Priests Full Name

Mark Hopkins Wehmann

**CURRICULUM VITAE** 

DIOCESE:

St. Paul/Minneapolis

SOCIAL SECURITY #:

DATE AND PLACE OF

BIRTH:

2/25/1969, Mpls, MN

DATE AND PLACE OF

BAPTISM:

DATE OF ORDINATION:

5/31/2003

**EDUCATION:** 

B.S. University of Minnesota, Accounting, 1992

University of St. Thomas, St. Paul, MN

St. Paul Seminary, St. Paul, MN

ASSIGNMENTS:

Associate Priest, St. Augustine, South St. Paul, MN,

6/17/03-6/15/05

Associate Priest, Holy Trinity, South St. Paul, MN,

6/17/03-6/15/05

Associate Priest, Epiphany, Coon Rapids, MN, 6/15/05-

1/10/07

Associate Priest, St. Mary, Shakopee, MN, 1/10/07-

8/1/08

Associate Priest, St. Vincent de Paul, Brooklyn Park,

8/1/08-7/1/09

Pastor, St. Bridget of Sweden, Lindstrom, MN, 6/1/09-

OTHER:

SAFE ENVIRONMENT:

Date of background check-6/23/2003 Date of VIRTUS training-9/23/2005 Date signed Code of Conduct-6/25/2002 Priests Full Name

Mark Hopkins Wehmann

**CURRICULUM VITAE** 

DIOCESE:

St. Paul/Minneapolis

**SOCIAL SECURITY #:** 

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Associate Priest, Epiphany, Coon Rapids, MN, 6/15/05-

1/10/07

Associate Priest, St. Mary, Shakopee, MN, 1/10/07-

8/1/08

Associate Priest, St. Vincent de Paul, Brooklyn Park,

8/1/08-7/1/09

Pastor, St. Bridget of Sweden, Lindstrom, MN, 6/1/09-

6/30/13

Pastor, St Boniface, Mpls, 7/1/13-

(Part time) Chaplain, University of Minnesota Hospital,

Mpls, 7/1/13-

OTHER:

DATE OF HIRE:

4/10/02

ADJUSTED DATE OF HIRE:

6/1/09

MARRIAGE REGISTRATION:

None

SAFE ENVIRONMENT:

Date of background check-6/23/2003 Date of VIRTUS training-9/23/2005 Date signed Code of Conduct-6/25/2002

1	Name Mark Wel	mann Ho	me Parish 54. C	lof, Mala
į	Academic History			, , ,
`	Elementary School	annandale - Band	& Elementary	
	High School	annandale High s		
	College, Degrees		Ha Carlson School	
		B/5 - accounting		
1	Work Experience	,		
-	worked for 6 years	in the accounting of	ield - general accoun	ting, financial analyst, budgeting
	Supervising others.	I learned that	I like team working	g and problem solving
-	along with exect	ny a happy fun	place to work.	
:	1. Describe briefly	our Teaching Par	ish experience a	nd what areas of
	parish ministry you 5t. Philip showed me ha	no a parish can mal	is a difference un pe	gles lives. Both those in the
	north Himneapolis.	neighborhood and the	e effect of the outre	uch has on the farishionens
2	2. What are your expe	ectations and hop	es in your first	assignment regarding:
	Areas in ministry	of special inter	est	///
	-I enjoy the youth to	ut never been invo a of ministry	lved with a cotholic a	Chool, hence I would like to
	- I would also enjoy	e purish with a strong sociamental life	g sacramental life b	erwise I believe I can continu
	Need for community - very open and flehing	in rectory	<b>-</b> .	•
	7,4, 0,0,1			
	Type of parish (ur affluent, inner-ci	ban, rural, blue	-collar, white-co	ollar, sophisticated,
	open to anything but	maybe because 5t 1	lat and St. Philips are	worth big into social outross
	it may be good to	ex a different type	rof parish.	•
3	. Are there any pari	shes in particul	ar that appeal to	you?
4	. List any parishes	you feel would b	e especially diff	icult for you.
	- I do not know of	ing		-

5. Other comments:

### SACRAMENTAL CERTIFICATES



2260 Summit Ave.

Telephone:

612-962-5050 612-962-5790

St. Paul, MN 55105-1094 Facsimile:

December 14, 1999

The Most Reverend Harry J. Flynn, D. D. archbishop of Saint Paul and Minneapolis 226 Summit ave Saint Paul, MN. 55102

Dear archbishop Flynn:

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

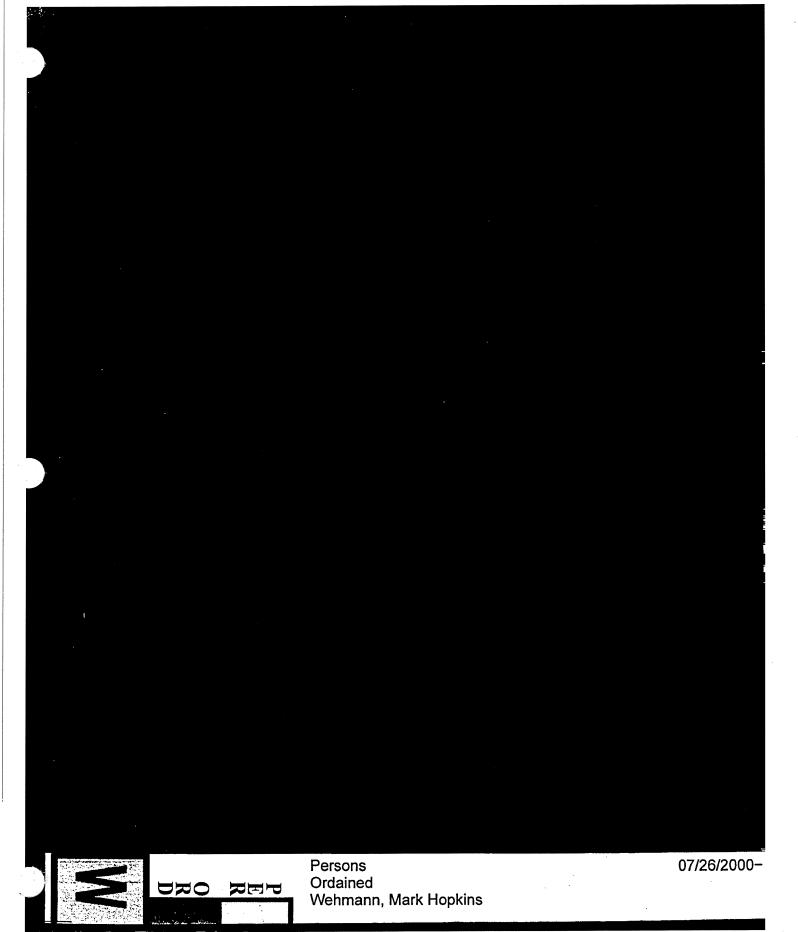
In presenting this petition to you I declare that I am not motivated by any fear, either physical or mord. In no way am I colred by parent, relative, or any other agency whatsoever. Finally, I declare that I am making this request for installation in the ministry of lector of my own free will.

Sincerely yours,

Murk H. Wehmann



Persons Ordained Wehmann, Mark Hopkins (Restricted) 07/26/2000-







2260 Summit Ave. Telephone: St. Paul, MN 55105-1094 Facsimile: 612-962-5050 612-962-5790

July 26, 2000

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

Dear Archbishop Flynn:

Mr. Mark Wehmann was a member of the class of Theology I at The Saint Paul Seminary School of Divinity during the academic year 1999-2000. He completed his responsibilities for the year and has been invited to continue his studies for the priesthood.

Mark's academic record shows his cumulative grade point average is now 2.981 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. Gregory Tolaas. Mark was installed as a lector on January 14, 2000, in St. Mary's Chapel here at the seminary. This summer he is involved in a program of clinical pastoral education at Fairview Southdale in Edina.

#### **Personal History**

Mark H. Wehmann is 31 years old and considers St. Olaf parish in Minneapolis as his home parish. In 1992 he earned a B.S. degree from the University of Minnesota in accounting. He has been employed since his graduation from the University, having worked as a financial analyst, account manager, and assistant controller. Mark completed the first year of pre-theology classes during the 1997-98 academic year but was not in residence at St. John Vianney. He was admitted to The Saint Paul Seminary in September of 1998 to the class of Pre-Theology II.

In its year-end evaluation after Theology I, the faculty pointed out the following positive attributes as particularly worthy of comment:

- Mark is very regular in his attendance at daily Mass and the prayer of the house. He is serious about developing the spirituality necessary for diocesan priesthood. He has applied himself to all areas of priestly formation.
- Mark has a very positive attitude for priestly ministry. He was quite open and transparent
  throughout the evaluation process. He appears to take formation seriously and is willing to
  respond in a positive manner to the recommendations of his review board.

Most Reverend Harry J. Flynn, D.D. Page 2 July 26, 2000 RE: Mark Wehmann

- Mark is taking the initiative to respond to obstacles as he confronts them in the course of his seminary formation.
- Parishioners have positively acknowledged Mark's presence in the teaching parish. He has
  responded to several challenging situations with good pastoral instincts and with the growing
  realization that he cannot "fix" situations.
- He is generous in service to the community. He took on a major commitment as one of the liturgical sacristans for the house and performed this role responsibly and with competence.
- Mark is able to articulate his motivations for ministry in the church. It is clear that he is approaching vocational discernment thoughtfully and deliberately.
- Mark is addressing constructively his reading disability (dyslexia) in an effective manner. He
  has taken positive steps to minimize the effect that his disability might have on his academic
  progress. Some faculty were even unaware that Mark has a learning difficulty. Faculty noted
  favorably Mark's theological progress throughout this academic year.
- Mark has a positive influence on the seminary community. He is likeable, affable, good-hearted, and eager to please. He has made good friends in his class and among the seminarians in general.

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

- Mark should continue the methods of study he initiated this past year in order to compensate for his dyslexia. His methods for class preparation are apparently paying off.
- Mark needs to find ways to nourish his spirituality from the ministerial setting while continuing to be faithful to regular personal prayer.
- He needs to be mindful of the way in which his over-exuberance can limit his ministerial effectiveness. Mark exhibits a certain abruptness or burst of energy when meeting people that may initially make some people uneasy and therefore reluctant to relate to him. While this tendency might be a part of his personality, he would do well to develop the skill to approach people with a calmer demeanor. He may need to "over-compensate" for a time in order to develop this skill.
- Mark should place himself in ministerial situations where he won't have the luxury of thorough preparation. He needs to challenge his comfort level and develop ministerial confidence in the public setting.

Most Reverend Harry J. Flynn, D.D. Page 3 July 26, 2000 RE: Mark Wehmann

• Mark needs to continue to apply himself to his studies with discipline. He needs to cultivate a habit of reading for pleasure and to keep up-to-date on pastoral practice and theology.

### **Summary and Conclusions:**

The faculty voted unanimously to recommend Mark's continuance in the program, although a sizable number indicated that they did not know him well. In general Mark is seen to be a strong candidate for priesthood. Even though he has completed only one year in theology, he has been in residence for two years (for his second year of pre-theology). Some faculty, therefore, know Mark well and are confident that he has the potential to do effective priestly ministry in this Archdiocese. Accordingly, I invite him to return for his second year of theology.

Sincerely,

Reverend Phillip J. Rask Rector and Vice President

PR:jg

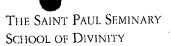
c: Vocation Office

## PROFESSION OF FAITH

I, Mark We	-hmann	, with firm faith believe and profess everything
that is contained	in the symbol of faith: name	
unseen. I believe Father, God from Being with the F down from heave became man. For buried. On the that and is seated at the the dead, and his life, who proceed glorified. He has church. I acknow	e in one Lord, Jesus Christ, to God, Light from Light, true ather. Through him all thing en: By the power of the Holy or our sake he was crucified third day he rose again in fulf the right hand of the Father. I kingdom will have no end. Its from the Father and the So spoken through the Prophet	y, maker of heaven and earth, of all that is seen and the only Son of God, eternally begotten of the e God from true God, begotten, not made, one in as were made. For us and for our salvation he came y Spirit, he was born of the Virgin Mary, and under Pontius Pilate; he suffered, died and was illment of the Scriptures; he ascended into heaven He will come again in glory to judge the living and I believe in the Holy Spirit, the Lord, the giver of on. With the Father and the Son he is worshiped and its. I believe in one holy catholic and apostolic orgiveness of sins. I look for the resurrection of the en.
tradition and pro		ontained in God's word, written or handed down in her in solemn judgment or in the ordinary and and calling for faith.
· · · · · · · · · · · · · · · · · · ·	ept and hold each and every t regard to teaching concernin	thing that is proposed by that same church ag faith or morals.
either the Roman	pontiff or the college of bisl	sion of will and intellect to the teachings which hops enunciate when they exercise the authentic nings in an act that is not definitive.
	· · · · · · · · ·	Mark Wehmann
signature of with	the J. Cark	signature
Given at The Sain	nt Paul Seminary on this, the	20 day of March , 2002.

## OATH OF FIDELITY

I, _	Mark	<u> </u>	Chmann		in assuming the office of
			2 17		promise that both in my word and in my
con	duct I s	shal	always p	oreserve communi	on with the Catholic Church.
the	univers	sal (	Church an		elity the duties incumbent on me toward both hurch in which, according to the provisions of v service.
dep	osit of	faitl	in its en	*	the name of the Church, I shall hold fast to the fully hand it on and explain it, and I shall avoid
					ipline of the whole Church and I shall observe nich 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 ł	nelp me	Go	d, and Go	od's holy Gospels,	on which I place my hand.
sign	A. (	<u></u> In the second of the secon	lling J tnoss	auk	Mash Wehmann signature
Give	en at Th	he S	aint Paul	Seminary on this,	the 20th day of March,
20 o	2.				



2260 Summit Avenue
St. P. a. M. N. 55105-109

Telephone: 651-962-5050

St. Paul. MN 55105-1094 Facsimile: 651-962-5790

### PREREQUISITES FOR DIACONAL ORDINATION

CANDIDATE:

Mark Hopkins Wehmann

DIOCESE:

St. Paul and Minneapolis

DATE:

April 10, 2002

1. BAPTISM: 03.09.69 Church of St. Anne, Kimball, MN

2. CONFIRMATION: 05.21.84 Church of St. Ignatius, Annandale, MN

3. INSTALLATION AS LECTOR: 01.14.00 The Saint Paul Seminary

4. Installation as Acolyte: 10.24.00 The Saint Paul Seminary

5. ADMISSION TO CANDIDACY: 04.10.02 The Saint Paul Seminary

6. LETTER OF PETITION AND DECLARATION OF FREEDOM: 04.10.02 (enclosed)

7. OATH OF FIDELITY AND PROFESSION OF FAITH: 03.20.02 (enclosed)

8. CANONICAL RETREAT: January 27-February 1, 2002

9. DISPENSATIONS NEEDED:

AGE YES: No: X
APOSTASY, HERESY, OR SCHISM YES: No: X
NEOPHYTE YES: No: X
OTHER:

2260 Summit Avenue St. Paul. MN 55105-1094 Facsimile: 651-962-5790

Telephone: 651-962-5050

april 10th, 2002

The Most Reverend Harry Flynn archlishop of Saint Paul and Minneapolis 226 Summit avenue 5t. Paul, MN 55102

Pear archbishop Edynn:

In compliance with canon 1036 of the 1983 Code of Canon Law, I am petitioning for the Sacred Order of Davocon. I have been admitted to condidacy and have received the ministrales of Fector and acolyte. I have diligently considered the matter before God and I declare that I am impelled by no compulsion or force or fear to receive this order. I voluntarily decire it and wish to seccive it of my own free will, since I believe and feel that I am Truly called by bod.

I am fully aware of all the obligations that I shall contract in the reception of this order, which I freely wish to receive, and I carnestly and sincerely intend to observe them deligently throughout the whole correct of my life.

I acknowledge especially that I clearly understand what the obligation of celibacy means, and I firmly intend to fulfill it freely and to observe it in its entirety to the last day of my life, with the help of God.

I sincerely promise that I shall obey willingly all commands of my superiors and whatever exclosionstead discipline requires of me, according to the morms of the camons, and I am fully perpared to give example of virtue both in word and in seed, so that I might be worthy to be rewarded by God for undertaking such an office.

Sincerely in Christ, Much Wehmann



## THE SAINT PAUL SEMINARY SCHOOL OF DIVINITY

2260 Summit Avenue St. Paul. MN 55105-1094 Facsimile: 651-962-5790

Telephone: 651-962-5050

April 12, 2002

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

Dear Archbishop Flynn:

Mr. Mark Hopkins Wehmann is a member of the class of Theology III at The Saint Paul Seminary School of Divinity during this academic year 2001-2002. We expect him to complete his responsibilities for the year and continue his studies for priesthood. I am also pleased to recommend him for ordination to the transitional diaconate. I make that recommendation after consultation with the entire seminary faculty and the pastor and staff of St. Philip in Minneapolis where he has been assigned during his seminary studies. It is our judgment at the seminary that he is ready to take this important step in his continued preparation for the priesthood. In the formal, canonical vote for orders, 18 of the faculty voted to recommend his advancement, no one voted in the negative.

Mark's academic record shows his cumulative grade point average at the end of the fall semester was 3.08 on a scale of 4.0=A.

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

- Mark impresses the faculty as honest, open, forthright, generous with his time and gifts. He is appropriately challenging and always very respectful in disagreements.
- He has excellent relational skills. He is approachable and friendly, pleasant and affable.
- He exhibits a very welcoming presence in the teaching parish, is eager to learn as much as he can about parish ministry, and is willing to get involved as much as possible.
- Mark is well organized, an excellent worker and leader.
- He continues to improve his academic performance in his theology classes. He has become a more serious student as he approaches ordination.
- Mark has a facility with preaching. His presentations are always clear and easy for an audience to follow.

RE: Mark Wehmann

Most Reverend Harry J. Flynn, D.D. Page 2 April 12, 2002

- Mark is able to integrate the pastoral and the academic. He shows a real willingness to struggle with pastoral issues, using appropriately the resources at his disposal.
- He is increasingly able to deal with ambiguity and with his need for simple black and white answers even in complex situations.
- Mark is a person of sincere faith, love for the Church, and love for the people he will serving in parish ministry. He is authentically interested in intellectual and spiritual formation and honing his pastoral skills in order to become as effective in priestly ministry as he is able.

### The following areas for improvement were noted:

- Mark needs to work consciously on his self-presentation. He seems to some to be nervous
  and "jumpy." When he is under stress and tense, there is an edge to his interactions and his
  impatience and temper shows.
- Mark would benefit from more experience with people in ordinary parish situations. He may have an unrealistic picture of parish life.
- He needs to continue to work on dealing sensitively with people in situations of moral and ethical ambiguity.
- Mark should expand his focus. It is no longer enough for him to focus on what this experience, this lesson, or this teaching means to him personally. Now he must consider what is the ecclesial sense or meaning of this experience, lesson, or teaching and what are the implications for priestly ministry.
- Sometimes Mark's exuberance can be unsettling.
- Mark may have to develop some interest in ecumenism and inter-faith dialogue for priestly ministry in today's Church.

### Recommendation for Diaconate (Third Year Review Board):

The third year review board for Mark Wehmann met on April 10, 2002. Present were Dr. Thomas Fisch, formation advisor; Fr. Greg Tolaas, teaching parish supervisor; and I. His academic advisor, Dr. Walter Ray, was called away on an emergency.

Fr. Greg Tolaas gave a lengthy report on Mark's involvement in the teaching parish of St. Philip

RE: Mark Wehmann

Most Reverend Harry J. Flynn, D.D. Page 3 April 12, 2002

in North Minneapolis. He is very impressed with Mark's response to the teaching parish program. Although he thinks that Mark is perhaps "a little right of center" and he "a little left of center," they have been able to converse openly, directly, and honestly about parish events. Mark has been able to be challenging in a respectful, non-judgmental way that is sensitive to the situation in which the pastor is trying to witness to the faith in this parish. Mark has been able to provide honest reaction to parish events and to learn from the resulting interchanges. Mark has not been reticent about engagement in a parish with a very diverse membership. Mark has worked well with his teaching parish committee. According to Fr. Tolaas, Mark is doing far more than just the minimum to fulfill credits, but has shown himself willing to stretch himself in learning about parish ministry. He thinks Mark is a very strong candidate, is hungry to learn things about the parish, and loves learning. However, Mark also needs to love learning for the sake of learning, not just to find the right answers.

Mark does have a moderate problem with dyslexia. It worsens with stress and lack of proper preparation. Mark finds that he can deal with the issue by admitting to the parish that he does have this difficult. Fr. Tolaas is willing to welcome him there for his deacon summer, although Fr. Tolaas's medical condition may make this impossible. He is high on the list of transplant patients and could be summoned anytime within the next few months. He believes that Mark will make a good priest, that he has a servant's heart.

The review board asked Mark what he thought he learned from his teaching parish experience. He learned first of all, how theology interacts with pastoral practice in the concrete situation in an inner city neighborhood with a diverse ethnic population. He has learned how one can rely on parishioners to identify and help work through issues important to a parish. He learned that he finds parish ministry exciting. He sees how the mission of a parish is evangelization, how that takes place in particular instances, and how flexible one has to be for this to work. He found the recent Easter Vigil service with adult baptisms particularly moving. Mark learned that he needs to be open to ways of ministering that he had not considered "orthodox" previously. He learned about his own need for situations to be black and white, answers to be clear, solutions to be unambiguous. He also learned that this was not going to be possible in most ordinary parish situations. In the seminary his classes gave him the impression that there was only one right answer that was clear, legal, and effective. He has learned that this is not true of actual practice. He has come to appreciate that life is often in shades of grey. One needs to be open to the needs of particular parishioners, to be able ask questions, and to listen with an open heart.

Mark has enjoyed the area of dogmatic theology in the seminary because of the clarity of the presentations. He has least liked history, because he says that he is more interested in what is true of the present day than of the past. Still, he has come to appreciate the historical development of many aspects of present Church practice.

RE: Mark Wehmann

Most Reverend Harry J. Flynn, D.D. Page 4 April 12, 2002

Mark is ready to commit himself to celibacy. He says that if priests could marry he would not. Celibacy is part of his image of priesthood. He describes celibacy as a freeing experience. He would not have to worry about money so that he could worry about the ministry of service. He can make do on less than a family would require and is available at a moment's notice to move to whatever ministry is necessary in the opinion of the Bishop for the good of the local Church. He sees celibacy as a permanent witness for this culture of the transcendental. He is realistic about the future struggles this commitment could entail, e.g., his desire for children. He understands that he should not minimize the sacrifice nor ignore sexual attractions and feelings.

Mark is ready and willing to be ordained deacon and priest for service in the Archdiocese of Saint Paul and Minneapolis. The faculty voted unanimously for his advancement to orders, four were "very favorable" and thirteen "favorable," only one abstained.

### **Summary and Conclusions:**

The faculty see Mark as a good candidate for priesthood. He is sincere in his vocation to priesthood. He believes that God is calling him to this work and that he has seen a certain attraction for it. He has some gifts to devote to the Church. He is transparent in his approach to formation, without artifice. He sincerely wants to be the best priest he can. This summer Mark would probably serve as deacon in his teaching parish with Fr. Tolaas, should circumstances permit. I have no doubt that the seminary will be recommending his ordination to you a year from now. I rejoice in recommending Mark for ordination to the transitional diaconate and look forward to his continued preparation for priestly ordination.

