-monitor during his stay there. That report should be in the file somewhere. I have been meaning to get him and Tim together this spring (he returned from Rome in late January), but have not gotten it done.

Michael's boss at Saint Thomas, Dr. Don Briel, knows about the situation in detail, and I checked with him (in the course of another conversation) last month. He thought Father Keating was behaving properly. That being said, however, I do have to get Tim and Michael together. Unless, you tell me differently, I will get that done in the next couple of weeks.

Father Kevin McDonough  
Pastor, Saint Peter Claver  
Capellan, Sagrado Corazon de Jesus  
Coordinator of Safe Environment, Archdiocese of Saint Paul and Minneapolis  
651-646-1797 x103

---

From: Piche, Most Reverend Lee A.  
Sent: Tuesday, May 18, 2010 3:04 PM  
To: McDonough, Fr. Kevin  
Subject: CONFIDENTIAL

Hi Kevin,

Fr. Michael Keating came back on my radar last week. Apparently a woman for whom the Archdiocese was [REDACTED] contacted us about the discontinuation of those funds, which raised a question in Archbishop's mind as to what sort of follow-up happened with Fr. Keating.

The last memo in his file is dated November 2008. The memo indicates that Fr. Keating was to begin a program of regular monitoring with Tim Rourke. I spoke with Tim and he said that apart from the initial meeting, no monitoring took place.

It would seem to me odd that we would simply begin a monitoring program now. But

would it be possible for you to circle back with Father Keating about the issues that led to the decision, get a fresh assessment of his situation, and based on that assessment recommend that monitoring start (or not start)?

If I would be the better person for that interview with Father Keating, let me know. Please advise.

Thanks a million!

+Lee

**Piche, Most Reverend Lee A.**

---

**From:** Piche, Most Reverend Lee A.  
**Sent:** Wednesday, May 19, 2010 9:19 AM  
**To:** McDonough, Fr. Kevin  
**Subject:** RE: CONFIDENTIAL

Thank you Kevin. Please go ahead as you propose.  
+Lee

-----Original Message-----

**From:** McDonough, Fr. Kevin  
**Sent:** Wednesday, May 19, 2010 8:34 AM  
**To:** Piche, Most Reverend Lee A.  
**Subject:** RE: CONFIDENTIAL

Lee: Good morning.

Quick summary: There was some back-and-forthing with the Archbishop about what he wanted for Father Keating until last summer. I did not get Michael connected with Tim Rourke before Michael left for a semester in Rome, but we had him meeting with a priest-monitor during his stay there. That report should be in the file somewhere. I have been meaning to get him and Tim together this spring (he returned from Rome in late January), but have not gotten it done.

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Father Kevin McDonough  
Pastor, Saint Peter Claver  
Capellan, Sagrado Corazon de Jesus  
Coordinator of Safe Environment, Archdiocese of Saint Paul and Minneapolis  
651-646-1797 x103

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**From:** Piche, Most Reverend Lee A.  
**Sent:** Tuesday, May 18, 2010 3:04 PM  
**To:** McDonough, Fr. Kevin  
**Subject:** CONFIDENTIAL

Hi Kevin,

Fr. Michael Keating came back on my radar last week. Apparently a woman for whom the Archdiocese was paying counseling expenses contacted us about the discontinuation of those funds, which raised a question in Archbishop's mind as to what sort of follow-up happened with Fr. Keating.

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It would seem to me odd that we would simply begin a monitoring program now. But would it be possible for you to circle back with Father Keating about the issues that led to the decision, get a fresh assessment of his situation, and based on that assessment recommend that monitoring start (or not start)?

If I would be the better person for that interview with Father Keating, let me know. Please advise.

Thanks a million!

+Lee

## Summary of Clergy Review Board Recommendation

### Clergy Review Board Conclusions:

- Based on the record as a whole, the Board finds that there is insufficient evidence to support a finding of sexual abuse of a minor in violation of the Charter.
- The Board does not believe that the priest's faculties should be suspended, given his effectiveness in many areas of his work.
- The Board did, however, make recommendations based on matters coming to its attention as a result of the review process.

### Clergy Review Board Recommendations:

- The priest is to be restricted in activities in the nature of retreats, spiritual counseling, or mentoring, particularly of adolescents or young adults.
- The priest is to participate in a structured program of coaching with an industrial psychologist or comparable professional
- The priest is to be assigned a supervisor with sufficient ecclesiastical seniority and authority to supervise the priest's activities
- The recommendation is to be shared with the appropriate supervisors of the priest to permit appropriate levels of monitoring and compliance with it.
- The priest will be referred to work with the Promoter of Ministerial Standards
- The Board with a report concerning the status of the priest's compliance with the foregoing restrictions and conditions one year after the adoption and implementation of the recommendation.

Piche, Most Reverend Lee A. *+ JAP*

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From: Piche, Most Reverend Lee A.  
Sent: Wednesday, May 19, 2010 9:19 AM  
To: McDonough, Fr. Kevin  
Subject: RE: CONFIDENTIAL

*CC: Archbishop Nienstedt*

Thank you Kevin. Please go ahead as you propose.  
+Lee

-----Original Message-----

From: McDonough, Fr. Kevin  
Sent: Wednesday, May 19, 2010 8:34 AM  
To: Piche, Most Reverend Lee A.  
Subject: RE: CONFIDENTIAL

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+Lee

**From:** McDonough, Fr. Kevin </O=ARCHDIOCESE OF ST PAUL & MPLS/OU=SUMMIT/CN=RECIPIENTS/CN=MCDONOUGHK>  
**Sent:** Wednesday, May 19, 2010 4:37 PM  
**To:** Piche, Most Reverend Lee A. <pichel@archspm.org>  
**Subject:** RE: CONFIDENTIAL



Will do!

Father Kevin McDonough  
Pastor, Saint Peter Claver  
Capellan, Sagrado Corazon de Jesus  
Coordinator of Safe Environment, Archdiocese of Saint Paul and Minneapolis  
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**Sent:** Wednesday, May 19, 2010 9:38 AM  
**To:** McDonough, Fr. Kevin  
**Subject:** RE: CONFIDENTIAL

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