Enclosed with this letter is the documentation required by Church law for Mark's advancement to ordination. I have enclosed a list of required documentation including original documents where required. I believe that everything is in order for his ordination on Friday, April 26.

Sincerely,

Reverend Phillip J. Rask Rector and Vice President

PR:jg Enclosures

c: Vocation Office



Dennis M. Schnurr
Bei et Apostolicae Sedis Gratia
BISHOP of Duluth
Omnibus has visuris Salutem in Domino.
Universis et Singulis has litteras inspecturis fidem facimus et testamur nos die Twenty-Sixth
mensis april anni ZOOZ in caint paul seminary chapel
Dilect 05 Nobis in Christo Donald J. Czapla, Archdlocese of Dubuque, Michael
T. Schmitz, Diocese of Duluth, Michael L. craven, Daniel C. Haugen,
Bryan J. Pedersen, Anthony G. VanderLoop, Mark H. Wehmann &
Christopher T. Wenthe of the Archdiocese of Saint Paul and Minneapolis
de licentia Illustrissimi et Reverendissimi <u>l-ICVIV, J. Flynn</u> , Sti. Pauli Archiepiscopi, et assistente Nobis Spiritus Sancti gratia promovisse et ordinasse. In cujus rei fidem has testimoniales litteras sigillo nostro insignitas confici jussimus.
Datum Sancti Pauli die twenty-SIXth mensis apvil anni 2002
Paulot. Feelen & Den Mohl
Ecclesiastical Notary

May 21, 2002

Director of Licensing Public Service Level Hennepin County Government Center 300 South Sixth Street Minneapolis, Minnesota 55487

Dear sir,

This is to certify that Mark Hopkins Wehmann is a duly ordained Minister of Religion of the Roman Catholic Church in good standing and is qualified to perform marriages in the State of Minnesota.

Sincerely,

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

HC 1251 (7/00)

# NOTICE OF FILING - MINISTERIAL CREDENTIALS

NAME Mark Hopkins wednam

Your Ministerial Credentials have been filed in the County of Hennepin, State of Minnesota, on

may 29, 2002, in book 260, page 242.

This is a permanent filing as long as you remain a minister in good standing within the same denomination. This notice should be maintained in your permanent file for future reference.

DIRECTOR OF LICENSING Hennepin County, Minnesota

Deputy

### **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.

Fr. Mark Wehniques
Printed Name

Ex Wehniques
Simeture

6/25/02



#### **MEMO**

TO:

Priests' Personnel Board

FROM:

Bishop Frederick F. Campbell

RE:

Mark Hopkins Wehmann

DATE:

January 30, 2003

### **Personal History**

Mark Wehmann was born on February 25, 1969. His home parish is St. Olaf in Minneapolis. He received his undergraduate B.S. degree in Accounting from the University of Minnesota in 1992.

### Seminary Experience

Mr. Wehmann entered The Saint Paul Seminary School of Divinity in the fall of 1998 as a member of the class of Pre-Theology II. His academic record shows his cumulative grade point average is now 3.14 on a scale of 4.0=A. He completed a unit of clinical pastoral education during the summer of 2000 at Fairview Southdale Hospital in Edina. His teaching parish is the Church of St. Philip with Fr. Gregory Tolaas and Rev. Mr. Dale Timmerman as his supervisors. Mr. Wehmann was installed as a lector on January 14, 2000; as an acolyte on October 24, 2000; he was admitted to Candidacy on April 10, 2002; and ordained to the transitional diaconate on April 26, 2002. During the summer of 2002, he participated in a diaconal internship at the Church of Our Lady of Peace in Minneapolis with Fr. Kevin Kenney as his supervisor.

Mr. Mark Wehmann is probably one of the most affable members of the seminary community. He is hospitable, welcoming and, in fact, is able to establish a comfortable social atmosphere almost anywhere that he is. He is very well organized. He has been helping in scheduling and participation in the liturgies and has acted as an assistant to Fr. Feela who is our Director of Worship. He is very solidly grounded in the faith and the life of the Church. Although his teaching parish presented something of a stretch for him, he seems to have done quite well. Over this past summer he had a pastoral internship as a deacon at Our Lady of Peace Parish in South Minneapolis. There he had the opportunity to preach and to participate in parish life. He was very excited about it. Mr. Wehmann does have a mild problem with dyslexia which tends to be exacerbated when he is excited or when he feels unprepared, but he has handled this very well. He is very honest about it, has worked to overcome it and, in fact, I did not see any of the problem coming out when he preached or when he acted in a leadership position. He serves as master of ceremonies for many of our confirmations at the Cathedral and there he exudes a great deal of self-confidence, good organization, and leadership.

FC:jg



april 29th, 2003

The Most Reverend Harry S. Flynn archbishop of 5t Paul and Minneapolis 226 Summit avenue
5t. Paul, MN 55102

Pear archbishop Flynn:

In compliance with canon 1036 of the 19 \$3 Code of Canon Low, I am petitioning for the Source Order of Presbyterate. I have been admitted to condidory and have received the ministries of Lector and acolyte. I have been ordained as deacon for the archdiocese of St. Paul and Minneopolis. I have diligently considered the matter before God and I declare that I cam impeted by no completion of force or fear to receive this order. I voluntarily desire it and wish to receive it of my own free will, since I believe and feel that I am truly called by God.

I am fully aware of all the obligations that I shall contract in the exception of this order, which I freely with to seceive, and I earnestly and sincerely intend to observe them diligently throughout the whole course of my life.

I acknowledge especially that I clearly understand what the obligation of celibary means, and I framly intend to fulfill it freely and to observe it in its entirety to the last clay of my life, with the help of God:

I sincerely promise that I shall obey willingly all commands of my superiors and whotever ecclesiastical discipline requires of me, according to the rorms of the canons, and I am fully prepared to give example of virtue both in word and indeed, so that I might be worthy to be rewarded by God for undertaking such an office.

Gincerely in Christ, Mark Wehmann



### PREREQUISITES FOR PRIESTHOOD ORDINATION

CANDIDATE:

Mark Hopkins Wehmann

DIOCESE:

St. Paul and Minneapolis

DATE:

6.

April 29, 2003

1. BAPTISM:

Church of St. Anne, Kimball, MN 03.09.69

CONFIRMATION: 05.21.84 2.

Church of St. Ignatius, Annandale, MN

INSTALLATION AS LECTOR: 3.

01.14.00 The Saint Paul Seminary

Installation as Acolyte: 10.24.00 4.

The Saint Paul Seminary

5. ADMISSION TO CANDIDACY:

04.10.02

The Saint Paul Seminary

ORDINATION TO DIACONATE: 04.26.02 The Saint Paul Seminary

LETTER OF PETITION AND DECLARATION OF FREEDOM: 04.29.03 (enclosed) 7.

8. OATH OF FIDELITY AND PROFESSION OF FAITH: 04.29.03 (enclosed)

CANONICAL RETREAT: January 26-31, 2003 9.

10. CANONICAL EXAMINATION SATISFACTORILY COMPLETED: April 2003

11. DISPENSATIONS NEEDED:

AGE YES: APOSTASY, HERESY, OR SCHISM YES: YES: YES: LESS THAN SIX MONTHS AS A DEACON OTHER:



# OATH OF FIDELITY

I, Much Wehmann Presbytante pro	in assuming the office of	
Palabrutarate pro	omise that both in my word and in my	
conduct I shall always preserve communion v	•	
I shall carry out with greatest care and fidelity	y the duties incumbent on me toward both	
the universal Church and the particular Church	th in which, according to the provisions of	
the law, I have been called to exercise my ser	vice.	
In fulfilling the charge entrusted to me in the deposit of faith in its entirety, I shall faithfull 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 w	ith 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 Ch	urch.	
So help me God, and God's holy Gospels, on	which I place my hand.	
	Manh Wehmann/ signature	
signature of witness		
Given at The Saint Paul Seminary on this, the	e 29th day of April,	

#### PROFESSION OF FAITH

I, Much Wehmann	_, 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 men 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.

Manh/ Wellmann signature

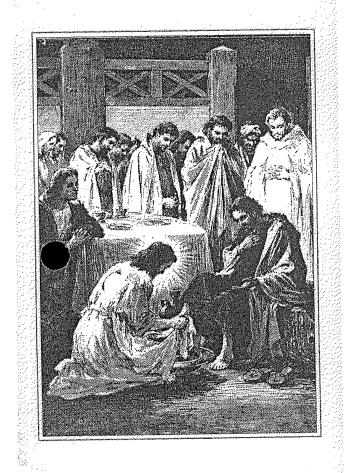
signature of witness

Given at 5t Paul Minnesoto

on this, the Pg

lay of April

20<u>03</u>.



CONFIDENTIAL - Filed Under Seal

# 🖈 Please Pray for Priests 🛱 .

The reason Christ especially recommended humility to us is because it most effectively removes the main obstacle to our spiritual welfare, the preoccupation with earthly greatness that holds us back from striving for spiritual and heavenly things.

St. Thomas Aquin

Fr. Mark Hopkins Wehmann Ordained to the Priesthood May 31, 2003

> Image with permission from Confraternity of the Precious Blood

**CONFIDENTIAL - Filed Under Seal** 

ARCH-005391

With God's gift of your friendship and prayers
St. Olaf Parish and the Wehmann family
invite you and your family
to join Father Mark Wehmann
in celebrating a

Mass of Thanksgiving

Sunday, the first of June at five-thirty o'clock in the evening St. Olaf Catholic Church 215 South 8th Street Minneapolis

The rejoicing will continue with a light supper in Fleming Hall

It is no longer I who live, but Christ who lives in me.

Gal 2:20

Image with permission from Confraternity of the Precious Blood

Tule Wehmann

With praise and thanksgiving
the family of
and the late
invite you to participate
in the ordination to the priesthood of

# Mark Hopkins Wehmann

through the laying on of hands and the invocation of the Holy Spirit by The Most Reverend Harry J. Flynn Archbishop of Saint Paul and Minneapolis

Saturday, the thirty-first of May
in the year of our Lord two thousand and three
at ten o'clock in the morning
The Cathedral of Saint Paul
239 Selby Avenue
Saint Paul, Minnesota

Reception Immediately Following the Ordination: The Town and Country Club 3000 Mississippi River Blvd. N. Saint Paul, Minnesota



May 6, 2003

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

### Dear Archbishop Flynn:

I am pleased to recommend Rev. Mr. Mark Hopkins Wehmann for ordination to priesthood. I make that recommendation after consultation with the entire seminary faculty and after my personal interview. In the formal canonical vote for priesthood 14 of the faculty voted in favor, 5 abstained. The 5 abstentions came largely from faculty members who were new to the faculty or had not had Mr. Wehmann in class for a considerable time and therefore they abstained from voting.

On April 12, 2002, Fr. Phillip Rask sent you a more lengthy assessment of Mr. Wehmann's progress toward ordination to the diaconate. He was ordained to the transitional diaconate on April 26, 2002, here at the seminary. His participation in the seminary program since that time has been consistent and positive. During the summer of 2002 he participated in a diaconal internship at the Church of Our Lady of Peace with Fr. Kevin Kenney as his supervisor.

Mr. Wehmann is probably one of the most affable members of the seminary community. He is hospitable, welcoming, and, in fact, is able to establish a comfortable social atmosphere almost anywhere that he is. He is very well-organized. He is solidly grounded in the faith and the life of the Church. Over the past summer he had a pastoral internship as a deacon at Our Lady of Peace Parish in South Minneapolis where he continues to visit and preach on occasion. He was very excited about these opportunities. Mr. Wehmann does have a mild problem with dyslexia which tends to be exacerbated when he is excited or when he feels unprepared, but he has handled this very well. He is very honest about it, has worked to overcome it, and, in fact, I did not see any of the problem coming out when he preached or when he acted in a leadership position. He passed his canonical examination on April 2 of this year and the examiner remarked that Mr. Wehmann has exhibited a fine pastoral sense and an adequate knowledge of Church law. He understands the promises of celibacy and obedience to be ways by which to conform himself to the person of Christ and to more generously do the work of the Church. I therefore recommend him for ordination to the priesthood.

RE: Rev. Mr. Mark Wehmann

Most Reverend Harry J. Flynn, D.D. Page 2 May 6, 2003

Enclosed with this letter is the documentation required by Church law for his advancement to ordination to priesthood. I have enclosed a list of the required documentation including original documents where required. I believe that everything is in order for his ordination on May 31, 2003.

It has been a privilege for us here at The Saint Paul Seminary to help Mr. Wehmann prepare for priestly ordination. My hope and prayer is that he will offer zealous priestly service to the Archdiocese of Saint Paul and Minneapolis for many years to come. I am confident that he will be able to do so.

Sincerely yours in Christ,

+ J. J. Campbell

Most Reverend Frederick F. Campbell, D.D., Ph.D.

Rector and Vice President

FC:jg
Enclosures

c: Vocation Office

#### Archdiocese of \* Saint Paul and Minneapolis

The Chancery

#### OFFICIAL

May 23, 2003

Archbishop Harry J. Flynn has made the following appointments in the Archdiocese of Saint Paul and Minneapolis, effective Tuesday, June 17, 2003.

Reverend Mr. Daniel Haugan, Parochial Vicar, Immaculate Heart of Mary, Minnetonka, Minnesota and part-time chaplain at Holy Family High School.

Reverend Mr. Mark Pavlik, Parochial Vicar, Saint Olaf, Minneapolis, Minnesota.

Reverend Mr. Bryan Pedersen, Parochial Vicar, Saint Raphael, Crystal, Minnesota.

Reverend Mr. Anthony VanderLoop, Parochial Vicar, Saint Bernard, Saint Paul, Minnesota.

Reverend Mr. Mark Wehmann, Parochial Vicar, Churches of Saint Augustine and Holy Trinity, South Saint Paul, Minnesota.

Reverend Mr. Christopher Wenthe, Parochial Vicar, Nativity of Our Lord, Saint Paul, Minnesota.

Effective Tuesday, July 1, 2003.

Reverend Mr. Kevin Magner, Parochial Vicar, Our Lady of Grace, Edina, Minnesota.

Sr. Dominica Brennan, O.P.

Chancellor for Canonical Affairs

To be published in The Catholic Spirit of May 29, 2003.



# Archdiocese of Archdiocese of Saint Paul and Minneapolis

Office of the Archbishop

May 23, 2003

Rev. Mr. Mark Wehmann St. Paul Seminary School of Divinity 2260 Summit Avenue St. Paul, Minnesota 55105-1094

Dear Rev. Mr. Wehmann,

With this letter I am pleased to name you Parochial Vicar of Saint Augustine and Holy Trinity, South Saint Paul, Minnesota, effective Tuesday, June 17, 2003. I ask you to report to the Pastor, Father John LeVoir, before noon on that date.

Notice of your appointment will be published in *The Catholic Spirit* of May 29, 2003.

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.

Mark, 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 LeVoir will be of great help and support to you. May God continue to bless you with His strength and peace.

Sincerely yours in Christ,

1 Harry g. Flynn

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

cc: Fr. John LeVoir

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

E-MAIL: archcom@archspm.org



#### Archdiocese of Saint Paul and Minneapolis

Office of Human Resources

May 23, 2003

Rev. Mr. Mark Wehmann 2260 Summit Avenue St. Paul, MN 55105

SUBJECT: PRIESTS' HEALTH INSURANCE and PENSION BENEFITS

Dear Rev. Mr. Wehmann,

First off, before I get into the dry subject of fringe benefits, I wish to extend my congratulations and welcome to you as you are ordained into the Archdiocese of Saint Paul and Minneapolis, effective May 31, 2003.

Effective June 1, 2003, you will join your fellow priests in the Archdiocesan Priests' Health Insurance Program. Although you are already receiving coverage in this Plan, you will be transferred to the priests' sub-group (HS100-10). Within the next few weeks, you will receive new identification cards with this change. Also, since your address will be changing, I would ask you to provide me with your new address at your earliest convenience.

Also effective May 31, 2003, you will become a member of the Pension Plan for Priests of the Archdiocese of Saint Paul and Minneapolis. As you know, this program will be changing significantly on July 1, 2003. Therefore, I am enclosing a brief overview of the Plan (as was provided to the active priests). Once we have Summary Plan Descriptions available, they will be sent to each priest. We anticipate the mailing of these within the next month.

The monthly premium for the Health, Dental and Pension Plans will be paid for by the parish to which you are assigned. The current monthly rate is:

HEALTH INSURANCE	\$439.40 per month
DENTAL INSURANCE	33.50 per month
PENSION	625.00 per month
LIFE FUND	32.92 per month

The parish will be invoiced on a quarterly basis in the total amount of \$3,392.45.

These figures will change effective July 1, 2003.

If you have any questions about enrollment, coverage, premium, etc., please let me know.

God bless you in your work within the Archdiocese.

Sincerely yours,

(Mrs.) Mary Lynn Vasquez Director of Benefit Administration

Enc.

Cc: Rev. Austin Ward Accounting Services Rev. Paul Jaroszeski



#### Archdfocese of Saint Paul and Attoreupolis

Office of the Archbishop

May 24, 2003

The Reverend Frederick Campbell, D.D. The Saint Paul Seminary of Divinity 2260 Summit Avenue St. Paul, MN 55105

Dear Bishop Campbell:

I have received the formal requests of the following men petitioning for ordination to the Priesthood:

Daniel Christopher Haugan Mark Lawrence Pavlik Bryan Joseph Pedersen Anthony Gerard VanderLoop Mark Hopkins Wehmann Christopher Thomas Wenthe

In accordance with Canon 1036, each of these candidates has enclosed his Declaration of Freedom and his Profession of Faith. Further, it is my understanding that they have completed the canonical examination and the Seminary requirements for academic study. I understand that they show a genuine piety and good moral conduct. In accordance with Canon 1050, they have been baptized, confirmed, admitted to Candidacy, installed as Lector and Acolyte, and been ordained as Deacons.

Therefore, I formally call Daniel Christopher Haugan, Mark Lawrence Pavlik, Bryan Joseph Pedersen, Anthony Gerard VanderLoop, Mark Hopkins Wehmann, Christopher Thomas Wenthe, to the Priesthood for service in the Archdiocese of Saint Paul and Minneapolis. I grant all necessary dispensations.

May I take this opportunity to express my gratitude to you and the Seminary faculty for your work with these men.

Sincerely yours in Christ,

+ Harry G. Flynn

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

# Henricus Dei et Apostolicae Sedis Gratia Archiepiscopus Paulopolitanus et Minneapolitanus

Hisce litteris fidem facimus atque testamur dilectum Nobis in Christo filium

# Marcum Hopkins Wehmann

ad Ordinem

## Presbyteratum

promotum fuisse die 31a mensis Maii A.D. 2003 ab Ex. mo et Rev. mo

# Henrico J. Flynn

Datum Paulopoli, die 31a mensis Maii Anno Domini 2003

Cancellarius Archidiocesis

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

June 9, 2003

Reverend Mark Wehmann 2260 Summit Avenue St. Paul, MN 55105

Dear Father Mark,

Thanks so very much for your kindness in sending me the beautiful picture. It was an excellent one and I am very grateful to you.

It was a great privilege for me to ordain you to the priesthood and also to ordain the other young men. What a great treasure you will be to the Church.

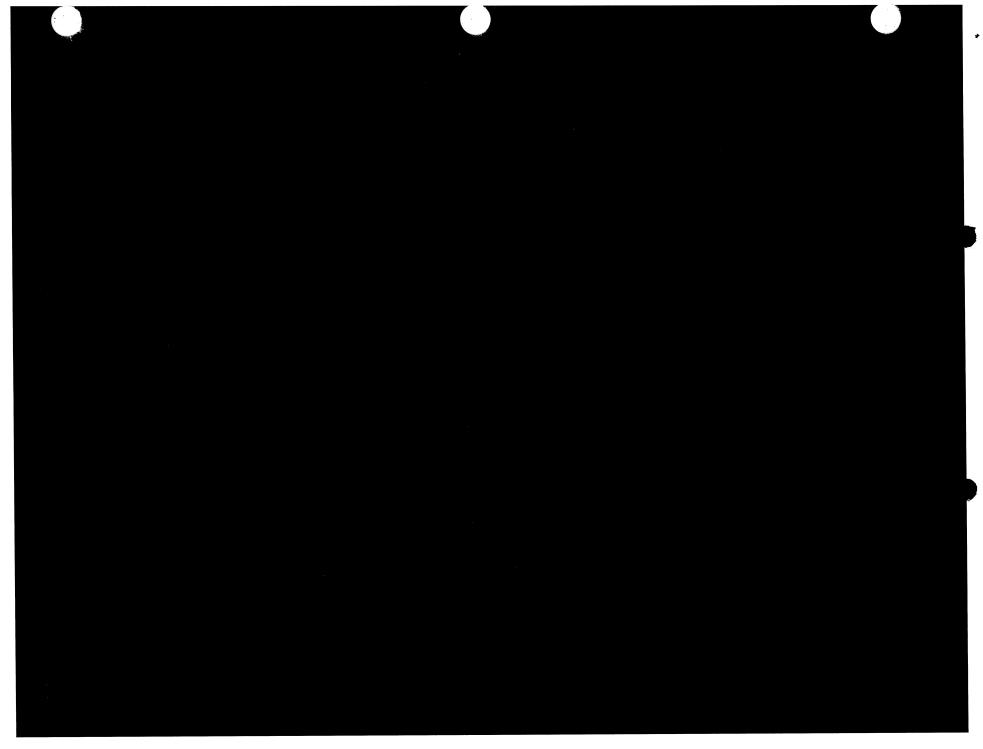
Thank you again. I send to you blessings and good wishes.

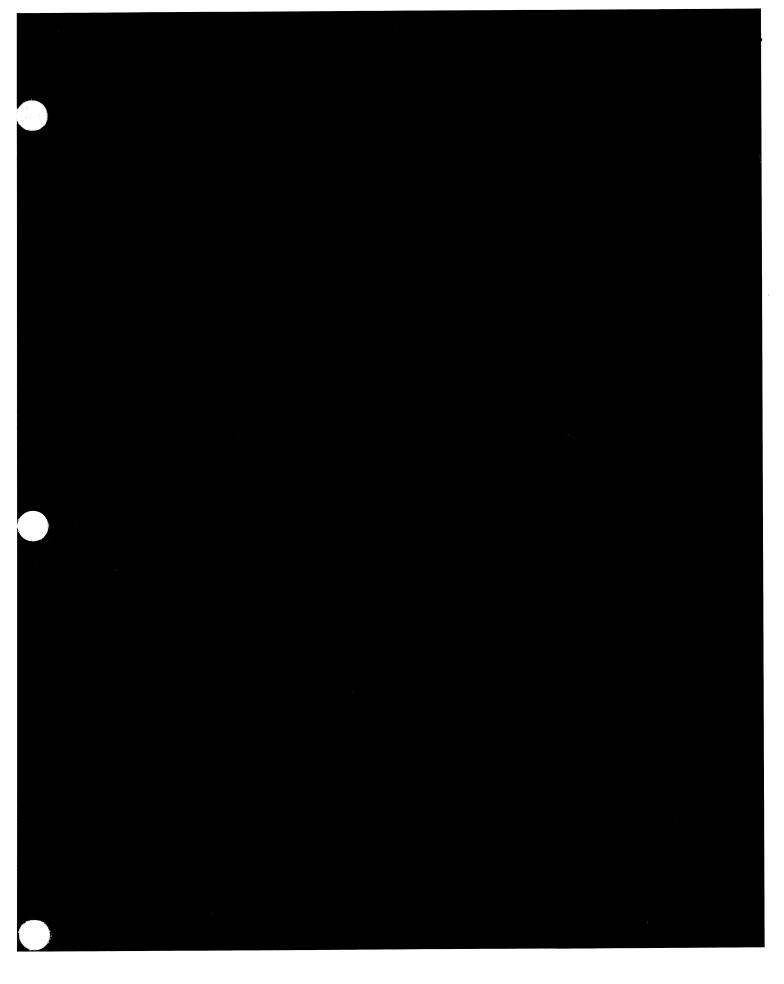
With every good wish, I remain

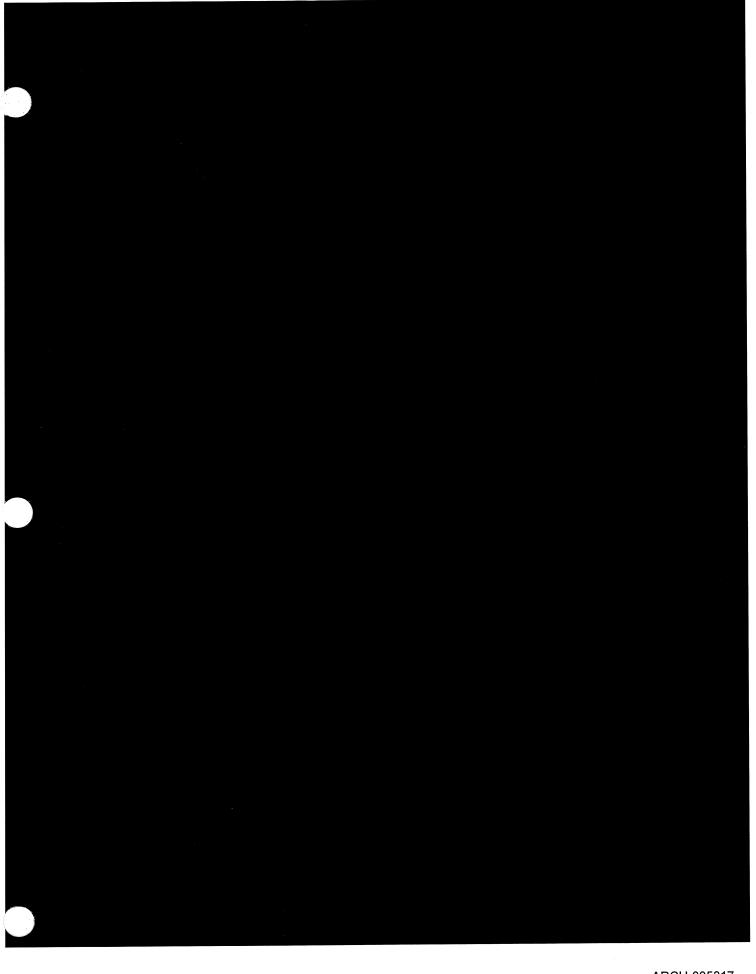
Sincerely yours in Christ,

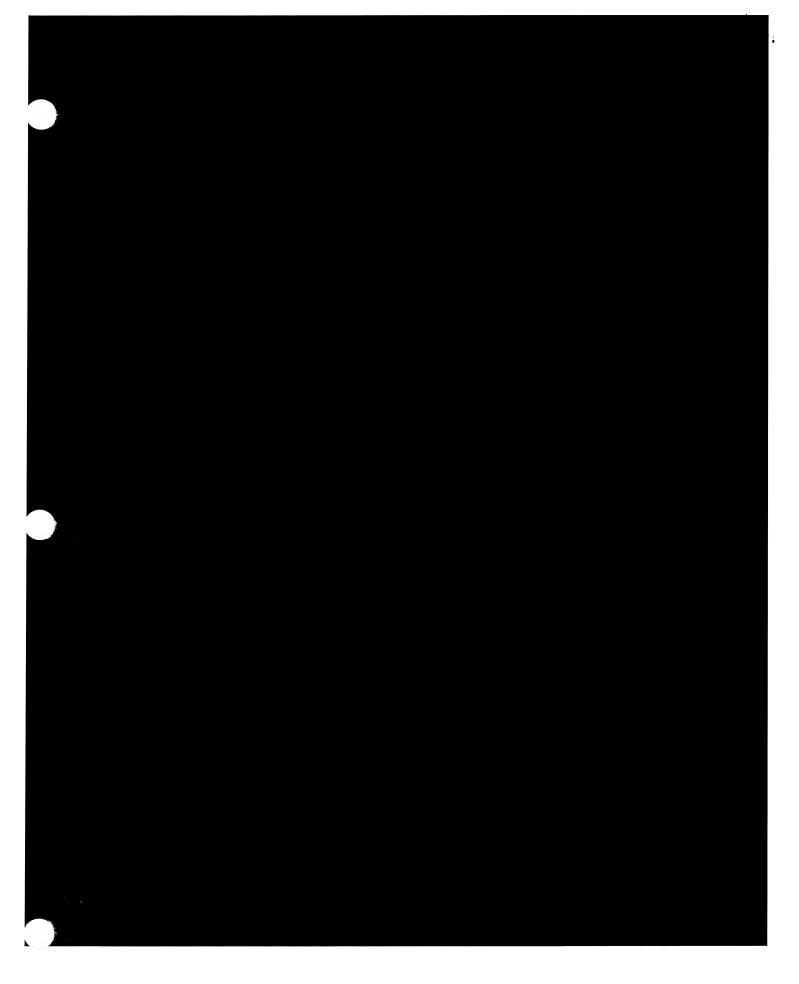
Most Reverend Harry J. Flynn, D.D. Archbishop of Saint Paul and Minneapolis

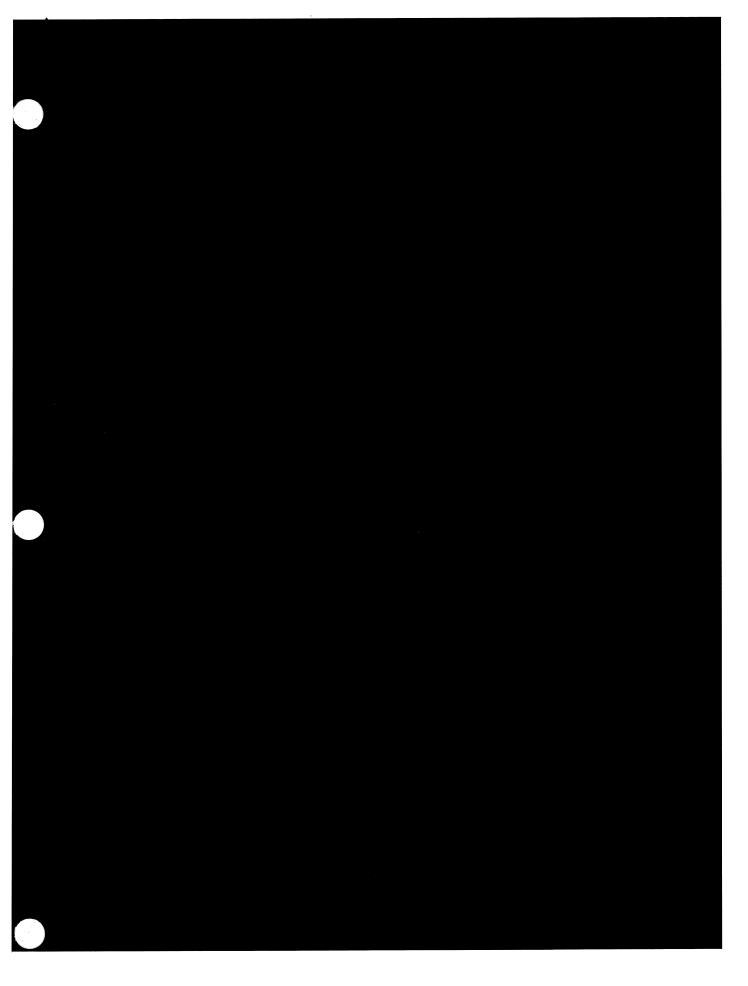
CORRESPONDENCE

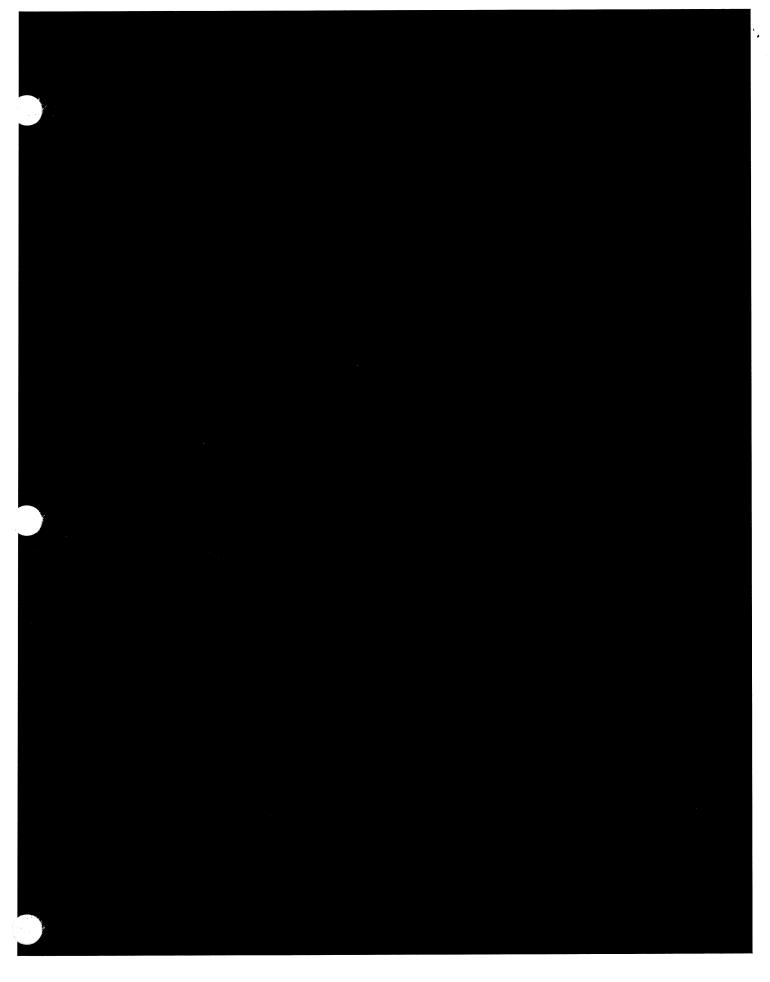


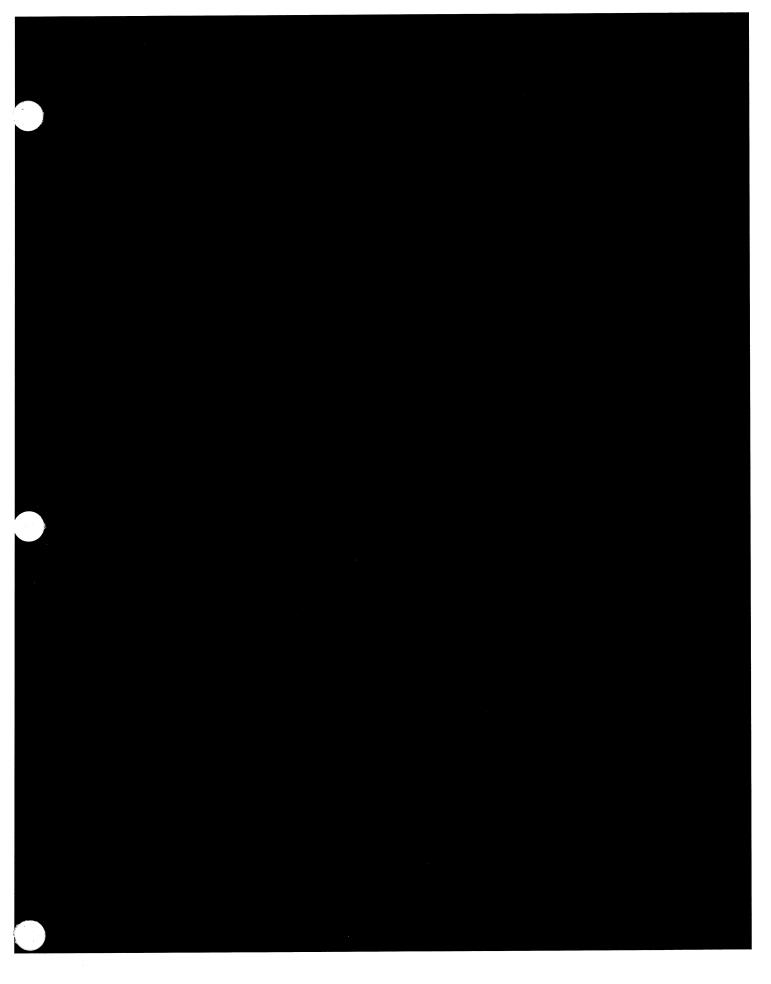


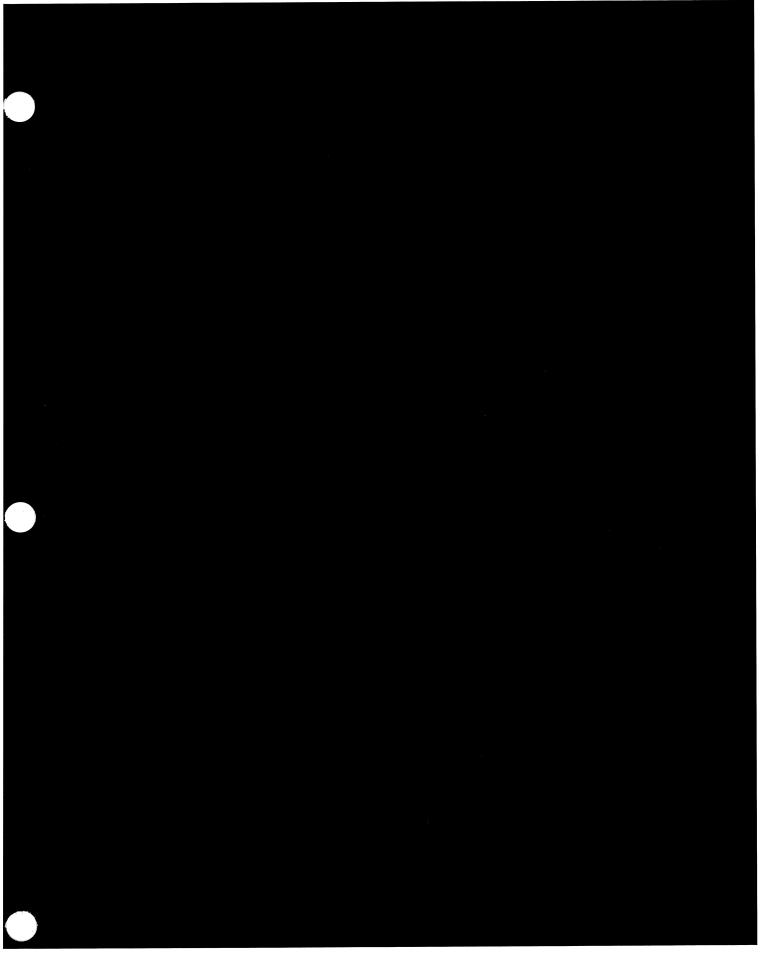


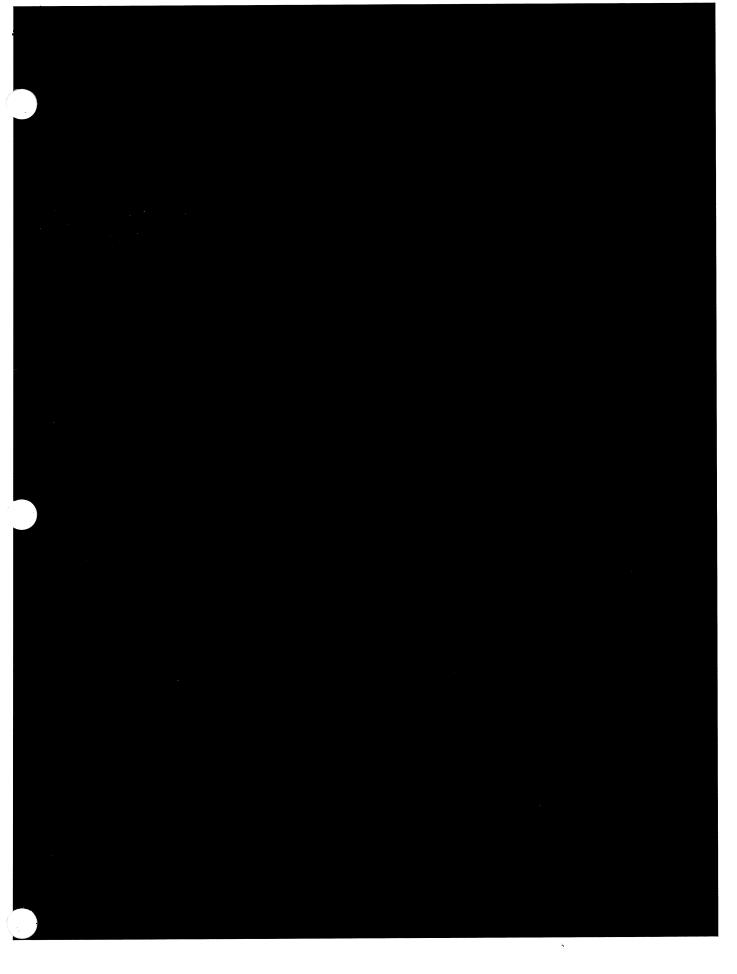


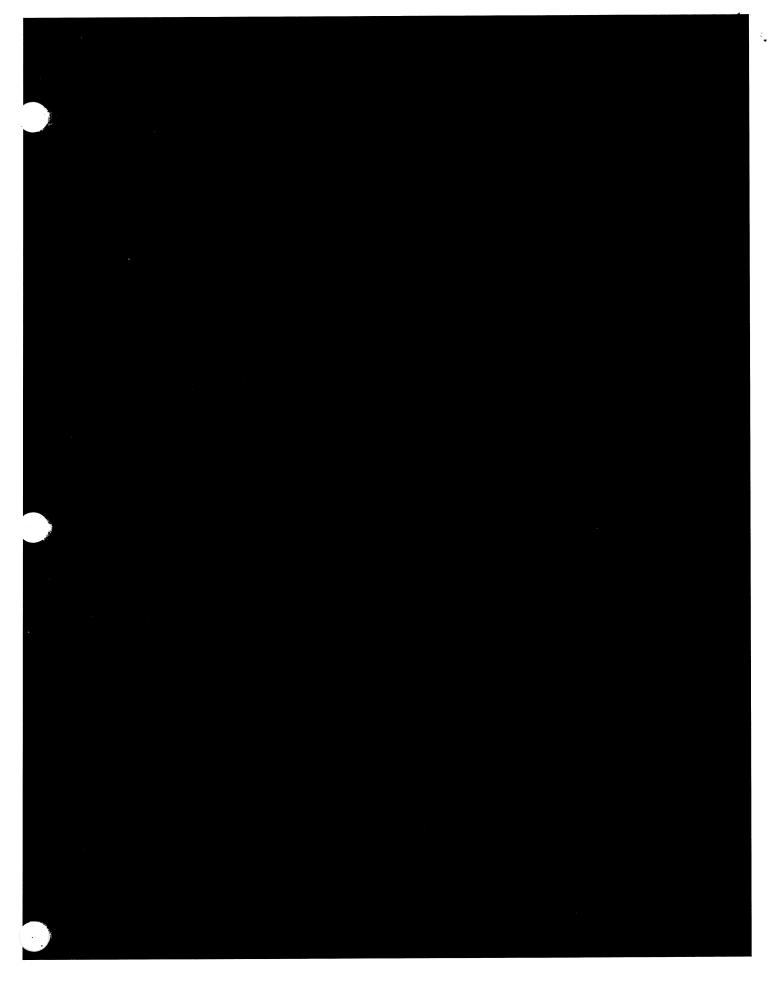


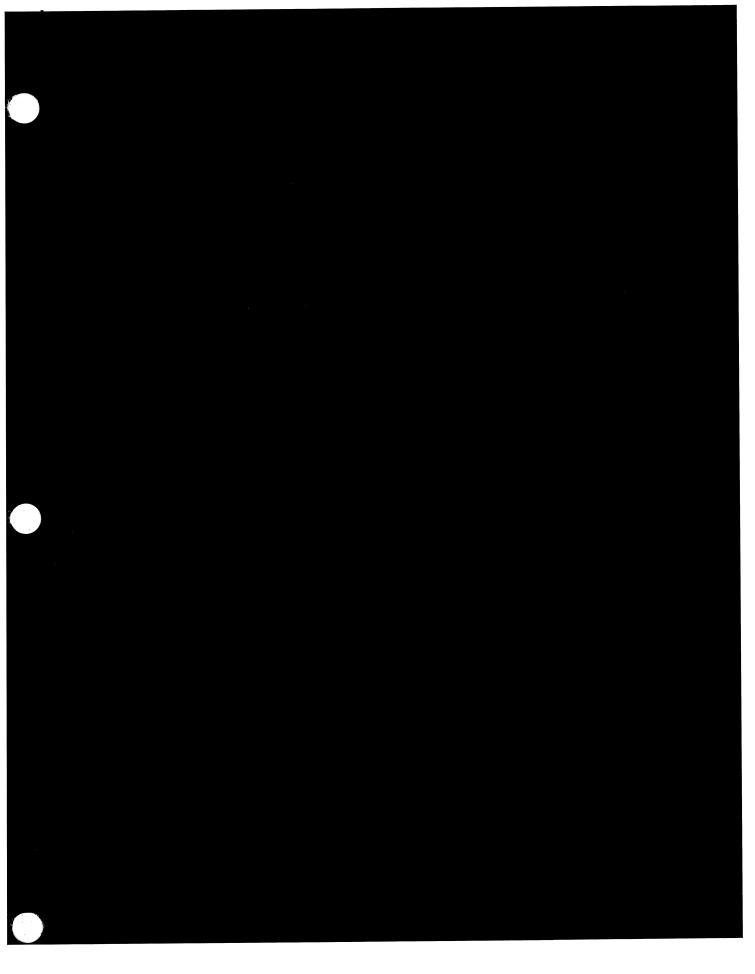


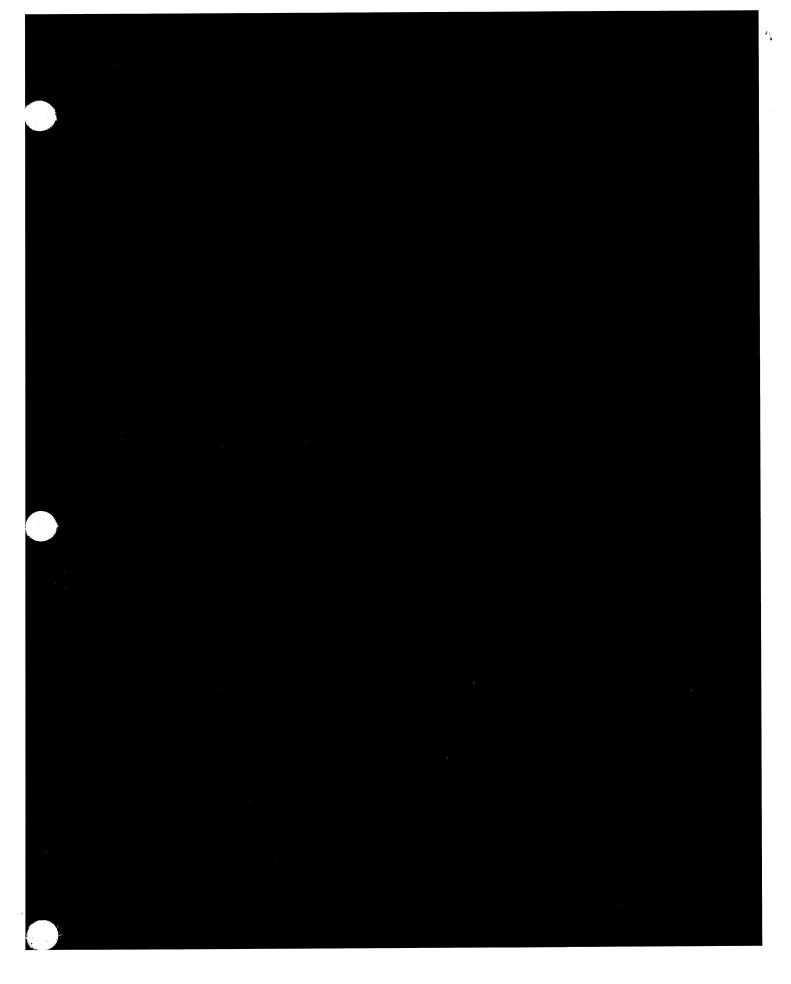












POWER ATTWIN, ME

# 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: Mark Wehnann	·	
(Please Print)	•	
Applicant's Address: 2360 Summit ave		
City/State/Zip Code: 17 Paul MN 35105		
Social Security Number:		
Signature: Munk Wehmann		
	***	

# Archdiocese of Saint Paul Aand Minneapolis

## AUTHORIZATION FOR RELEASE OF INFORMATION

I. Mach Wahmann, 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 Mark Wehmann	<u>.</u>
2. Social Security Number	- -
3. Date of Birth 2/25/69	
Signed Much Wahmann	Date 6 12 103
	·

I would ☑/ would not ☐ like a copy of said report

報報を表現の報報を見るである。 はない 新聞の はない かんかい かんかい かんかい かいかん かいかん かいかい 新聞 ないない ないかい はない ないない しゅうしゅう

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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 appute inaccurate items with the source of the information 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 of (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 20380 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 202-452-369.

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-FDI0

Department of Transportation
Office of Financial Management
Washington, DC 20590 202-366-1304

Department of Agriculture
Office of Deputy Administrator-GIPSA
Washington, DC 20205 202-720-705

## 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: _Ma	rK		HOPKIN	15 Weh	MUNY	2
2) Date of Birth: 7	1 25 1 69	3)	Middle Social Secur		Last	
4) Do you have a valid	Drivers Licens	e? Yes[	☑ No□ S	tate MV Number		
5) Please list all addres	ses of residence	e/emplo	yment for the	e past seven years:		
2260 Summet ave			St. Paul		MN	551as
Current Home Address:	Street	Apt	City	Rambery County	State	Zip
Current Employer's Address	Street	Apt	City	County	State	Zip
MEANS 300 South Hy Past Employment/Home Address	rway 169		Mpla	Mennepin	MN	55426
Past Employment/Home Address	Street	Apt	City	County	State	Zip
Past Employment/Home Address	Street	Apt	City	County	State	Zip
Past Employment/Home Address	Street	Apt	City	County	State	Zip
6) Please list the high	est education ]	level at	tained to dat	e: 5 2003	M n.	<b>.</b>
51 Paul Seminary Academic Institution	Cit	y	State	Dates Attended	Degree A	ttained
7) Have you used any o	ther names in t	the past	seven years?	Yes 🗌 No 🛚		
Name Used		Da	les Used	City	State	
Name Used		Dai	es Used	City	State	
The above information is true  Mark Wehmann	, the A	rchdioa	ese of Saint P	aul and Minneanolis	and thei	r Agents
permission to perform an induration of my employment.  May May Signed	estigation into	my bac	kground. If I	nired, this authorizat	ion is vali	d for the
Signed	!	<del></del> .		Dated	ninmange	

June 16, 2003

Reverend Mark H. Wehmann Churches of Saint Augustine and Holy Trinity 302 5<sup>th</sup> Avenue North South St. Paul, MN 55075-2092

Dear Reverend Wehmann:

It has come to our attention you need to fill out the enclosed forms and return to us at your earliest convenience. Should you need extras please make copies of the original we are enclosing. Please find the forms and a self-addressed stamped envelope.

If you have any questions please feel free to give us a call at 651-291-4499.

Cordially,

Mary Lynn Vasquez Benefits Director

Enclosures

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

Fax: 651-644-3877	e-mail: requests@mcdov	venagency.com
Requesting Entity: Archdioces	e of Saint Paul and Minneapolis - Cen	tral Corporation
Account Number: 144P	Date: 6-20-03	
Requested By: Name: 27/12	rge France	•
Position: 🔀	ecretary	•
	7-291-4499 Fax: 451-0	290-1620
Information Sent Via: Fax 🛭 1	Pages 5 E-Mail Other	
Completed Report to be Sent V	'ia: Fax ☑: E-Mail ☐ Other ☐	
Subject of Investigation: Na	me: Mark Il. Weh me	enn
Pos	me: <u>Mark II. Weh mo</u> ition Applied For: <u>Parochial</u>	1. Vicar
	partment: <u>A Augustine &amp; Ho</u>	/
Search Requested:	Package One (Non-Teachers)	\$39.00
•	Package Two (Teachers)	\$35.00
Additional Services:	Credit Report	\$10.00
	Academic Verification	\$8.00
	Professional License Verificatio Attach Type, Number, Issuing Or	
	Drivers License Verification	☐ MN-\$8.00 O/S Varies
	StateNumber	
Special Instructions:		
	orm along with the Pre-Employment Sc he McDowell Agency, Inc.	reening

The McDowell Agency, Inc.

1714 University Avenue West St. Paul, MN 55104 Fax: (651) 644-3877

Tel: (651) 644-3880

# CONFIDENTIAL

Printed: 06/23/03

Completed: 06/23/03

**Background Verification Report** 

Prepared For: Archdlocese of SPM- Central Corp.

Attention:

Mary Lynn Vasquez

Subject: Wehmann, Mark Hopkins

Address: 2260 Summit Avenue

St. Paul, MN 55105

Reference: 00003910

SS #: 4

DOB: 02/25/69

#### CRIMINAL RECORD CHECK

HENNEPIN, MN ----

Search Type:

Felony and Misdemeanor, Unlimited

Court Searched: Applicable Jurisdiction

No Records Found

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

SSN ISSUED -69 STATE ISSUED-MN

M1 OF 2 NM-WEHMANN, MARK, H CA-1201, YALE, PL APT 204, MINNEAPOLIS, MN, 55403, 07/99,

The McDowell Agency, Inc.

Page 2

Subject: Wehmann, Mark Hopkins

Client: Archdiocese of SPM- Central Corp.

,(612) 333-2900 FA-2260,SUMMIT,AVE,SAINT PAUL,MN,55105,01/99 ES-,CENTURY 21

ss-

SSN VER - Y AGE 34

M2 OF 2 NM-WEHMANN, HALSTED CA-1201, YALE, PL APT 204, MINNEAPOLIS, MN, 55403, 06/90 FA-RR 1, BOX 147,, SOUTH HAVEN, MN, 55382, 10/96 ES-REALEST BUS, SELF EMPLOYED SS- SSN VER - N AGE 76 AK-HAL, AG

END OF REPORT EQUIFAX AND AFFILIATES - 06/20/03

#### 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**

# Archdiocese of Saint Paul and Minneapolis

Office of Human Resources

# ARCHDIOCESE OF SAINT PAUL AND MINNEAPOLIS EMPLOYMENT BACKGROUND CHECK

MEANS (currently Onvoy)
MEANS (currently Onvoy) (Name and address of previous employer) 300 South, Hwy 169 # 700
300 South, Awy 169 + 100
Mpls MN 55426
m Maria Wali wa a wa
Re: Mark Wehmann (Name of former employee)
(Social Security number)  3/25/64  (Date of birth)
2/25/69 (Data of high)
(Date of birth)
Dear Employer:
Mark Mahmana has identified you as a former employer of that
Mark Wehmann has identified you as a former employer of that person. The Archdiocese has developed a procedure which requires that we obtain background
information from you as a previous employer to determine whether or not your former employee
was ever the subject of disciplinary action or investigation arising from an allegation that he or she engaged in physical abuse, sexual abuse, sexual exploitation or sexual harassment. This
would include possible sexual misconduct involving a minor, a vulnerable adult, or other person
who sought counseling or therapy. Such occurrences would include and involve past or present
employees of your company or members of the public/clients/customers.
Set forth below is an Authorization for Release of Information by your former employee and a Response By Employer form to be completed. Your cooperation is appreciated. An addressed, stamped envelope is provided for your response.
Thank you.
**************************************
AUTHORIZATION FOR RELEASE OF INFORMATION
I, <u>Mark</u> <u>Wehmann</u> , hereby authorize the above-named employer to release information for the purpose of evaluation of my application for or continuing employment. I
information for the purpose of evaluation of my application for or continuing employment. I
agree not to make any claim against my previous employer and I agree to hold my previous employer harmless from any action as a result of any information supplied in connection with
this request.
Dated: Tung 27 2003
Dated: June 27, 2003.
Ev Harh Wehmann
Signature

# **RESPONSE BY EMPLOYER** We, as a previous employer of the above-named employee, respond that while employed by us, the former employee (Please check one) the subject of a disciplinary action or investigation arising from the occurrence of physical abuse, sexual abuse, sexual exploitation, or sexual harassment. If we have checked "was", we are able to provide the following further information:

# SEXUAL MISCONDUCT POLICY THE ARCHDIOCESE OF SAINT PAUL AND MINNEAPOLIS QUESTIONNAIRE

Name:	Wehmann	Mark	HopKエNタ Middle
Address:	2260 5 w Street	mmit av	e
	4	644/	65 1 DV
	51 Paul City	State	2ip
Business Phone:		_ Home Phone	: <u>(651) 497-2515</u>
			•
employers fo	oyment Record (list or the last seven (	7) years).	
Employed by: Address:	Omvoy (for	mesly - ME	ENNS)
Address:	300 South	Highway	169
City & State:	Ipla MN		and the second s
Position or Job Title	e: <u>Financial</u>	analyset	
Your Supervisor:	Lynn lower	<u>a</u>	Phone
Employed from (Mo	o.Nr.) <u>/0/95</u>	To (Mo./Yr.)	3/97
Why did you leave			
enter The	oeminary		
Employed by:			
Address:			
City & State:			
Position or Job Title	e:		
Your Supervisor:			Phone
Employed from (Mo	o./Yr.)	To (Mo./Yr.)	)
Why did you leave	?		

Employed by	y:		****
Address:			
City & State			
Position or .	Job Title:		<del></del>
Your Superv	visor:	Phone	- Laurence - 140
Employed fr	rom (Mo./Yr.) To (Mo./	Yr.)	
Why did you	u leave?		
2. follow	MISCONDUCT QUESTIONS (man	rk your answers	to the
	<ul> <li>a. Have you ever been convicte sexual abuse, physical abuse or oth of the Criminal Sexual Code of Con</li> </ul>	ed of a crime of her violation iduct?	
	Yes		No
	b. Has any civil or criminal cominvestigation been conducted beca allegations that you engaged in phy abuse, sexual abuse, sexual harast sexual exploitation?	iplaint or use of ysical sment or	
	Yes		No
<i>†</i>	If yes, how was the complain	nt resolved?	
·	c. Have you ever resigned from laid off, or discharged by a previous reasons relating to allegations that sexual abuse, sexual harass	s employer for vou engaged in	physical abuse,
	Yes		No
	d. Have you ever received any physical or psychological, because or sexual harassm people?	vou engaged it	n physical

# SEXUAL MISCONDUCT POLICY THE ARCHDIOCESE OF SAINT PAUL AND MINNEAPOLIS QUESTIONNAIRE

Name:	Wehmann	Mark	HOPKINS
	Last	riist	Mildale
Address:	$\frac{749}{\text{Street}}$	h avenue	South
	South St Paul	MN	55075-3099 Zip
		- 11111	
Business Phone:	(651) 455-136 <b>3</b>	Home Phone:	· · · · · · · · · · · · · · · · · · ·
	loyment Record ( for the last seven	list current and pr (7) years).	evious
Employed by:			
Address:	300 =	south Hwy	× 169 #700
City & State:/	Yels, MN		
Position or Job Tit	•	1 analyst	
Your Supervisor:_	Lynne 1	owers	Phone(763) 230-4000
Employed from (M	lo.Mr.) 10/95	To (Mo./Yr.)	8/97
Why did you leave	?		
enter the	Seminary		
Employed by:	Wehman	n agency	
Address:	1128 Har	moon Pl	
City & State:	Mpls	MV -	
Position or Job Tit			
			Phone(612) 333-6393
Employed from (M	o.Mr.) <u>11/84</u>	To (Mo./Yr.)	5/03
Why did you leave	? - Ordination	~~~	

			•		
Employed by:					
Address:	:				
City & State:					
Position or Job Title:	:				
Your Supervisor:			_Phone	·	
Employed from (Mo.	/Yr.) 1				
Why did you leave?					
following que	<b>,</b>				
sexual	Have you ever been abuse, physical abus Criminal Sexual Code	se or other vice of Conduct?	plation		
investi allegat abuse,	Has any civil or crimi gation been conducte ions that you engage , sexual abuse, sexua exploitation?	ed because of ed in physical			
	If yes, how was the c	omplaint resc	lved?		
laid off reason	Have you ever resign f, or discharged by a ns relating to allegation sexual abuse, sexua	previous emp ons that you e	loyer for ngaged in physi	ical abuse, tation?	
A	Have you ever receiv	es	No No		
physic	al or psychological, b ual abuse or sexual h	ecause vou e	ngaged in phys	ical tion of other	•

Fr Mark Wehmenn ARCH-0054283

Hr. Ilbrk Wehmann

### Archdiocese of St. Paul and Minneapolis

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

Name Fr W	ehmann	Date of Birth	2 1251 1969
,		Ordination D	Date <u>5/31/2003</u>
In case of emergency, please contact:		Name .	
		Address	
My next of kin are:	<del>-</del>	Phone	·
Name	Address	Phone	
Namé	Address	Phone	
Name	Aadress	Phone	
Location of my last	will and testament	do not have	one yet
Funeral Instructions			7
Homilist			
Funeral Home/Direct	ctor		
Cemetery Jahe	wood		
Other (Vestments, R	Leadings, Music, etc	.) Purple - ves	tment
,		•	
·			

Fr. Mark Wehmann

### Archdiocese of St. Paul and Minneapolis

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

Name Fr We	hmann	Date of Birth 2 1251 1969
·		Ordination Date <u>5/31/200</u> 3
In case of emergency, please contact:		Name
	_	, 11ddrood ,
My next of kin are:		Phone
Name	Address	Phone
, V		,
Namé .	Address	Phone
Name	Address	Phone
Location of my last v	vill and testament	do not have one yet
<u>Funeral Instructions</u>	·	
Homilist		
Funeral Home/Direct	tor	
Cemetery Jahen	wood	
Other (Vestments, Ro	eadings, Music, et	cc.) Purple - vestment
		•
time. You are urged return this form to Pr	to respond if you esbyteral Personn	s to carry out your wishes. You may make changes at any have not sent an updated form in the last five years. Please lel Resources, 226 Summit Avenue, St. Paul, MN 55102.
Signature: Fn	Nehmann	Date: 11/24/03

April 12, 2004

Reverend Mark Wehmann 749 6<sup>th</sup> Avenue S South St. Paul, MN 55075

Dear Father Wehmann,

Thank you so much for your letter of April 6, 2004. I was happy to hear from you.

You wrote on behalf of and her fiancé who are engaged to be married. They would like the Tridentine Rite for their marriage. I do give that permission for Father Ubel to celebrate that Rite.

With blessings to you and gratitude for all that you do, I remain

Sincerely yours in Christ,

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

# Archdiocese of Saint Paul and Minneapolis

Office of the Archbishop

July 29, 2004

Reverend Mark Wehmann Holy Trinity 749 6<sup>th</sup> Ave. S. South St. Paul, MN 55075

Dear Father Wehmann,

I am appointing you Parochial Administrator of the Churches of Saint Augustine and Holy Trinity, South Saint Paul, Minnesota in the interim until a Pastor is appointed. This appointment will become effective immediately. I am also asking Father Lee Piche to serve as a mentor during this time.

As Parochial Administrator, you will have in your hands the full spiritual and material administration of the Churches of Saint Augustine and Holy Trinity. You will also carry the responsibility of the Mass for the People.

Father Wehmann, I am most grateful for your ministry to Saint Augustine and Holy Trinity as Parochial Administrator during this interim time. You have my support and prayers in your ministry. May God bless your service with these communities.

Sincerely yours in Christ,

Most Reverend Harry J. Flynn, D.D.

Archbishop of Saint Paul and Minneapolis

226 Summit Avenue • St. Paul, Minnesota 55102-2197 • Tel: (651) 291-4408 • Fax: (651) 290-1629

E-MAIL: archcom@archspm.org

Archdiocese Of St Paul & Minneapolis 226 Summit Ave St Paul, MN 55102 (651) 291-4400

Regarding: Father Wehmann Holy Trinity Catholic Church 749 6th Ave S South St. Paul, MN 55075-3099

### Archbishop Flynn,

I need to express my concern with a situation that happened on September 2, 2004. Our families were at a wedding rehearsal for our children at Holy Trinity Catholic church. Our daughter's three year old twin boys had been asked to be ring bearers at the wedding of her brother. The boys were talking during the rehearsal and apparently this was not acceptable to Father Wehmann and he told us to take all of the children out of the church.

According to the mother of the bride, this was acceptable because it is 'his church'. I am sorry, but I was not raised a catholic understanding that a church belonged to an individual.

Because of this, their father and the boys were not welcome at the wedding of our son. Children do not always behave in church. As parents we do the best we can to teach them to be quiet and respectful. Some churches have rooms to take little children into so they do not interrupt services, I did not see one at this church.

It is hard for me to encourage my children to participate in a church that does not welcome children. If my children, my grandchildren, or other children are not welcome in a church, we are not welcome.

#### Mark 10:14

When Jesus saw this, he was indignant. He said to them, "Let the little children come to me, and do not hinder them, for the kingdom of God belongs to such as these.

#### The Little Children and Jesus

<sup>13</sup>People were bringing little children to Jesus to have him touch them, but the disciples rebuked them. <sup>14</sup>When Jesus saw this, he was indignant. He said to them, "Let the little children come to me, and do not hinder them, for the kingdom of God belongs to such as these. <sup>15</sup>I tell you the truth, anyone who will not receive the kingdom of God like a little child will never enter it." <sup>16</sup>And he took the children in his arms, put his hands on them and blessed them.

CC: Father Wehmann

CHURCH OF THE HOLY TRINITY

749 Sixth Avenue South South St. Paul, Minnesota 55075 (651) 455-1302

September 22, 2004

Most Reverend Harry J. Flynn, DD The Archdiocese of St. Paul and Minneapolis The Chancery 226 Summit Ave. St. Paul, MN 55102

Dear Archbishop Flynn;

I am writing to in response to a letter sent to you from which voiced a concern pertaining to a situation that happened at a wedding rehearsal on September 2, 2004, (see attached letter). I did call her last Wednesday, September 15, when I received the letter and apologized for the way she perceived my reaction to the events. I did agree with her that it is not "my" church as the mother of the bride stated and listened to her concerns. I was very pleased to have talked to her and thanked her for bring her matter to my attention.

In Christ

(Rev.) Mark Wehmann

September 28, 2004

Reverend Mark Wehmann
Church of the Holy Trinity
749 Sixth Avenue S
South St. Paul, MN 55075

Dear Father Mark,

Thank you for your graciousness in writing to me on September 22, 2004. How wonderful of you to have called last Wednesday, September 15<sup>th</sup> and apologize for the way she received your reaction to events.

You are a wonderful priest and may God continue to bless you. I hear only good things about you.

With every good wish, I remain

Sincerely yours in Christ,

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

an Wilman de Mark

11/1/04

Dear archbishop Flynn, I am a member of St. augustine parish and am writing to Comment St. augustines thank you for sending us Father Wehmann such a fine young man good Gatholic pricet. V oxfully does his duties; great sermons, and is not apraid to for our faith. I marriel at his Wisdom. He's wise Mears. my husband recently passed aucay. Father did such a Suneral together. It job sutting the Il cuent so well. It truly was a Jayous Cleberation. The thought of it vill sustain me for pastor. In the meantine gather Wehmann us doing a fine job keepir needs. Could he he it? you for reading this and thanks again for Father Wehmann and all the good priests were had at St. Augustines and Holy Winity.

Sincerely,

November 5, 2004

Dear

Thank you so very much for your kindness in writing to me on November 1, 2004. I was delighted that you are so pleased with Father Weymann. Indeed, he is an outstanding priest.

It's a rare occasion when I receive a letter such as yours complimenting me for something and praising some aspect of the local Church. Usually, only complaints come in. Your letter made me very, very happy.

It made me happy to know that Father did so well in putting the funeral together for your dear husband. May Father grow in the priesthood and grow in his beautiful faith.

With blessings and good wishes, I remain

Sincerely yours in Christ,

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

February 4, 2005

Reverend Mark Wehmann
Parish Administrator
Churches of Saint Augustine and Holy Trinity
749 6<sup>th</sup> Avenue South
South St. Paul, MN 55075-3034

Dear Father Wehmann,

I am grateful to the fine leadership of the two parishes you have the privilege of serving, for our meeting last Monday evening. I thought it very productive to receive the input and reflections of all those present.

Having listened to that discussion, I am now prepared to ask you to implement as soon as possible an adapted Mass schedule for both parishes. I am sorry that it took as long as it did for me to arrange to meet with you. It would have been good to begin this schedule during Lent, but perhaps now we should take a few weeks of explanation and discussion before implementing it. I am concerned for the burden personally placed on you in all of this, and therefore propose that the new schedule begin on the first weekend of March, March 5 and 6. Although this is in mid-Lent, you will have time to instruct the people both about the schedule and its purposes.

The schedule will be as follows:

1) The Masses for Sunday obligation will be as follows: 5:15 p.m. Saturday at Holy Trinity; 7:00 a.m. and 10:00 a.m. at Saint Augustine and 8:30 and 11:30 a.m. at Holy Trinity.

There will be an additional Mass at 11:30 a.m. each Sunday at Saint Augustine according to the Missal of Pope John XXIII (Tridentine Mass).

- 2) Daily Masses will be celebrated Monday through Saturday at Saint Augustine at 7:00 a.m.
- 3) There will be daily Masses at Holy Trinity on Tuesday and Thursday at 5:15 p.m. and on Wednesday there will be a school Mass at Holy Trinity at the time determined best for the young people. I would suggest that any changes in the time of the school Mass would wait until next fall, with the current two school Masses continuing each week through the end of the school year.
- 4) The Sacrament of Penance will be available on Saturday morning (7:30-8:30 a.m.) at Saint Augustine and on Saturday afternoon (4:00-5:00 p.m.) at Holy Trinity. Of course, the sacrament will also be available to individuals who request it either by schedule or after daily Masses. The sacrament will be made available more frequently in the days prior to Easter and Christmas.

Reverend Wehmann February 4, 2005 Page 2

Permit me to explain why we are making these changes at this time. When there is a change of pastors, our Comprehensive Assignment Board assesses the needs of the parish. That Board also proposes changes that may make it possible for us to use the services of our priests better. I am pleased to say that we are "holding our own" on the number of priests available to serve in the Archdiocese of Saint Paul and Minneapolis. The problem is that the Church here continues to grow, and at a rapid pace. While we are not suffering the sort of decline in the number of priests that is very drastic in some dioceses, we simply cannot stretch our priests to cover both newly emerging needs and the existing schedules in all of our parishes.

In studying the situation in South Saint Paul, we recognize that the schedule of weekend and daily Masses that Father LeVoir and you maintained so generously also required the assistance of other priests. In recent months we have had to assign those priests to other responsibilities. For example, Father John Ubel is serving as the acting rector of the Saint Paul Seminary, and Father Thomas Wilson has added the administratorship of a parish to his full-time work as Archdiocesan Director of Vocations.

This means that we wanted a schedule for Saint Augustine and Holy Trinity that could be maintained on a regular basis by two priests and two priests only. Furthermore, the schedule would have to be feasibly covered by one priest in exceptional circumstances, such as personal or family illness for one of the priests or an inability to find "coverage" when one of you is taking a well deserved vacation. Each priest is entitled by church law to have three weekends away from his parish each year. While we are privileged to have available to us help from retired priests and priests in specialized ministries, we are under increasing pressure to use them, in other, regular assignments. This makes them unavailable for vacation help.

Permit me a final note about the specific choices in South Saint Paul. There was a consensus in the group that met last Monday night about the utility of making the schedule easily understandable. For that reason, there is a Mass seven days a week at 7:00 a.m. at Saint Augustine. There is a Mass three times a week (Tuesday, Thursday, and Saturday) at 5:15 p.m. at Holy Trinity. The other Sunday Mass times give sufficient space between the Masses at each parish so that the priests can get from one church to the other. They also may provide room for expanded Sunday morning activities such as adult catechism, special devotions and prayers, and particular formation programs for young people.

There will certainly be some discomfort on people's part in regard to these changes. Each parish will undergo some adjustment. As before members of one parish can worship at the other and, by making their Sunday contribution in their own parish envelope, have that gift credited to their home parish. Even so, I want to acknowledge that I heard clearly that there are some concerns about people no longer finding it convenient to worship at any of these times. I trust in the generosity of the greatest number of your parish members, however, to see that the vital prayer and ministries of both parishes will continue, and that they will be well supported.

Let me close by asking renewed prayers on the part of both parishes for vocations to priesthood and religious life. I suppose that it has always been true, as our Lord says, that the "harvest is great but the laborers are few." Nonetheless, I think we are feeling that lack even more in these

Reverend Wehmann February 4, 2005 Page 3

days when there are such tremendous opportunities for a Catholic Christian witness to our faith in Jesus Christ. I wish that we could add to the number of Masses rather than to contract our schedules. Pray that God sends us the priests to be able to do so.

In the meantime I wish you and the people of Holy Trinity and Saint Augustine great blessings in your faithful service to Jesus Christ.

Sincerely yours in Christ,

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

, ecja na s

TO: Archbishop Flynn Bishop Pates and Bill Fallon

FROM: Fr. Kevin McDonough

DATE: February 22, 2005

RE: Father Mark Wehmann

Phyllis Willerscheidt notified me on Friday, February 4, that she had had a phone call from South St. Paul. Someone attending a youth sports event had seen Father Wehmann engaged in public touching of a young person in a way that, although clearly not illegal, was also making the girl uncomfortable. In spite of the fact that no one was alleging activity that was even arguably illegal, I asked Phyllis to call the South St. Paul police and to give the information to them. She followed up and did so.

Early the following week I called the family of the girl involved. I told them the steps we were taking and would like to take to follow up. They gave me the name of the South St. Paul police officer who had interviewed them, Detective John Sneitzer. I called Detective Sneitzer and left him a message, indicating our support for their investigating as aggressively as they thought necessary. I also asked him to let me know when the matter was concluded, especially if the department was not going to take action. I told him I was anxious for the Archdiocese to be able to take some corrective steps, but did not want to complicate his investigation by stepping in prematurely.

On about Thursday, February 10, Detective Sneitzer called me back. He let me know that his investigation was complete and that there was indeed nothing that would be criminally charged. I asked him if he would be willing, nevertheless, to meet with Father Wehmann and myself so that Father Wehmann would hear from an objective, third party what his interaction with the young girl looked like. He readily agreed to do so. Because of calendar conflicts, we were not able to schedule the meeting until Thursday, February 17. Nonetheless, I called the parents of the girl parents of parents of parents of the communication and the steps being taken. It turns out that mother was a very close friend of one of my parishioners and I met her on several occasions. We made a very positive connection.

On Thursday, February 17, Father Wehmann and I went to the South St. Paul Police Department office in the South St. Paul Municipal building. Our interview with Detective Sneitzer lasted only fifteen minutes, but I believe it was very useful. Detective Sneizter reviewed the information that he had received, and he did so in an objective and non-insulting tone. He challenged Father Wehmann to be aware of his position, but also indicated clearly that he did not believe Father Wehmann had engaged in any intentional misconduct.

Page two Re: Father Wehmann

. The raid

Father Wehmann was clearly humbled and even humiliated by having to have the meeting. He was deeply apologetic at the discomfort he caused to the family and the time being spent by other people to review his behavior. He thanked Detective Sneitzer as he was leaving.

I intend to take two more follow up steps. First, I will arrange for a conversation or communication with the family so that Father can apologize. He is very open to this. I have also proposed to him that he undergo some boundaries training to reinforce messages that he has received in the past but that perhaps have not taken root as well as they ought to. He is very open to that.

I believe that this is a sufficient course of responses to Father Wehmann's excessive, discomforting, but not sexual touch. Do any of you believe that there are other steps that should be taken?

There are fine & positive steps.

I would write again as to whether

Jother is considering these questions with

a spiritual director 
+ PSP



# Archdiocese of Saint Paul and Minneapolis

confidence of the symbilition

May 25, 2005

Rev. Mark Wehmann Holy Trinity 749 6<sup>th</sup> Ave. S. South St. Paul, MN 55075

Dear Father Wehmann,

I am pleased to name you Parochial Vicar to the Church of Epiphany, Coon Rapids, Minnesota effective June 15, 2005.

Notice of your appointment will be published in *The Catholic Spirit* on June 9, 2005

May God continue to bless you with His strength and peace. With every good wish, I remain,

Sincerely yours in Christ,

+ Harry g. Flynn

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

### Archdiocese of St. Paul and Minneapolis

### Saint Paul Seminary School of Divinity Teaching Parish Program

Seminarian: Mark Wehmann

Teaching Parish: St. Philip, Mpls

1. In what areas of parish ministry was the seminarian involved?

Preaching; Sacramental preparation; minister of Sacrament (Baptism & Marriage); various programs & committees; parish council exposure.

2. Describe his ability to relate to staff and parishioners.

Mark always seems friendly, an important asset when relating to anyone. He is open to suggestions & listens. He does find it difficult to seriously consider views that are different than his & makes those people feel he's not interested in them.

3. How would you describe his preaching skills?

Adequate and improving.

5. Do you see him as being self-motivated? Explain.

Yes, I do. Mark has not waited for me to initiate opportunities for him, instead he has made suggestions about what he would like to do & how it might be possible to do it. He has needed little guidance.

5. Do you see him as having strong community needs?

Having support is very important for Mark, as it is for all of us. Having a community to listen, encourage & challenge him would be valuable for Mark.

6. Does he come through as a man of faith and prayer?

I believe this is Mark's strongest asset.

7. How would you assess his strengths and weaknesses?

Mark has a great desire to serve & willingness to learn & listen. He has strong faith & active prayer life. Mark's preaching should improve over time. He struggles with relationships with those who have more liberal views than his.

8. Any other comments?

Filled out by: Deacon Dale Timmerman

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# Archdiocese of Saint Paul and Minneapolis

The Chancing

### **OFFICIAL**

May 25, 2005

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

### Effective June 1, 2005:

Reverend Douglas Dandurand, Pastor, Saint Therese, Deephaven, Minnesota.

### Effective June 15, 2005:

Reverend Thomas Kunnel, TOR, Parochial Vicar, Saint John the Baptist, New Brighton, Minnesota.

Reverend Mark Wehmann, Parochial Vicar, Epiphany, Coon Rapids, Minnesota.

### Effective July 15, 2005:

Reverend Robert Fitzpatrick, Pastor, Saint Rose of Lima, Roseville, Minnesota.

Sr. M. Dominica Brennan, O.P.

Chancellor for Canonical Affairs

To be published in *The Catholic Spirit* on June 9, 2005.

E-MAIL: archcom@archspm.org



Notes from conversation with Mr. And Mrs. Doe 1-10-06

Mr. Doe called from school office to see if I could meet with him. He got his wife and preschool daughter from mass and the three of them came to my office.

Mrs. Doe started by stating she had just taken the training on recognizing sexual abuse and had a very uneasy feeling about one of the church employees, Father Mark Wehmann. Mr. And Mrs. Doe shared their feelings about how helpful Father had been to them during a recent crisis in their lives. (Because of this crisis, Father Wehmann has been a frequent guest in their home).

However, Mr. And Mrs. Doe also shared the following concerns:

- Father Wehmann had their fourth grade daughter on his lap in the living room
  where there were no other people. Mrs. Doe reported she felt uneasy about this
  and went into the living room to check on the situation. Later, Mrs. Doe asked her
  daughter what was going on during that time. The daughter responded that Father
  was explaining the rules for the next game they were going to play.
- Father Wehmann was patting the bottoms of the fourth grade and the second grade girl. This past Sunday, the 8<sup>th</sup> of January, was the first time the parents noticed this behavior.
- Also on Sunday, both the fourth grader and the second grader were sitting on either side of Father Wehmann in the bay window seat. He put his cheek against the second grader's cheek and each of them was pushing their tongues against the cheek that was touching. Mrs. Doe asked what was going on. Father Wehmann said that this was called "root beer barrel kissing". Father Wehmann asked the second grader if she remembered the name. Later, Mrs. Doe asked her daughter about the root beer barrel kisses and if she had done them with Father Wehmann before. The daughter reported that she had done them before. See below.
- Over Christmas, Mr. And Mrs. Doe had a Christmas party to which Father was invited. According to Mr. and Mrs. Doe, he spent half to over half the time playing with the children as opposed to interacting with the adults in the house. (Mr. or Mrs. Doe stated something along the lines that Father Wehmann seems to act like he's 12 years old he definitely wants to be with the children). Father went up to the girls' bedrooms. During the time in the bedroom(s), he short sheeted the second graders' bed.

The second grader reported to mom that the day her bed was short sheeted that she and Father Wehmann lay on the bed and that was the first time they did the root beer barrel kissing.

- Father has asked the parents about the second grader's academic progress and stated aloud to parents that he was thinking of doing some tutoring over lunch with their daughter and a second grade boy in the same classroom. Parents asked this reporter if I knew anything about this other child and why Father Wehmann may have selected him. Parents stated that this knowledge about their daughter's academic progress felt very invasive and they stated unequivocally that they were not interested in having Father Wehmann take either of their children from any activity at any time. They specifically requested that all classroom teachers and specialists be explicitly notified of this request. They wondered aloud how staff might react if Father Wehmann tried to "pull rank" to see one of the girls. They requested clarification of this reporter regarding Father Wehmann's duties in the school and where the boundaries existed. Parents are very concerned about all the students in the school and stated that one of the main reasons they came forward with these concerns was to keep other students safe. They brought up the detail that Father Wehmann has been observed walking students to their piano lessons and should he have that kind of time alone with students?
- As part of her training, Mrs. Doe knows that the undermining of her parental authority is cause for concern. She said. "He undermined me." She then described a time when she was telling her daughter not to eat from the bowl. Father Wehmann told the preschool child "It's okay. Go ahead and eat it." Also, the family was at a graveside service for All Souls' Day. Father Wehmann was not paying attention to the service but was instigating with both girls a little production where they begged to be taken to Dairy Queen. The family went to Dairy Queen.
- Mrs. Doe stated that she thinks Father thinks the rules don't apply to him and then shared this information: The youngest daughter sleeps in bed with mom and dad. Father Wehmann was talking to their second grade daughter and said, "It is your job to get the preschooler out of bed with mom and dad. Let's get the whole second grade working on this." Additionally, she shared that Father Wehmann has a nickname for a fourth grade girl in girl scouts. This student has repeatedly asked father to not call her 'Giggles'. He will say, "Okay Giggles", completely ignoring her request. Mrs. Doe wondered, "Will he (Father Wehmann) listen?"
- Mrs. Doe spoke to Father Wehmann in the school cafeteria on 1-9-06. She told him that she does not want either of her children pulled from a school activity by him or to be singled out in any way by him. She also told him that there was to be no more root beer barrel kisses at all. He responded by saying, "I never do that in pub...". Mrs. Doe shared with Father that she was very concerned about him. He then offered her a high five to which she responded, but wishes she would not have.
- Mrs. Doe stated that perhaps Father Wehmann had already gone to Father Zehren to tell him that Mrs. Doe had concerns...to make it appear okay. Then she shared this example... Father Wehmann was comforting a very upset 6<sup>th</sup> grade female

after the tragic death of one of her classmates. Father Wehmann hugged this girl and kissed her on the forehead. He then called the  $6^{th}$  graders' parents to let them know that he had hugged and kissed her forehead in this context.

- Mrs. Doe is concerned that her sister has invited Father Wehmann to a family
  function and feels a need to express her concerns to her sister as she would want
  her sister to do for her. She is not sure what she will do about that at this point.
- Mrs. Doe asked her 9<sup>th</sup> or tenth grade son about anything he observed with Father Wehmann. The son stated that he had an uneasy feeling when Father Wehmann was around his sisters.
- Mrs. Doe was frequently tearful during this conversation and stated that she felt betrayed and wants some things she had given Father Wehmann back.

For my part, I thanked the Doe's for coming into report their concerns. I shared that given the information in front of me that they had ample reason to be concerned. I tried to empathize with them regarding how painful this situation must be for them especially considering the previous crisis. I assured them that I would work with the school and the parish to keep not only their daughters but all the school students safe and that I would get back to them to let them know that the issue was being handled. I said I would do my best to maintain their confidentiality but that it really didn't look too hopeful due to several factors – the nature of the relationship between Father Wehmann and this family, the precise description of the root beer barrel kiss and that fact that Mrs. Doe confronted Father Wehmann regarding his behavior.

I immediately went to Father Zehren and shared all of the concerns that had just been shared with me. While I did not use any names, Father Zehren guessed who the family was. He was very concerned and said he would call the Archdiocese. Father Zehren spoke with the school principal and Father Wehmann.

## ANOKA COUNTY HUMAN SERVICES DISION REFERRAL OF SUSPECTED CHILD ABUSE/NEGLECT

Please complete as much of the requested information as possib	ne.
FAMILY INFORMATION	Date of Report
Second grade girl,	Date of birth 8-30-98 Second grade girl
Second grade girl Child's Name Fourth grade girl	orage 3-16-96 Fourth Grade girl
Name of School (or day care)	tholic School Grade 2+4
Parent(s)/Guardian Name	in annonymous
Home Phone	Work Phone
Other children in the home (list names and DOB, if known) Pr	eschool girl or 16 year old boy (approx)
PERSONS NOTIFIED OF THIS REPORT:	
Child Parent Alleged Perpetrator Police Archducese  Name of alleged perpetrator Father Mark Wehman Address Phone  Reason for referral (please include conditions, dates, descriptions of if necessary).	- F
see attached	
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Please return white and yellow copies to: Anoka County Human Services Division Child Protection Intake 2100 3rd Avenue Anoka, MN 55303-2264	

SSMH-302 {4/98:3M; 6/99:5M; 2/01:5M; 9/03:5M}

To make oral reports or request forms please II 763/422-7125 or fax report to 763/422-692\$

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January 11, 2006

Mr. Strauss,

Over a period of time, I have had concerns about some of the actions of Father Wehmann in regards to his interaction with junior high students. They are as follows:

1.	In December, when the junior high visited The Guthrie Theater to see "A Christmas Carol," Father Wehmann accompanied the group. Upon seating the group, one of our eighth graders, experienced some type of anxiety about his seat in the auditorium. He asked Mrs. Daniels to be assigned a different seat, and she accommodated his request. However, remained somewhat agitated. At this point, Father Wehmann walked from the back of the auditorium to seat and talked briefly with him. Then Father told Mrs. Daniels that he would take care of the situation. Father Wehmann again talked with after this talk, Father told Mrs. Daniels that he and would watch the performance on a closed-circuit television. They then left the auditorium to find the television. I observed this situation from my seat where I was supervising students, but I was not close enough to easily question Mrs. Daniels about this situation. I later questioned her because I thought perhaps was ill and needed to be taken home. However, that was clearly not the case.
	The next time that I saw Father Wehmann and was was when our entire group was returning from the intermission back into the auditorium (to our seats). As we were entering the auditorium, I observed Father Wehmann and going downstairs to what I presume is the close-circuit viewing area. I did not see them again until after the performance. I was also told (at a later time) that Father bought ice cream, and felt uncomfortable about Father spending his own money on him simply because he was unable to sit through the performance.

The concern I have about this situation is that the teachers were not able to really evaluate problem and deal with it. Instead, Father took it upon himself to intervene, when it was the chaperones' responsibility.

2. In addition, after the Guthrie performance, Father Wehmann made it difficult for the teachers to locate students when their parents came to pick them up from school. The reason for this is that Father Wehmann took several students to the gym with him to play a game. While the parents waited in the parking lot, teachers had to search for students. Since the Youth Room was also open, it was possible for students to be in several different areas. Teachers had some anxious moments until a few students were located. Apparently, they had moved from the gym to the Youth Room, or vice versa. It is also my understanding that Father Wehmann gave a few students treats, but I do not know this as firsthand information.

- 3. Another concern I have regarding Father Wehmann involves "best teaching practices" Throughout my advanced degree college courses, one of the things that I was told was that testing of students is much more involved that one would ever think. It is extremely important that students are not thrown a "curve ball" immediately prior to a test. However, I witnessed Father Wehmann sit in on Mr. Bulman's class one day. When I questioned about it later, he told me that he was giving a quiz and that Father had actually taken the quiz along with the students. Having a visitor in the classroom during a quiz is one of the events that qualify as a "curveball," especially for students who are distractible in the first place.
- 4. The last issue that I would like to address is a homily that Father Wehmann gave during Advent. He made many references to his unfortunate childhood habit of going to the bathroom in his pants. While I understand that he was trying to make a point, Father unnecessarily referred to this event many times. I thought that it was entirely inappropriate, and it made me very uncomfortable. I noticed several of my students squirming in their seats as well, although they never really discussed it with me.

I am hopeful that Father Wehmann can find ways to more appropriately interact with the junior high students, because students really do need a good role model in a priest. Thank you for your attention to these matters.

Sincerely,



### THE CHURCH OF THE EPIPHANY

1900-111th Avenue Northwest Coon Rapids, Minnesota 55433 Phone: 763-755-1020

### MANIFEST CHRIST TO ALL

Most Rev. Harry J. Flynn 226 Summit Ave. St. Paul MN 55102-2197

January 13, 2006

Dear Archbishop Flynn,

I thought it would be best to take the time to inform you of yet another event that has taken place here at the Earlier this week our school counselor informed me that she was contacted by one of our school parents with concerns regarding one of my associates, Fr. Mark Wehmann. The parent, a well respected and prayerful woman in our community, cites instances of inappropriate behavior by Fr. Wehmann toward her children, involving instances of inappropriate touch.

Our school counselor felt the obligation to report the allegations to the Child Protection Division. I have spoken to Fr. Wehmann regarding the concerns. I have also notified our school principal and Fr. Kevin McDonough. Fr. McDonough is scheduled to meet with Fr. Wehmann next week.

Be comforted to know that I am willing to do whatever is necessary to protect the children and families of this parish and also to do what is best for Fr. Wehmann.

May the grace of the Good Shepherd continue to guide us both,

Father Dennis Zehren

cc. Fr. Kevin McDonough

CIVIL MARRIAGE REGISTRATION

10: Fr. Zenren, Fr. Kevin McDonough and Det. Putst
From: Michael Principal, Principal
Date: January 17, 2006
Subject: A Review of Recent Concerns About Fr. Wehmann
Attached are notes from three School teachers, which review their recent concerns regarding Fr. Wehmann's alleged behavior. I shared theses concerns with Fr. Zehren in a meeting in my office prior to Christmas vacation. Fr. Zehren said he would review these concerns ASAP with Fr. Wehmann. Fr. Zehren also said he was going to call an acquaintance of Fr. Wehmann to see if the acquaintance had observed any similar concerns about Fr. Wehmann. Fr. Zehren also said that Fr. Wehmann had received extensive Archdiocesan training, like other priests, about the limits/boundaries of touch/ physical contact with others. I told Fr. Zehren that it was especially inappropriate for Fr. Wehmann to have allegedly put his arm around a junior high girl, and to keep another student out of class for 20 minutes without prior permission/notice to the teacher or administration. I said this alleged behavior by Fr. Wehmann must not happen again. Fr. Zehren agreed.
Also attached are notes of a meeting on January 10, 2006, between School Counselor/Assistant Principal and Mr. and Mrs. parents of children. The pared their concerns about Fr. Wehmann's alleged inappropriate behavior with their children. Ms. shared these concerns with Fr. Zehren, and then afterwards with Ms. (Associate Principal) and me The three principals agreed that Ms. should call Child Protection for their advice. Ms. did, and faxed a copy of her attached notes to Child Protection upon their request. Fr. Zehren was informed of the report to Child Protection by Ms.
I then met again with Fr. Zehren on January 10, 2006, to discuss the concerns. Fr. Zehren expressed deep sympathy for the School and its students until the investigation by Child Protection is concluded. Fr. Zehren agreed, and said he would talk to Fr. Wehmann immediately.

Incident 1

Lowe down the Junior High hall and yelled out for our 8th grade girl. The girl stopped and father Wehman came up to her and put his arm around her and walked down the hall toward the gym and around the corner. The entire time his arm was around her.

Frident 2

A student of mine showed up about 20

minutes late for class. Father Wehman

walked him in - the student was crying.

Apparently, the student ( had

been to computer class before mine and left

with Father Wehman - I never found out

what the problem was with but I

was never told that he would be late for

class by father wehman. When I asked where

he had been so said he was "walking

awound" with Father Wehman. This happened

dwing the day students went to Reconciliation

in December. I'm we sure why the behing was not in the

church heaving confessions.

Incident 3

girl who wrote that "you should never no. In kethall with Father Wehman because

he is very aggressive and there was a lot of contact." The also talked about being elbowed in the ribs.

Incident 4

I heard through other teachers and from students that father wehman was seeking students to go play paintball during Christmas break. I don't know it this broppered or not.

Fucidents were talking about Mass and
the showing for Wehmen gave where he
talked repeatedly about going to the bathroom
in his parts. One student said that in
"Some ways Pather Wehman is really wierd,"

Tweident 6

At the Guthrie Theater Fr. Wehman took
an 8th grade boy out of the Theater, apparently
the boy ( was advaid of loud noises
or something. They never returned the entire
time and nobody knew quarte where they went.
After the Guthrie we returned to school and
were wanting for favents to pick up the students.
After a short time a few students came down

They said Fr. Wehman let a few Kids into the youth voom and gave them these treats. Only a handful of students received these treats.

( only

ARCH-005229

### Incidents witnessed

- A student (female), (this happened towards the beginning of the year, so I do not recall the student) at the end of the day had krispy crème donuts left over from something and was getting ready for bus room with all the other students in the halls. Father Wehmann saw the students and was given a krispy crème donut. He then proceeded to put one arm around her shoulder, kinda in a semi hug, thanking her for the donut.
- Many female students came to me one day to tell me how Father Wehmann,
  played basketball with them the night before during their basketball practice for
  Coon Rapids. They then went on to tell me that he is very physical and no one
  should play with him because he is so physical. One of the girls said she had a
  bruise from him in her rib cage area, because he was so physical.
- Coaching boys basketball one day after school, the boys were fighting over the ball in a scrimmage, the ball was on the floor and many boys drove towards it and there was a pile of boys, all reaching for the ball. As one boy got hit, and I am not sure where, he said "Are you pulling a Wehmann?!" All the other boys laughed and a few said I know what you mean. I did ask what was meant by that but he would not tell anymore.
- One night during athletics here at Epiphany I believe it was boys basketball, there were many girls around to watch the boys game. Father was talking with the girls and said he would come to all their games (the strange thing about this is that there games were not for Epiphany or even at Epiphany). He then asked the girls for the times and dates for the games, and asked the girls to get him directions for the games. I do know after some weekends girls have told me that Father has gone to their games and I believe this happened more then once.
- Right before Christmas break Father was walking through the halls at the end of the day talking with some boys as they passed my room where I was standing outside. Father then asked me, "What are you doing over Christmas break?, You should come and hang out with me and some of the boys. We will do something fun, like paintball, or go carting. Closer to break then, after a Tuesday talk in my at the end after everyone had classroom, Father got to talking with left the room and said how he would pick him up some day after practice and they will be able to go out for the day, and have a fun, go play video games, do said he had wrestling practice that day, and gave Father whatever they want. the times, and Father said he would pick him up, all this talk and no mention of any other adults going with. Father did ask me then if there are any other boys that I think would want to go hang out with him for a day just doing fun things. I did later find out that the boy did go with Father but the boy's dad did go with. This was not what the beginning of this was though.
- Father Wehmann gave a pizza party for the girls' volleyball team. He gave this to them for hitting the ball something like 15 times. He had the party in my classroom, so I felt I should stay around, he paid for it all, and brought treats for the girls. Mrs. Wilkie was in the room for some time. I was in and out, at one time as I entered the room, Father was like Mr. Mitsch tell a story about a bunny. I

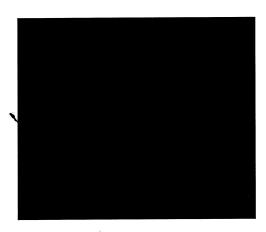
didn't tell a story and felt this was rather odd. He did however have all the girls tell a story about a bunny.

• The junior high took a trip to the Guthrie to see "A Christmas Carol." At this play in one point of the play Father and left together. After talking with he said he was scared and so Father took him out and was able to just walk around together and Father bought him ice cream. I did talk with and asked if that was all that happened and he said basically that is all that happened, the two of them walking around and him buying him ice cream.

I de mater



• In my classroom, I believe it was the day that volleyball team was in having pizza. Father was telling stories. He went on to tell the girls funny stories of things he has done. He went on to tell the girls that while he was at the house on night, he and one of the little went into the bedroom of the other While they were in her bedroom they moved all the sheets on her bed(pulling them down, he used the word "short sheeting" her bed. And said how funny it was, at this time I don't remember what the girls names where but I do remember it was with the family.



Dear Mr. Strauss, Since the beginning of school my general impression of Father Wehmann was positive and upbeat. Early on there were a few things I would hear him say or Glo that would make me raise an eyebrow at, but not any one thing in particular stands out alone. I would Say it is more of a pattern or "adding it all up " type feeling. Some of the remarks he has made to the children cross the professional line. One I recall in particular is when he was engaged in conversation with a student and his final comment in a LOUD voice, and in a fun tone was, "You LIAR!" I was taken back ... as I don't think it is appropriate for a Priest to make a comment like that to a child-not even as a joke. He was in Judy & my PE classes daily for long periods of time. Iruthfully, he acted like a 12 year old child with ADD. When playing games and interacting with the kids, thre were times where I would take a second book at him and how he would touch them. but wrote it off as he is intense and playing the game. "
'CONFIDENTIAL'-FILED Unider Seal THE TANDA DA: " I DA TAND PHERARCH-005238"

witnessed who stop in to play for just a bit I was especially incomfortable with him playing basketball with the 7th & grade girls and how close he would be to them - so I would change the situation I don't know, it just seemed wrong to me. I never confronted him because il didn't feel I should question him - after all he is "higher" than I am. It botheres both Judy of myself that he would "cheat during game playing - we're trying to teach the kids what is right - what kind of example is THAT? That, wa prustrating. He thrives on the kids attention like no other ... and truthfully, he seeks it with with witention. It seems like he really enjoys the little ones being close to him. He goes to almost all of the Coon Rapids girls traveling basketball practices and games and is there at Epiphany for almost all of the boys practices and games I don't howw his job description, at first I thought he was just hired to be in the school" and around the kids. Something the whole deal + the way he interacts & close with our students perhaps it is just a perception but it would be good it someon

I sit in John Mitch's Noom on Tuesdays with John + Father where we engage in open conversation about ament events, Catholic questions, etc. n/ gr. High students who want to come the during lunch. For the most part I think it has been good - some topics are deep a not all kids are at the same level of thought, but it's been of so far. I would not thust him alone in there with our Students thrugh - again, just are gut instinct. Do you remember the homily when he talked about how he "peed hishself If he had just said it once, maybe - C wouldn't have thought another thought, but he kept on saying it - el just didn't think it was a professional way of saying I getting his point across. Please talk to me with any question I appreciate your confidence. Respectfully and with grave concern for

Julie Castellant

and the second s



January 25, 2006

January 25, 2006	v - 5	QO.
	•	•
Dear		
This letter is a long-delayed written follow- January 23. As I said to was the responsibility of Father W that it was my responsibility to have followed did not do so. In fact, as I mentioned to around with me for months, always intendid doing.	elieve that the discomfort of which want to acknowled up-with you sooner, and I carried your	caused to your owledge, however, ad I am sorry that I phone number
Permit me to address each part of this in tur	rn.	
You, I am sure recall that, once I learned of behavior with your I asked that the Although I honestly did involved, I also recognized then and now the perspective and the investigatory experience also indicates to everyone involved that we	he matter be referred immonot believe that there was that the police have both the to make that judgment the communication is the communication of the matter than the communication is the matter of the matter than the communication of the matter of the m	ediately to the a criminal matter the independence of the cetter than I could. It
While Sergeant indeed did not find and ours that Father Wehmann's attentions were discomforting to her and did nothing had a meeting in which Father Wehmann rout of that meeting, we required Father Weseminar. We disclosed this to the new past parish. We also carried that information for	to your were dispositive to advance any preceived a reprimand from ehmann to attend a bound tor when he began workin	sproportionate. They riestly ministry. We Sergeant
One of the reasons that I would have contact thoroughly would be to arrange an appropr family. That offer remains open, and I hop so. My failure to arrange that sometime lan uncomfortable when you would see each of	riate apology from Father be that we can talk about we st spring I am sure left even	Wehmann to your when and how to do eryone involved quite

and I discussed. Perhaps we can talk and you in that regard. I believe that

this. The offer is open, however, as about what would be most useful to your

January 25, 2006 Page two

Father Wehmann will be most open to cooperating, since he is very regretful about the discomfort that he caused.

Permit me also to address again my own failure to follow up with you. It was my intention both to arrange an appropriate apology setting and also, more simply, to check in with the family. I know that carried this concern around for a long time, much longer than necessary. My guess is that both and your have also spent some needless worry. For all of this, I am most sorry.

I am grateful to you, for coming forward finally when you did and helping to correct my inaction. I will be pleased to have further conversation with you so that all of this can be brought to the kind of closure that you want.

You are her parents, and it is your right and responsibility to seek her best interest. Please make whatever judgment you see best about his letter.

I wish you blessings throughout the new year.

Sincerely yours in Christ,

Reverend Kevin M. McDonough Vicar General and Moderator of the Curia January 25, 2006

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

Dear Dr. Barron,

I am writing to request your assistance with performing an assessment on one of our priests. As has been our practice in the past, I am sending a copy of this letter to the priest in question. If I have not heard from you in about a week, and notified him not to contact you, both he and I will presume that he can contact your office and set up an appointment for an assessment.

As I lay out this information, I would also like to say once again what we have learned about appropriate data privacy in these assessments. I will lay out some questions below. I want to ask your feedback only about those questions and about any information that must be communicated to me to make your assessment understandable. I recognize that you will perform a clinical interview and ask a variety of questions important for the assessment. As a general rule, I do not need to know the answers to most of those questions, nor to have access to the raw data from any testing. Rather, it is sufficient to receive your conclusions.

The priest in question is Father Mark Wehmann. Father Wehmann is recently ordained, well spoken, a diligent worker, and enthusiastic about the priesthood.

About a year ago, at this time, we received a complaint from the parishes he was serving in South Saint Paul as associate pastor and temporary administrator. It is worth mentioning that he, young in the priesthood, had taken on the acting pastorate of two parishes and was carrying most of the load by himself. Therefore, he was under a good deal of stress. A complaint came to Archdiocese concerning his attention to an eighth grade girl in the bleachers at a basketball game. Although it was rather clear that nothing genuinely illegal was being alleged, we pursued our normal policy and referred the matter immediately to the police. In fact, the police found no crime. In a meeting among Father Wehmann, a police official, and myself, however, the police officer challenged the foolishness of Father Wehmann's behavior. I am enclosing a document that summarizes all of this.

We considered the matter essentially closed because Father Wehmann's response was appropriate. We asked him to undertake some boundaries training, which he did. Last spring, in the normal course of events, he moved to a new parish. This move was not connected to the investigation.

In recent weeks, unfortunately, we have received more complaints from the new parish, particularily through the pastor, of excessive attention being paid to young people by Father Wehmann. These complaints include: spending seemingly excessive time in the school;

Dr. Barron January 25, 2006 Page two

removing children from classrooms to help them address emotional crises, but without proper permissions from teachers; excessive, one-on-one attention to troubled children in youth ministry settings.

Father Wehmann has reasonable explanations for each of the behaviors described. I am sure he will provide those to you. Nonetheless, given the fact that he was already subjected once to the frightening experience of a police investigation and reprimand for excessive attention to young people, I find it troubling that he is under similar accusations less than a year later. If anything, I would expect to be hearing that leaders in the current parish find him too withdrawn from the school and from youth-serving programs. Of course, in the current atmosphere in society in general and surrounding Catholic priests in particular, it would not be surprising for a young priest to be under a special scrutiny. Nonetheless, I would like to have us able to rule out, on the basis of a formal assessment, causes other than bad luck or hypersensitivity. And of course, if other causes cannot be ruled out we have to address them.

Therefore, Dr. Barron I ask your help with the following questions:

- 1) Are you able to detect personality traits or characteristics (such as immaturity or sexual attraction to children) that would predispose Father Wehmann to devote an inordinate amount of his professional attention to children?
- 2) Are you able to detect difficulties in the processing of interpersonal information that would make it problematic for Father Wehmann to pick up normal social signals either from children or adults that otherwise would help them to assess appropriate boundaries of speech, physical proximity, touch, or other interaction?
- 3) If your answer to either of the above questions is yes, can you recommend therapeutic steps that would help him address the issue that you have found?

Dr. Barron, if my questions are incomplete, and you can help me understand some further area requiring investigation, I would be happy to hear from you. I do hope that you are available to help us make this assessment, since your work for us has always been excellent. I am grateful to you for your service to your clients and to the community.

Sincerely yours in Christ,

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

Enclosure

cc: Archbishop Flynn
Father Mark Wehmann

INTEROFICE MEMO from  ARCHBISHOP HARRY FLYNN		
TO: 🕠		
□ Bp. Pates □ Fr. Kevin McDonough □ Fr. Baer □ Mr. Baker □ Mr. Bierbaum □ Fr. Bowers □ Sr. Brennan □ Mr. Cherek □ Ms. Dawson □ Fr. Dease □ Mr. Domeier □ Sr. Donnelly □ Ms. Eldred □ Mr. Errigo □ Fr. Estrem □ Mr. Fallon □ Deacon Friesen □ Sr. Ganley □ Dr. Glynn □ Sr. Heinen (Bio-medical) □ Mr. Houge □ Ms. Hupf	☐ Fr. Johnson ☐ Deacon Fred Johnson ☐ (Commission Black Catholics) ☐ Ms. Klima ☐ Ms. Peters-Nickle ☐ Ms. Laird ☐ Sr. Lucid ☐ Mr. Lundholm Endes ☐ Dr. McCarver ☐ Mr. McGrath ☐ Ms. Mondragon ☐ Ms. Nickelson ☐ Fr. Piche ☐ Deacon Riordan ☐ Ms. Soderlund ☐ Ms. Tomlin ☐ Mr. Vanden Plas ☐ Ms. Vasquez ☐ Ms. Willerscheidt ☐ Mr. Willis ☐ Fr. Wilson ☐ Mr. Zyskowski	
□/action ☑ see me □ call me □ prepare reply □ your signature □ my signature □ comment	☐ recommendation ☐ prepare draft ☐ note & return ☐ read & file ☐ information ☐ as requested ☐ per conversation	
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**MEMO** 

TO

Archbishop Flynn and John Bierbaum

FROM:

Fr. Kevin McDonough

DATE:

January 26, 2006

RE:

Special Scholarship Help

Archbishop Flynn is aware that I intervened last winter (2005) with one of our priests, then working in South Saint Paul. He had engaged in some behavior with a young teenager in his parish, while not illegal, had left her confused and frightened. Unfortunately, there appears to be some repetition of the behavior by the priest in a new parish setting, and I am currently dealing with it there. By a rather odd coincidence, the father of the young woman from South Saint Paul called me last week and asked for a meeting. Given that I was dealing with some new concerns in the priest's new parish, I was worried that I was going to hear further information that further implicated the priest. I am pleased to say that was not the case. The father only wanted to follow up with me on some of the effects of this on their family life.

In the course of the conversation, he let me know that his family has experienced some financial setbacks. The daughter, now a ninth grader, chose on her own to go to the School. She is an outstanding student, and is thriving there. The father told me that he feared that he and his wife would have to withdraw their daughter from

As we discussed it further, I pointed out that we had offered to pay for counseling for the young woman and her family, but that the family had never expressed a need for that. In a sense, this young woman's matriculation at sense the best therapy, psychological and spiritual, both for her and her family that we could provide. As a result, I offered to have us provide special "scholarship help" for the young woman at the father was grateful for the offer. I asked him to give it some thought and get back to me with some clarity about how much need they might have.

The young woman's name is the late of the

I am simply alerting the two of you to this to ask your support when he makes a request, which is likely to be on the order of \$3000 a year. I believe I have already bound the Archdiocese to follow through on this, and I apologize if doing so creates a difficulty. Please let me know if you have any concerns.

# CONFIDENTIAL

# AUTHORIZATION REQUIRED TO VIEW OR COPY

MEDICAL

rle, pla I agree with your recommendation to 'Ald" Mak in place as an associate until **MEMO** Archbishop Flynn, Bishop Pates, Andy Eisenzimmer Fr. Kevin/McDonough essues oullived vi Q1. Borns report. FROM: March 6, 2006 Also, while working seeing in The Fr. Mark Wehmann Review Board - dues very impressed DATE: Recently Dr. Robert Barron completed an assessment of Fr. Mark Wehmann. He sent me a he is a competent therepist who written summary of that assessment, and I am attaching a copy.

Here are a couple of critical points in that summary.

First, although he underwent intensive psychological testing, there were no valid indications of PS significant or serious emotional problems.

Second, Fr. Wehmann repeatedly denies sexual attraction toward minors of either sex, and Dr. Barron could find no evidence to conclude to the contrary. Third, and more negatively, there are some indications in the testing of a mild proneness on Fr. Wehmann's part to impulsivity combined with immature psychosexual development and a lower than average degree of empathy and sensitivity toward others.

Dr. Barron suggests that Fr. Wehmann begin to address the issues of appropriate boundaries and his own sexual maturity in a counseling setting. That sounds to me like a useful and proportionate recommendation. For some period of time, while he is undergoing that sort of work, I recommend that he would remain in an associate pastor position.

There is nothing in all of this that indicates that he is permanently barred from being pastor. Rather, I am recommending that we work to make him the best possible pastor and priest that he can be. In particular, he is going to have to learn to read much more attentively the kinds of signals that people give us when we are acting or speaking inappropriately. This not only includes concerns about sexual boundaries, but about our speech, our touch, and the degree to which we can push people to go along with our plans and intentions. Fr. Wehmann has some important work to do before he is prepared to be a community leader.

Unless any of you objects, I would like to get to work with him on this as soon as possible. I would also bring Fr. Zehren in on all of this. I have already spoken with Fr. Dennis about the limitations on Fr. Wehmann's ministry at Epiphany. I would keep those in place until he has made some progress in his psychotherapy.

cc: Fr. Mark Wehmann

Enclosure

TO:

RE:

# **MEMO**

TO:

Archbishop Flynn, Bishop Pates and Andy Eisenzimmer

FROM:

Fr. Kevin McDonough

DATE:

March 7, 2006

RE:

Further information about Father Mark Wehmann

I met with Father Wehmann on Tuesday, March 7. I put him in contact with Dr. William Seabloom to begin psychotherapy.

I have also put in a telephone call to Father Zehren. I left a message to him indicating that Father Wehmann and I had met, and asked for an opportunity to follow up with Father Zehren so that I can share more details with him.

I will keep you informed as this process moves ahead.

**POMS** 





March 9, 2006

#### Fr. Zehren,

You have asked us what conditions we would expect of Fr. Wehman regarding his renewed contact with students. We take the concerns from teachers, staff, parents and students about his alleged inappropriate behavior with students very seriously. We still feel it is inappropriate for Fr. Wehman to have any contact with students until we are informed that the investigation by police is complete. We will contact the police about that. Presuming there will be no criminal charges filed, we will agree to Fr. Wehman's renewed involvement in school activities with the following conditions:

- 1. He is never to meet alone with any student, nor keep out, or pull out, any student from class/other activities without prior permission from a principal and the teacher.
- 2. His visits to the lunchroom and to individual classrooms should remain brief and once per week per room or lunchroom, so as not to distract students' learning or behavior. He is not to overstay his time. Refrain from disturbing the learning environment by being loud or silly.
- 3. There can be no repetition of the following alleged behaviors with any student:
  - a. No patting a student on their butt.
  - b. No hugging or putting your arm around a student's shoulders.
  - c. Never allow a student to sit in your lap.
  - d. No "root beer barrel kisses" with any student, or kissing a female student on the forehead.
  - e. No flirting, as a parent alleged, with a female student.
- 4. He cannot play in the gym or sports games with students, especially girls, in which there is physical contact.
- 5. He cannot ask teachers to "hang out" with students at after-school or at non-school activities. Teachers have complained that they feel pressured to accept his invitations to "hang out" with students, and feel uncomfortable about that.
- 6. For the time being, he cannot continue with weekly lunchtime gatherings with the Junior High students. The principal's approval is necessary before resuming these gatherings.

As we said above, we take the concerns about Fr. Wehman by staff, parents and students very seriously, and expect his full cooperation with the above conditions for his renewed involvement with school activities. Should there be any further such concerns, we will report them to you (Fr. Zehren), Fr. McDonough, and if necessary, Child Protection officials.

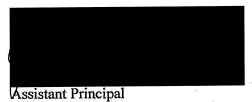
Sincerely Yours In Christ,



Principal



Associate Principal



Cc: Fr. Kevin McDonough

March 16, 2006

Dr. William Seabloom Hamline Park Plaza, Suite #309 570 Asbury Street Saint Paul, MN 55104

Dear Dr. Seabloom,

I am happy to offer the assistance of the Archdiocese for the counseling that Father Mark Wehmann will soon begin with you. Father Wehmann wants to pay for a significant part of his own counseling as part of taking responsibility for his health. Those arrangements will be made directly with my office. In the meantime, may I ask you that you send billings directly to me. The Archdiocese will pay them and then make whatever reimbursement arrangement is appropriate with Father Wehmann.

Thank you for your help. I wish you blessings in Lent and at Easter.

Sincerely yours in Christ,

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

EDUCATION CONTD.



## **EPIPHANY CATHOLIC SCHOO**

11001 Hanson Blvd.
Coon Rapids, Minnesota 55433
Phone: 754-1750

MANIFEST CHRIST TO ALL

Motraiss
Ve discussed this
today w/ Ff. Zehren
who agreed

March 20, 2006

Fr. Dennis Zehren,

You recently asked us how we feel regarding Fr. Wehman's possible renewed contact with Epiphany School students. We take the concerns from teachers, staff, parents and students about his alleged inappropriate behavior with students very seriously. We still feel it is very inappropriate for Fr. Wehman to have contact with our students even if there are not any criminal charges filed against him. We've reached our decision after careful consideration of the following alleged behaviors by Fr. Wehman:

- a. Giving "root beer barrel kisses" to a young female student while in her bedroom.
- b. Allowing a student to sit in his lap while in her home.
- c. Patting a student on her butt while in her home.
- d. Hugging a female adolescent student in school.
- e. Putting his arm around a female adolescent's shoulders while walking down a school hallway.
- f. Kissing a female adolescent student on her forehead.
- g. Flirting, as a parent alleged, with a female adolescent student.
- h. Playing in the gym in sports games with students, especially girls, in which there was too much physical contact.
- i. Asking teachers to "hang out" with him and adolescent students at after-school or at non-school activities. Teachers complained that they felt pressured to accept his invitations to "hang out" with him and students, and felt uncomfortable about that type of behavior.
- j. Keeping a Junior High boy out of class without the teacher's knowledge or approval.

As we said above, we take these concerns about Fr. Wehman by staff, parents and students very seriously and do not want his renewed involvement with school students or activities. We are obviously willing to discuss this matter with you and Fr. McDonough.

Sincerely Yours In Christ,

Michael P Strauss, Ed. S.

Principal

Yat Bredenkamp, Ed. S.

Associate Principal

ri McCorkle, M.A., L.P.

Assistant Principal

Cc: Fr. Kevin McDonough

BOUNDARIES TRAINING

While You Were Out				
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c) 612.730.4215				
Message				
call at your convenience.				
Created by: Judy Delaney				

FINANCIAL

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I hope your travels went well. Attached is a revised plan for your use. In the plan, I reference several external documents. These are also attached to this email. As you will see, I utilized many sources for this information and have referenced them. There are many, many more resources available, for free and for purchase.

I hope it is a useful start to a productive plan for Father Wehmann. I am available to help in whatever way I can. Please feel free to contact me for further questions or information.

Christy

## 24 August 2006

Memo To:

Archbishop Flynn

From:

Father Kevin McDonough

Re:

Doctor Barron's Assessment of Father Mark Wehmann

Archbishop, I am attaching the psychological assessment recently performed for Father Mark Wehmann. The assessor, Dr. Robert Barron, is a consulting psychologist who has helped us with these sorts of questions in the past.

In assessing Father Wehmann's functioning, Dr. Barron puts greatest emphasis how Father is struggling with adjusting to changes in his life, including his change of parish and the ongoing burden of "being under the microscope" from the Archdiocese. These is, of course, an important issue, and one with which I will suggest that Father get help. There is a more challenging issue, however, that is stated in Dr. Barron's conclusions. He suggests that Father get some help with his sexual boundaries. He also suggests that the therapist help Father to sort out any unconscious attractions he may have to minors. This is not the same as a clear diagnosis of an impulse control problem or, worse, of pedophilia. It follows, however, from some indication that Father Wehmann is naïve and immature in some of his personal development about sexual issues.

Please note that there is still a child protection inquiry into Father Wehmann's behavior in Anoka County that has not been officially closed. I have attempted two or three times to have that matter brought to a clear conclusion — we have been told by a third party that the investigator does not believe that there is anything further to investigate, and that no crime was committed. Nonetheless, we have not gotten that thoroughly "nailed down", and I am reluctant to bring all this to final conclusions until that has been done. I will speak to the people at Epiphany who have direct contact with the investigator and ask once again that we get the matter closed.

Archbishop, I am passing this along to you for your information. I am having copies sent to Father Wehmann 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 Wehmann

Andrew Eisenzimmer

Tim Rourke

Father Wehmann's File

T0:	
☐ Bp. Pates	☐ Ms. Haaland
Fr. Kevin McDonough	☐ Fr. Johnson
☐ Fr. Baer	☐ Ms. Klima
☐ Mr. Baker	☐ Ms. Laird
☐ Mr. Bierbaum	Sr. Lucid
☐ Fr. Bowers	<ul><li>☐ Mr. Lundholm Endes</li><li>☐ Dr. McCarver</li></ul>
☐ Sr. Brennan	☐ Mr. McGarver
☐ Mr. Cherek	☐ Ms. Mondragon
☐ Ms. Dawson	☐ Ms. Nickelson
☐ Fr. Dease	☐ Fr. Piche
☐ Mr. Domeier	☐ Deacon Riordan
☐ Sr. Donnelly	☐ Ms. Sawyer
☐ Mr. Eisenzimmer	☐ Ms. Soderlund
☐ Ms. Eldred	☐ Ms. Tomlin
☐ Mr. Errigo	☐ Mr. Vanden Plas
☐ Fr. Estrem	☐ Ms. Vasquez
□ Deacon Friesen	☐ Mr. Willis
☐ Sr. Ganley	☐ Fr. Wilson
☐ Dr. Glynn	☐ Mr. Zyskowski
☐ Fr. Laird (Bio-medical)	
☐ Mr. Hennen	1
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☐ Mr. Houge	
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December 20, 2006

Reverend Mark Wehmann Epiphany 1900 111<sup>th</sup> Ave. NW Coon Rapids, MN 55433

Dear Father Wehmann,

With this letter I am pleased to appoint you Parochial Administrator of the parish of Saint Mary, Shakopee, Minnesota effective January 10, 2007. This appointment will be published in *The Catholic Spirit*. Father William Stolzman will serve as Canonical Moderator, that is juridic pastor, of Saint Mary, Shakopee. It is also my understanding that you will be residing at Saint John the Baptist in Savage.

As you begin your assignment I have asked Father Michael Tix, pastor at Saint John the Baptist, Savage, to serve as your mentor. We have found that having a mentor has been a very valuable and worthwhile experience for a priest in a new assignment. The role of mentor is envisioned as providing support and guidance in pastoral service as well as an opportunity to consult about parish administrative matters such as finances, personnel, staff, budgets, and other situations which might be categorized as "delicate". I recommend that at least in the beginning, regular times be established for you two to meet in order to obtain the maximum benefit from this relationship.

As Parochial Administrator, you will be responsible for the full spiritual and material administration of Saint Mary's including the celebration of the Mass.

Father Wehmann, I am most grateful for your accepting this assignment during this time. You have my support and prayers in your ministry here. May God bless your continued service with this community.

Sincerely yours in Christ,

Most Reverend Harry J. Flynn, D.D.

4 Harry g. Flynn

Archbishop of Saint Paul and Minneapolis

ONAL DATA, INVENTORY,

ARCH-005443



# Archdiocese of Saint Paul and Minneapolis

#### OFFICIAL

January 3, 2007

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

Effective January 10, 2007: Reverend Mark Wehmann, Parochial Administrator, Saint Mary, Shakopee, Minnesota.

Sr. M. Dominica Brennan, O.P.

Chancellor for Canonical Affairs

To be published in *The Catholic Spirit* 

ARCH-005383

Cally formet w/ Page 1 of 1
Mark Wehman

# McDonough, Kevin

From:

Fr. Mike Tix [mtix@stjohns-savage.org]

Sent:

Tuesday, February 27, 2007 11:13 AM

To:

McDonough, Kevin

Subject: Follow-Up

From: Fr. Mike Tix [mailto:mtix@stjohns-savage.org]

Sent: Tuesday, February 27, 2007 9:50 AM

To: 'mcdounoughk@archspm.org'

Cc: 'Riordan, Deacon Rip' Subject: Follow-Up

Kevin -

Yesterday I had a phone conversation with Rip about some assignment board things. As a part of the conversation we also talked about Mark Wehmann. More specifically I asked about housing and exactly how the question was raised about his living here. Rip didn't go into any great detail other than to say there were previous issues that you were dealing with and that I should give you an update, thus the reason for this e-mail.

As we talked, Rip noted that one of the reasons for Mark living here was because it was viewed that he should not live in isolation. In some sense that's exactly what's been happening here. Mark interacts with me relatively little other than popping his head in at night to greet me, or the same in the morning as he is leaving. Typically Mark leaves by 7:00 a.m. and rarely returns before 9:00 p.m. In those quick pop-ins, Mark may say something about his day but typically there is nothing substantial in conversation. In two months now, I don't know that he has eaten a meal in the house. As a matter of fact when arrangements for rent were being made with Steve Hofer, Steve commented to my business administrator that Mark wouldn't be eating at the rectory. He hasn't at all taken any initiative around the normal household things of something as simple as picking up the newspaper outside, taking out the garbage, or shoveling snow. Typically what happens is that Mark comes in and goes to his room and closes the door. The implication is clearly, "don't bother me." He has also told our cleaning lady that he will clean his own room. The door is always closed. I can understand having some privacy but this all seems a little odd to me.

In all of this, as I recounted to Rip, I really don't care about the little interaction, this scenario less the door being always closed, was also much like life with Chris Shofner. The part that really brought things to a head was this weekend when I had a family over on Saturday night for supper. I told Mark that I was having guests and that he was welcome to join in if he chose. He said he was going to attend a birthday party. At about 10:30 p.m. when Mark came in, the first words out of his mouth to this family he had never met were, "are you still here?" Needless to say I was both shocked and embarrassed. The next day I apologized to the family.

The bottom line in all of this, which Rip said to talk to him if you need more information, is about how Mark presents himself, whether to me or strangers. I'm not so much worried about me as I was bothered by the incident of Saturday. Last night I did talk to Mark and specifically talked about how he presents himself. I don't know where it will all go but wanted to give you the update per Rip's request. I hope you understand I needed some background from Rip to better address the issue. On the one-hand I hesitate to tell you more information than you probably want, plus I don't want to appear to be a tattle-tale, but on the other, based on whatever history that I don't really know, I thought you should know.

Father Mike Tix St. John the Baptist, Savage 952-890-9465

# Memorandum

OFFICE OF THE CHANCELLOR FOR CIVIL AFFAIRS

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

DATE:

March 8, 2007

TO:

Reverend Kevin McDonough

FROM:

Andrew J. Eisenzimmer

SUBJECT:

Reverend Mark Wehmann

As you know, for some time now we have wanted to determine if any police or child protection inquiry into Father Wehmann's behavior in Anoka County has been closed. After some effort, I did talk to the Anoka County Sheriff's Deputy responsible for that investigation.

The deputy, Detective Byron Fuerst, returned my call yesterday. In speaking with him, he confirmed that the investigation did not result in a referral to the prosecutor for consideration of criminal charges.

While I am not that familiar with the matters involving Father Wehmann, the conversation with the deputy did confirm my understanding that there were issues regarding inappropriate boundaries which were the subject of that investigation. As I have indicated, the investigation was closed without referring it to the prosecutor's office.

Detective Fuerst did praise	the effort and cooperation of the	personnel,
particularly Principal	regarding the matter.	•

The conversation with Detective Fuerst concluded on a positive note, with him offering to do a presentation for us on mandatory reporting of child abuse. I told him I'd pass his name on to Tom Wieser, our outside legal counsel, since Mr. Wieser at times coordinates presentations on a variety of topics for parish school administrators.

The steps that you propose seem resorable to me. -

# **MEMO**

TO:

Archbishop Flynn, Archbishop Nienstedt, Bishop Pates and the

Archbishop's Council

FROM:

Fr. Kevin McDonough

DATE:

July 6, 2007

RE:

Father Mark Wehmann

In the past three years we have received complaints about Father Wehmann's behavior with young people. In both cases, the matters appear to involve no illegality. Nonetheless, we referred both of them to local police officials for their investigation. Their judgment, as we anticipated, was that no laws had been violated.

Of course, there is some hypersensitivity on people's part about how priests relate to young people. Nonetheless, Father Wehmann is an exception in having twice had his behavior seriously questioned, and in two different parish settings.

The second complaint took place in Coon Rapids, and took a long time to resolve. This was because the primary contact we had with the public authorities was the principal of the grade school, and he retired part way through the process. It was only over a period of many months that we were able to receive an acknowledgment that in fact no criminal activity was involved.

Through all of this, Father Wehmann has been working with a psychotherapist. You are probably aware that he is now administering a parish on his own. He is living with another priest and has some accountability in mentoring for his pastoring with yet another.

We have never had a thorough review, nonetheless, of his situation. I have waited to establish a formal monitoring relationship with Tim Rourke for Father Wehmann until we would have such a conversation, and my delay has been too long. Therefore, rather than wait further for some time for discussion, I am sending you this memorandum. Please get back to me, either in writing or in person, only if you disagree with the course of action that I propose to take.

### Here is what I propose:

- 1) I will work with Tim Rourke to immediately get Father Wehmann on a formal monitoring plan. We will follow our usual procedures to establish that.
- 2) We will make sure that the "circle of disclosure" surrounding Father Wehmann is a reasonable one. I do not believe that we have spoken with the trustees of the parish where he is, and I believe that at least they should be contacted.

3) I do not know whether this matter has gone to the Clergy Review Board. I have a vague recollection that it is "in the queue" there, but I am uncertain. We ought to resolve whether the Review Board is to receive this case at all and what questions are to be put to them as soon as possible.

cc: Father Mark Wehmann Tim Rourke



#### St. Paul/Minneapolis Archdiocese Promoter of Ministerial Standards 1/24/2008

Reverend Mark Wehmann St Mary's Church 535 Lewis St S. Shakopee, MN 55379-1419

Dear Mark;

I wanted to follow up on our meeting a couple of weeks ago. I have made the changes to the contract we discussed but am waiting to give it to Fr. McDonough until I receive something regarding the recommendations of the Clergy Review Board. I have talked to Andy Eisenzimmer a couple of times about just that. He tells me he is waiting for the written statement from the chair of the board as to what those recommendations are. I hope those are coming soon so they can be incorporated into the revised plan. I believe that for the present that I will continue to schedule meetings with you until that occurs. My hope is, as I am certain yours is as well, that will occur prior to our next meeting. I realize I don't have anything particularly new for you regarding this information but I thought you would like some feedback in any event. Hope all is well with your and tour ministry in Shakopee.

Sincerely

Tim Rourke



# 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 Mark Wehmann at its regularly scheduled meetings in October, November, and December, 2007. The Board's review included an interview with Father Wehmann as well as consideration of a variety of written materials, including a psychological report from Dr. Robert Barron and a draft Monitoring Plan from the Promoter of Ministerial Standards ("POMS"). The Board's review did not include a report from Father Wehmann's current therapist, Dr. Seabloom.

This matter arises from an initial complaint of boundary violations involving an eighth grade girl in early 2005 while Father Wehmann was serving as Parochial Vicar at Holy Protein South St. Paul. Father Wehmann later began serving as Parochial Vicar at the Church of the in Coon Rapids, where his sometimes excessive attentiveness to a number of grade school children in a variety of settings also gave rise to a series of complaints of disruptive boundary violations. While all of these incidents were reported to the appropriate authorities, there was never any determination that Father Wehmann had engaged in any sexual abuse of a minor. Rather, the incidents seemed principally related to imprudent behavior stemming from Father Wehmann's own immaturity, desire to please, and lack of insight into how his behavior may be interpreted and perceived by others.

During the investigative process and his interview with the Board, Father Wehmann repeatedly denied any attraction to minor children, and Dr. Barron's psychological evaluation supports this conclusion. Father Wehmann is currently serving as Parochial Administrator at St. Mary's in Shakopee. As of the time of this Recommendation, there have been no further complaints against Father Wehmann.

Since these incidents in 2005, Father Wehmann has been following a regular course of psychotherapy, undergone further training and education concerning boundary issues, and engaged in other activities to support his ministry. Father Wehmann had also previously met with the POMS, which resulted in a draft Monitoring Plan that has yet to be finalized. This sequence of events led to some confusion and uncertainty about the status and outcome of the Archdiocesan investigation because Father Wehmann did not meet with the Board until the Fall of 2007.

During his interview, Father Wehmann convincingly expressed his desire and firm commitment to fulfill his vocation as a priest. He provided the same explanations of the provocative behavior reflected in the file materials and expressed his understanding of his responsibility for the incidents. He stressed that he wanted to continue to minister to children.

He also insisted that he was not angry or resentful about the complaints against him or the outcome of the investigation of those incidents, which included a firm admonition to be more careful to avoid "stupid" behaviors by professional law enforcement personnel.

Based on its review, it was the consensus of the Board that Father Wehmann should be allowed to continue in parish ministry without extraordinary restrictions provided, however, that it would be inadvisable for Father Wehmann to have an assignment that included school or youth ministry duties involving regular contact with minor children. Father Wehmann is continuing to work on his personal development and growth through therapy and other support activities, which the Board endorses. Nonetheless, the Board concluded that Father Wehmann continues to exhibit certain levels of immaturity, resentment, impulsiveness, and a lack of insight that may lead to further boundary violations in the future which makes him an inappropriate candidate for any type of regular school or youth ministry at this time. While the Board is sensitive to and commends Father Wehmann's expressed commitment to serving as a role model and working with children, the Board concluded that his inordinate preoccupation with serving children continues to present a risk of similar behaviors in the future creating at least an appearance of impropriety.

The Board believes that as he continues to work on his personal development and growth, Father Wehmann can have a fulfilling ministry in a parish environment that does not include a school or youth ministry. While not part of the formal Recommendation below, the Archdiocese may consider reassigning Father Wehmann to a parish that does not include a school and where he could live in community with a more experienced Pastor who could serve as his mentor. Father Wehmann may also benefit from participating in a different priests' support group that will provide him with a fresh perspective on his current situation and future ministry.

Accordingly, the Board unanimously makes the following Recommendation:

- 1. That Father Wehmann be allowed to continue in ordinary parish ministry that does not involve regular, unsupervised contact with minor children. This provision should not be interpreted as prohibiting Father Wehmann from interacting with children in typical parish settings with parental or other adult involvement and participation or administering the sacraments to children;
- 2. That this Recommendation be disclosed to the Pastor and Board of Trustees of any parish to which Father Wehmann is assigned;
- 3. That Father Wehmann continue his regular course of psychotherapy, work with a spiritual advisor, and participate in a regular support group of priests;
- 4. That Father Wehmann be referred to the POMS for development of a Monitoring Plan consistent with the terms of this Recommendation; and

5. That this matter be returned to the Board for review in three years for a determination of whether this Recommendation should be continued, modified or terminated.

Respectfully submitted,

Edward F. Fox

Chairperson, Clergy Review Board

March 25, 2008

The Chancery

#### **CLERGY REVIEW BOARD**

Archdiocese of St. Paul and Minneapolis

#### **RECOMMENDATION**

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Respectfully submitted,

Edward F. Fox

Chairperson, Clergy Review Board

March 25, 2008

Father Work Wahmen

#### Memorandum

OFFICE OF THE CHANCELLOR FOR CIVIL AFFAIRS

Andrew J. Eisenzimmer: 651-291-4405

DATE:

April 11, 2008

TO:

Archbishop Harry J. Flynn

FROM:

Andrew J. Eisenzimmer

**SUBJECT:** 

Clergy Review Board Recommendation Regarding Father Wehmann

Archbishop, I have attached the Clergy Review Board's Recommendation regarding Father Mark Wehmann. If, after reviewing this recommendation, you have any questions, please do not hesitate to talk to me.

Thank you.

Archbishop John C. Nienstedt Archdiocese of St. Paul & Mpls. 226 Summit Avenue St. Paul. MN 55102

June 7, 2008

#### Dear Archbishop Nienstedt:

Hi! We are parshioners of The Church of St. Mary in Shakopee for the past nine years. We have three children. Our two boys graduated from 8th Grade from the Shakopee Area Catholic School. Our daughter has specials needs so she goes to the public school.

One of us has met you once at the Shakopee Area Catholic School when you gave mass and toured the school. You did some nice singing to the kids. Father Wehmann was there doing mass with you.

We are so sad to hear that our Priest, Father Mark Wehmann has to leave our parish. We understand that he has to leave because he doesn't know enough about building a parsh center and new church. It sounds like you have appointed Father Witman to The Church of St. Mary of Shakopee and St. Mary of Purification in Marystown because of this.

We hope there is some way you could change your mind so we can keep Father Wehmann as our priest.

Our youngest daughter with special needs made her First Eucharist with him. He made it very special for her. She had to make it alone since she couldn't make it with a class. It was on Holy Saturday night. What a great idea it was since this was a special night away. All the candles and beautiful mass made it a great memory for her and us.

He has brought some excellent ideas to our parish and for people to get to know each other after all masses and monthly fellowship get-to-gathers. He has had some great ideas. During the Holidays he did some different special things which we have not seen before. He had two retreats at our parish which we have not had before. One was during Advent and one was during Lent.

One of us has taken a class that Father Wehmann has taught called, "Understand Our Catholic Faith." It was an excellent class and he was such an excellent teacher. He explained everything so it was easy to understand. I never knew much about our Catholic Faith until I took that class. He has really helped me to become more holy, which I really needed. I wish more people could have had the opportunity to take this class from him. We also have made some friends from this class.

He has brought alot of younger families to our church. Which is very important since this is the future of our church and for it to grow. He gives excellent homilies during mass, is smart and is real good with children. We like the holiness he brings into the mass and giving us more time to pray in silence during the mass.

There has never been a priest that we have known that says the Hail Mary during mass. This is so nice. Sometimes he says "Let's Pray for the one amoung us who needs our prayers the most." Then we say the "Hail Mary". We say the Hail Mary during every mass.

It is really neat the way he shakes peoples hands who bring up the gifts during the mass and says a little something to each one of them. What a personal touch this brings to each person.

After each mass the whole church prays in silence for the next person who may die in our parish. This is really nice:

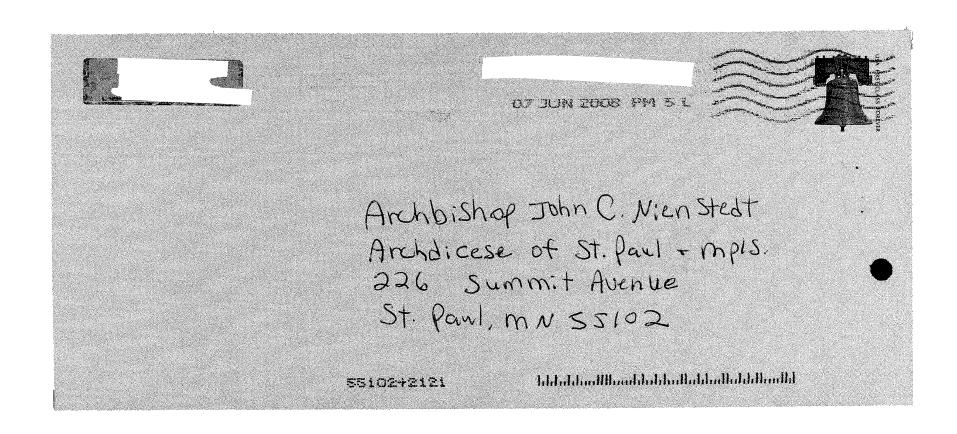
He has been really involved in the Catholic school teaching the children about our Catholic Faith. I know they have learned alot from him. He has even played a game of football with the staff against the children at school.

We can't understand how Father Witman can be a priest at two parishes. We are afraid alot of the things that Father Wehmann has done for our parish and at the school is going to be dropped. We don't want it to be the way it was before.

Could Father Wehmann stay at the Church of St. Mary in Shakopee and Father Witman just at Marystown and they could work together at building a parish center and a new church. This way two heads are better than one. It wouldn't be so hard for just one person. Father Wehmann can learn about the building process too. If this is impossible, could Father Wehmann be an assistant priest at our parish.

We believe that the priest we have now at the Church of St. Mary in Shakopee is going to help the younger generation learn more about their faith. We hope you understand what we are saying and change your mind about the pastoral needs of our parish.

May God Bless You!!



# CONFIDENTIAL

# AUTHORIZATION REQUIRED TO VIEW OR COPY

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# Archdiocese of Saint Paul and Minneapolis

Office of the Archbishop

June 19, 2008

Dear

I am grateful to you for your letter of appreciation on behalf of Father Mark Wehmann. am always delighted to receive such a positive report about one of our priests.

I regret that I had to move Father Wehmann from St. Mary's, but the pastoral situation among the Shakopee parishes called for the presence of two new priests. I do hope you will keep in contact with Father Mark and continue to encourage him in his priestly vocation.

With every good wish, I remain

Cordially yours in Christ,

The Most Reverend John C. Nienstedt Archbishop of Saint Paul and Minneapolis

/dkt

In Tillany 6/27/08 In Mark Welemann Reprimanding people (servers) Overtrolling Slamming drawers: -Anability to trust people Isolating himself in his room. Concerned. Steve Hofer - Smary, Bus adm. Fr. Terry Weber In Mike Tix CONFIDENTIAL - Filed Under Seal

July 1, 2008

Dear\_

Thank you for your letter dated June 30, 2008, to Archbishop John Nienstedt, in which you expressed your concerns about the rumor surrounding the reassignment of your former pastor, Father Mark Wehmann.

As you may know, the Archbishop is presently out of the country, leading a pilgrimage in Rome and Germany, in connection with the occasion of his reception of the pallium the Holy Father. The Archbishop has asked me to keep up his correspondence during his absence. When he returns, I will share your letter and your concerns with him. In the meantime, it seemed important that I write to you to clarify the situation, so that the rumors do not overtake the facts.

As you rightly state in your letter, none of the kind of criticisms you alluded to in your letter rise to the level that would require a pastor's removal. You list a great number of Father Wehmann's accomplishments in the parish, which only verify the positive estimation of his abilities and the very good effects of his pastoral ministry among you.

Please believe me when I state that Father Wehmann was not released from his position because of something he had done or not done. We at the Chancery are not aware of any widespread unhappiness on the part of the faithful at Saint Mary's parish. As far as we are concerned, Father Wehmann has been and remains a very good and effective priest. His performance was never the issue in this decision.

After consultation with Father Wehmann himself, and the Comprehensive Assignment Board of the Archdiocese, involving a careful review of the initiatives that will need to take place in Shakopee, including eventual plans for a new church building, it was agreed by all parties hat a pastor with more years of experience would be better able to take on the more complex challenges which the Catholics in the Shakopee area are facing at this time. The good work that Father Wehmann accomplished at Saint Mary's has proved to be an integral and important step in preparing the parish, and the wider community of the faithful, for the next stage.

Thank you for taking the time to share your thoughts, and to represent the "other" positive side of the story about Father Wehmann. It's always nice to hear good news about our priests.

Sincerely yours in Christ,

Very Reverend Lee A. Piché Vicar General

# Archdiocese of Saint Paul and Minneapolis

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Very Reverend Lee A. Piché

Vicar General



# Anchdiocese.of . aint Paul and Minneapolis

Office of the Archbishop



July 11, 2008

, for personnel file. Reverend Mark Wehmann Church of St. John the Baptist 4625 125th St W Savage, MN 55378-1357

Dear Father Wehmann,

I am pleased to name you Parochial Vicar to the Church of St. Vincent de Paul, Brooklyn Park, Minnesota. This appointment is effective August 1, 2008. I ask you to report to the pastor, Father Jack Long, by noon on that date.

The notice of this appointment will be published in The Catholic Spirit on July 24, 2008.

Fr. Wehmann, I regret that this appointment took so long to finalize. But, I am grateful for your generosity in accepting this assignment. May God continue to bless you with His strength and peace.

With every good wish, I remain,

Fraternally yours in Christ,

Most Reverend John C. Nienstedt, S.T.D. Archbishop of Saint Paul and Minneapolis

Rev. Jack Long CC:

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July 30, 2008

Archbishop John Clayton Nienstedt Archdiocese of Saint Paul and Minneapolis 226 Summit Avenue Saint Paul, MN 55102

#### Dear Archbishop Nienstedt:

I am a fifty-year member of St. Mary's parish of Shakopee. I am writing about our former associate pastor, Father Mark Wehmann. I am writing because there is considerable concern and rumor circulating among parishioners that Father Wehmann was relieved of his assignment here because some 'influential' parishioners were unhappy with Father Wehmann's performance during his eighteen months tenure at St. Mary's.

I have a long history with Catholic priests in the diocese of Minneapolis and St. Paul. I was the first Catholic Boy's Worker in St. Paul more than fifty years ago; I was president of the Catholic Athletic Association; I was the director of officials for the CAA for several years. Each of those assignments brought me into close contact with Catholic priests. This experience, coupled with my own observation of priests in my own parishes, leads me to conclude that there are good and bad priests. Father Wehmann is better than most and compares favorably with the best in my opinion.

Like all of us, Father Wehmann is not without his faults. He can be too abrupt, too sure of what he believes is the best direction for a parish, a bit intimidating in discussions, doesn't always build consensus before acting and maybe a little too dogmatic and rigid.

None of these things rise to the level of concern that would require his removal.

During a short period of time, Father Wehmann accomplished some remarkable things. He was able to bring order to a parish that badly needed order. He organized all of the functions of the parish into an organization where all of the various functions had knowledge of what the other functions were doing. He, together with his associate pastors at St. Mark's of Shakopee and St. Mary's of the Purification at Marystown, spearheaded the difficult task of studying the future of the three parishes. This resulted in a report to then Archbishop Flynn and you and set the stage for the planning for the orderly transition of these three parishes to deal with the growth that will occur in this area in the next ten to thirty years. He brought financial order to the parish. An

indication of that is the purchase of the land next to the Shakopee Area Catholic School (SACS) where a church might one day be built. Because of his stewardship, this \$682,000 acquisition only leaves our parish with a \$100,000 debt to be retired.

As important as all of that is, it pales in comparison to his achievements as priest and as the minister of the gospel. Father Wehmann has brought new depth and meaning to the mass. He has a devotion to the Eucharist, to the centralist position of Our Lord Jesus Christ in the mass, and a dedication to the Blessed Mother that has been for too long lacking at St. Mary's. His sermons are on point and often include connections to timely events happening in the world around us. His bulletin writings are spiritually meaningful. He has expanded the opportunity for parishioners to fully participate in the services of the parish. At Easter this year, he spent more time in the confessional than any priest in my memory. He has expanded the outreach of the Eucharist to the sick and homebound. For instance, he personally visited every homebound person and heard their confessions. No priest in my memory has every done that in this parish.

He has been a presence in the community unlike any priest in the past many years. He is never in public without the appropriate wardrobe of the clergy. He is at every event, whether it be SACS events, public school athletic events, non-church community events. If his parishioners were there, most likely he was there. He did more than perform weddings and funerals. He went to receptions and mingled with guests and celebrated their joy. He did more than officiate at funerals. He went to the lunches and mingled with the mourners and sincerely grieved with them. He did it always as a priest, in his priestly garb. And, always, people were impressed. This is really an important attribute in this time when it seems that some priests act as if the priesthood is a part time job.

So, who was unhappy? You know, Archbishop, I don't know. And, frankly, I don't care. The decision to re-assign Father Wehmann is your decision and you've made it. I'm not writing to change that decision. Mostly, I'm writing to make sure you heard the other sides of the Wehmann story. I wanted you to have confidence that he is good priest. He's ready for his next assignment. Will he make mistakes in the future? Sure, because he is young, sometimes impatient, probably more sure of things than he ought to be. But he will be a great advocate of the teachings of the church and truly an asset of incalculable worth as he matures in his next assignment.

Thanks for letting me share my thoughts with you. You have such difficult work to do. I know you're up to it. We're praying for you every day.

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Thanks for letting me share my thoughts with you. You have such difficult work to do. I know you're up to it. We're praying for you every day.

Respectfully,



#### St. Paul/Minneapolis Archdiocese Promoter of Ministerial Standards 8/25/2008

Dr. William Seabloom Hamline Park Plaza 570 Asbury St. Suite 208 St Paul, MN 55104

Dr. Seabloom,

I am writing to give you the present status regarding Fr. Mark as it relates to his participation on the POMS program for the Archdiocese of St Paul and Minneapolis. I was requested by Fr. McDonough last summer to develop a plan of monitoring for Fr. Mark based on alleged improprieties with minors while serving in So St Paul as well as similar perceived behavior while in Coon Rapids. I did this and originally went over this monitoring plan with Fr. Mark in October of 07. This plan, which you have since reviewed, was at that time developed with Fr. McDonough's approval.

I have met with Fr. Mark regularly since that time in essence providing some manner of monitoring without verifying several of the components of the program. We all met in January at which time you were able to convey Fr. Mark's progress with you in his continuing counseling. We have since that time been awaiting the recommendation of the Clergy Review Board to the Archbishop regarding Fr. Marks continuing ministry.

Information I have received would indicate the board completed its recommendation in late March and that was forwarded to the Archbishop for his review. I am presently unaware of the procedure for how the information will be disseminated to Fr. Mark.

I have discussed this situation with Fr. McDonough last week as well as my recollection of our recent conversation. I informed him that I believed you were recommending that Fr. Mark did not need any further monitoring based on your dealings with him in therapy. I told Fr. McDonough that I would continue to see Fr. Mark on our regular schedule until I have further information to the contrary from him. I know you have also made some calls to Fr. McDonough and you may have already had some discussion with him on this issue.

I agree that there needs to be some closure on the issue of monitoring with Fr. Mark. He has made it clear to me in our conversations that he is willing to cooperate with any program of monitoring that is deemed necessary by the Archdiocese. He is waiting for a definitive answer as the final findings of the review board before he will sign his willingness to all of the monitoring specifics. I will let you know when I receive new information on the subject.

Sincerely;

Tim Rourke

The Chancery, 226 Summit Avenue, St. Paul, MN 55102. email: POMS@archspm.org 651-291-4449

#### St. Paul/Minneapolis Archdiocese Promoter of Ministerial Standards Monitoring Criteria

For: Fr. Mark Wehmann	From:	To:	
Plan Manager: Fr. Kevin McDonough Boundaries	Monitor:_	Tim Rourke Reason For Monitoring:	Appropriate
Monitor meetings: Minimum Quarterly			
M. M. Mary Chitagnia			

#### Monitoring Criteria

- 1. The Clergy Review Board recommendations of 3/25/08 states that 1. Fr. Wehmann be allowed to continue in ordinary ministry that does not involve regular contact with minor children. This provision should not be interpreted as prohibiting Fr. Wehmann from interacting with children in typical parish settings with parental or other adult involvement and participation or administering sacraments to children. 2. That this recommendation be disclosed to the pastor and board of trustees of any parish to which Fr. Wehmann is assigned. 3. That Fr. Wehmann continue his regular course of psychotherapy, work with a spiritual advisor, and participate in a regular support group of priests. 4. That Fr. Wehmann be referred to the POMS program for development of a monitoring plan consistent with the terms of this recommendation; and 5. That this matter be returned to the review board for review in three years for a determination of whether this recommendation should be continued, modified or terminated.
- 2. Fr. Wehmann will provide the name of his therapist he is seeing based on Dr. Barrons recommendation. He will sign any releases necessary for POMS to receive information regarding his attendance and Progress in counseling. Fr. Wehmann has been involved in counseling with Dr. William Seabloom. He will continue in this counseling endeavor until Dr. Seabloom indicates that he has completed it satisfactorily.
- 3. Fr. Wehmann will provide POMS with the name of a contact in any support group he is involved with. He will sign any necessary releases for POMS to receive information regarding his attendance and participation.
- 4. Fr. Wehmann will maintain regular contact with a spiritual advisor. He will sign any necessary releases for POMS to be appraised of his attendance.
- 5. Fr. Wehmann will make disclosure with those professionals who should be aware of questions surrounding his history if requested to do so by the Archdiocese. This would most likely include the director of religious education, the youth minister and the principal of the school if there is one attached to his parish assignment.
- 6. Fr. Wehmann will minimize any one to one contact with minor children. He should limit that work to the sacrament of penance as much as is possible.
- 7. Visits by the Promoter of Ministerial Standards for the Archdiocese at the living location, work sites and social areas may be made

Page Two: Mark Wehmann		From:	То	
8. Risk monitoring evaluation/as official	ssessment on an annual ba	sis will be done v	vith an appropriate	Diocesan
9. Any material deviation from a report to the Vicar General as suspension of ministry, and r Archbishop concerning continuous	nd/or the Archbishop for deferral to the Clergy Review	letermination and	l investigation and,	if warranted,
10. Any disputes about this mon	toring plan maybe submit	ted to normal car	nonical review	
11. Fr Wehmann is to completely allowing POMS to release per received				
12. Fr. Wehmann is to let POMS in his life.	know of any change in ac	ldress, phone nur	mbers or other sign	ificant changes
13. A photocopy of this form wil	l be considered the same a	as the original.		
By our signatures, we acknowled	lge criteria to be monitore	d.		
Individual	Date	Archdioce	san Official	Date
POMS Monitor	Date			
Acknowledge receipt of copy:				
	Individua	1	Date	;
				(POMS 022305

#### Piche, Lee

From:

McDonough, Kevin

Sent:

Thursday, October 02, 2008 3:06 PM

ío:

Piche, Lee

Subject:

RE: Fr. Mark Wehmann

Lee: Thank you for the sensitive inquiry, sensitively handled.

When we finally have our "let's talk about the problem people" conversation, I can fill you in on Mark's situation a little more. It is worth noting that his problem was poor judgment, nothing worse.

Mark's is one of three or four situations calling for some fundamental reconsideration. In each case, the Review Board has already made one set of recommendations, and we have been following them. Now, there is good reason to think about following up differently with the man.

I have held off on these until the Archbishop and I could sit down and talk about them -not so much the individual case, but the entire question of reconsideration. I wanted to
respect his having just taken office (I am sure it does not feel like it, but it is only a
few months!). And there is also a new chair of the Review Board. Frankly, therefore, I
have bput Mark's status "on hold", especially given that nothing is interfering with his
actually doing good work right now.

I will tell you much more when we sit down, but that is the story for right now.

A final word about my schedule: you may remember that I was trying to take a series of short trips to see family members and friends, trips that all together I have been callig my "rolling sabbatical". In fact, I am on one of those trips right now (visiting my brother and his wife and two sons in . I was intending to take one more, final trip in late October, but have cancelled out on it. The financial status of Claver School is too precarious, so I have decided to stay home and raise money! That vill also give me a chance to take a few other matters "off the shelf" and get them resolved.

Thanks for your patience.

Kevin

From: Piche, Lee

Sent: Monday, September 29, 2008 5:05 PM

To: McDonough, Kevin

Subject: Fr. Mark Wehmann

Hi Kevin,

I find myself in an awkward position. I had been meeting with Mark Wehmann as his spiritual director prior to my appointment as VG. Now he is approaching me as VG asking about his "status" in the archdiocese.

To date, as I told Mark, I have not spoken to anyone but himself concerning his issues and his situation. I have no independent knowledge about him; only what he has shared with me himself.

I think his question has to do with his review process being unresolved. Does Mark still have some requirement to appear before the review board, continue his counseling, etc. If a suitable pastorate opens up, would he be eligible now for reassignment?

I have not spoken to the Archbishop about Mark because I think Mark is still "in your court." If and when you think it is appropriate for me to get involved as VG, I would appreciate your guidance.

hanks,

### Promoter of Ministerial Standards Office St. Paul/Minneapolis Archdiocese

(Please use this form or your form providing this information.)

This is to confirm that $\frac{f_{\lambda}}{f_{\lambda}}$	
attended Spiritual Direction on t	he below listed dates for the three month period of
	the year of
Dates:	
1. Sept 3, 2008	July 15, 2008, July 1, 2008 May 15, 2008 april 9, 2006 Feb. 21, 2008, Jan 6, 2008
2. Oct 1, 2008	april 9, 2006 Feb. 21, 2008, Jan 6, 2008
3. Nov. 12, 2008	<b>,</b>
Rev. Lee a. Pu	Lé 11/12/08
Signature of Spiritual Advisor	

Send to:

Promoter of Ministerial Standards Archdiocese of St. Paul/Minneapolis 226 Summit Avenue St. Paul, MN 55102

# Application for Ministry

Nar	ne _	Fr. Mark Wehmann	Year of Ordination	2003
POS	SITI	ON APPLYING FOR (parish, institution, ministry)	Date of Application	12/11/2008
St.	Peter	r and St. Joseph	Telephone No.	(Cell)
I.		ase rate the strength of your interest in the assignment RCLE ONE	and give two main reason	s for your interest.
	Ve	ry strongly interested — Strongly intereste	ed — Interested -	– Indifferent
	The	e reasons for my interest are:		
	1.	Fr. Mike Miller approached me and said that Bish	nop LeVoir, my first past	or, and Fr. Lee
		Piché had told him that I would be a good fit, not but rather I am applying because I respect L		<del>-</del>
	2.	Delano is close Fr. Hennen and Fr. Izen and other	r good priests in Wright (	County, so even
		though it is a rural parish I will have priestly frate	ernity near by.	
II.	Ple:		CIRCLE ONE	
<b>J</b> 11.	110	,		andified
		Highly qualified — Moderately qua	angiea — Q	Jualified
	Giv	ve two main qualifications you would bring to this assign	gnment.	
	1.	Having my first assignment be in South St. Paul a	at St. Augustine and Holy	Trinity and
		a school I have seen the benefits and challenges o	f a priest covering two pa	arishes.
	2.	Having been the only priest at St. Mary, in Shako	pee, helped me to grow i	n my knowledge
		of some of the issues that a pastor who is running	a parish would come up	against.
ш.		sides these qualifications, what ministry experiences aruld be important in this position (assignment)?	nd/or continuing education	have you had that
	1.	I look forward to bringing some of my experience	e of teaching adults and fa	mily faith
	•	formation that I started in Shakopee to my next pa	arish.	
	2.	I enjoy sharing the Catholic faith in bulletin article	es, homilies, teaching and	in one on
		one contact helping people grow in the relationship	ip the Jesus Christ throug	h the Church.
	3.	My five years of priesthood and the four parish as	signments.	·

RETURN TO: Clergy Services, 226 Summit Av., St. Paul, MN 55102



February 4, 2009

Fr. Lee Piche,

Thank you for meeting with us yesterday. One follow-up request that is very important, if you have not done so already. Please share with the principal examples of Father's inappropriate behavior (e.g., removing a student from class/field trip/lunchroom/playground without the teacher's permission or knowledge; or giving "root beer barrel kisses" to little girls; or patting girls on their behinds; or grabbing students inappropriately on the playground or in Phy. Ed. classes, etc.). Then the principal and her staff will know specifically what inappropriate behaviors to watch for at school. Sharing these specifics will help keep vulnerable students safe. We do not want any student harmed.

By the way, I was very dissatisfied with the lack of response by your predecessor and his supervisor in dealing with this matter in the past.

Again thank you for your time.

#### **Father Mark Wehmann**

McDonough, Fr. Kevin

Sent: Monday, April 27, 2009 10:01 AM

To: tiffanye@holy-spirit.org

Cc: Rourke, Tim

Gene: I had a preliminary conversation with Mark Wehmann last Friday. His therapist (Dr. Bill Seabloom) and he have been pushing for some time for a meeting with Tim Rourke and me. I thought I was being clear with them about where things stand with Mark and the Archdiocese, so I did not understand what the desire for a meeting could be about — I suspected that Bill Seabloom was perhaps becoming a little querulous, the way folks do when they are knocking on the door of 80.

It turned out to be a useful conversation. It became clear to me that both the client (Mark) and the counselor (Bill) want much more clarity than I can give them myself. Here is what I propose to say to them, however. I want to check it with you before moving ahead:

- 1. Father Kevin McDonough and Tim Rourke have no objection to Mark's serving as a pastor. He has committed no crime or even serious Indiscretion with a young person, he has cooperated with the personal growth steps we asked of him, and he has been accountable to Tim.
- 2. The Clergy Review Board, having already recommended a more limited ministry for Mark, will have to be consulted before an assignment as a pastor would be firmed up. The question to go to the Review Board, if the Archbishop wishes, would be this: "Father McDonough recommends that Father Wehmann be available for assignment as a pastor. Do you, Review Board, agree?"
- 3. Pending the Review Board's recommendation, the Comprehensive Assignment Board (CAB) could begin considering Mark for any open pastorates or adminstratorships. If the CAB or Father Tiffany has any concerns about Mark's candidacy for a particular parish, then you (Gene) would communicate that to him.
- 4. To get that process started, Mark Wehmann should ask for an interview with a CAB member, and he should request information about any parishes that interest him.

Gene, is that a fair summary of where things stand from your point of view? Please let me know at your convenience.

Happy Easter season!

Kevin McDonough



# Archdiocese of Saint Paul and Minneapolis

Office of the Archbishop

June 1, 2009

Reverend Mark Wehmann St Vincent de Paul 9100 93rd Ave N Brooklyn Park, MN 55445-1407

Dear Father Wehmann,

I am pleased to appoint you Pastor of the Church of Saint Bridget of Sweden in Lindstrom, Minnesota, effective July 1, 2009. This appointment is for a six-year term. At the end of the six years the appointment may be renewed at my discretion, but it shall not extend beyond twelve years in total.

I ask that you contact your dean, Father Ralph Talbot, to arrange a date and time for the formal ceremony of installation. The installation ceremony can be found in the *Book of Blessings*, Appendix I, "Order for the Installation of a Pastor," #2012-2045. During the installation ceremony you are required to make the necessary profession of faith and to take the oath of fidelity, in accord with the norms of the Code of Canon Law. Immediately after the installation please send one copy of the completed and signed documents of your Profession of Faith, Oath of Fidelity and Certificate of Canonical Possession of a Parish by a Pastor to the Chancellor for Canonical Affairs. The other copy should remain in the parish files.

On the above mentioned date, even though the ceremony of installation may not as yet have taken place, I ask that you assume the full care of souls of the parish. You will have all the rights, privileges, and obligations of a pastor in accord with the *Code of Canon Law* and the particular law of the Archdiocese of Saint Paul and Minneapolis.

Thank you, Father Wehmann, for your willingness to accept this assignment. May God bless you as you begin your ministry to the people entrusted to your pastoral care.

Fraternally yours in Christ,

The Most Reverend John C. Nienstedt Archbishop of Saint Paul and Minneapolis

/jmh

CC: Most Reverend Lee Piché, Auxiliary Bishop-elect and Vicar General Reverend Ralph Talbot, Dean of Deanery 1
Deacon Russ Shupe, Director of Clergy Placement

Reverend Eugene Tiffany, Director of Priestly Life and Ministry Mr. John Bierbaum, Chief Financial Officer

Mr. Scott Domeier, Director of Accounting Services

Ms. Natalie McKliget, Plan Administrator

Enclosures: Decree of Appointment

Profession of Faith Oath of Fidelity

Certificate of Canonical Possession



# Archdiocese of Saint Paul and Minneapolis

Office of the Archbisho

#### DECREE

In nomine Domini. Amen.

I hereby appoint the

#### Reverend Mark Wehmann

pastor of the Church of Saint Bridget of Sweden in Lindstrom, Minnesota, effective July 1, 2009. This appointment is for a six-year term. He is afforded all the rights, privileges, and obligations of a pastor in accord with the *Code of Canon Law* and the particular law of the Archdiocese of Saint Paul and Minneapolis.

Given at Saint Paul, Minnesota, this 1st day of June, in the year of Our Lord 2009.

The Most Reverend John C. Nienstedt Archbishop of Saint Paul and Minneapolis

Reverend John Paul Erickson
Ecclesiastical Notary

# **PROFESSION OF FAITH**

I, Father Mark	Wehmann	, with firm faith believe and	d profess everything that is
contained in	the symbol of faith, namely:		
unseen. I be Father, God being with to came down became mand buried. On Heaven and	od, the Father, the Almighty believe in one Lord, Jesus Clarom God, Light from Light he Father. Through Him all the from heaven; by the power of the third day He rose against seated at the right hand of the dead, and His kingdom will	hrist, the only Son of God, true God from true God, I things are made. For us me the Holy Spirit, He was bo ified under Pontius Pilate; n in fulfillment of the Scrothe Father. He will come	the degotten, not made, one in and for our salvation He orn of the Virgin Mary, and He suffered, died and was riptures; He ascended into
With the Fa	oly Spirit, the Lord, the give ather and the Son He is wo believe in the one, holy, catho eveness of sins. I look for the n.	rshipped and glorified. Holic and apostolic church. I	e has spoken through the acknowledge one baptism
tradition and	believe as well everything of proposed by the Church – agisterium – as divinely revea	whether in solemn judgme	
•	t and hold each and every the to teaching concerning faith a		at same church definitively
the Roman	dhere with religious submiss pontiff or the college of be even if they proclaim those t	oishops enunciate when the	ey exercise the authentic
Fn M	ark Wehmunn st's Signature		7/5/2009 Date
	162 at 162 at	k	7/5/2009

Two Originals Needed: Send one to the Chancellor for Canonical Affairs and maintain one in the Parish Records.

Date

Signature of Witness

# OATH OF FIDELITY ON ASSUMING AN OFFICE TO BE EXERCISED IN THE NAME OF THE CHURCH

I, Father Mark Wehmann, on assuming the office of Pastor promise that I shall always preserve communion with the Catholic Church whether in the words I speak or in the way I act.
With great care and fidelity I shall carry out the responsibilities by which I am bound in relation both to the universal church and to the particular church in which I am called to exercise my service according to the requirements of the law.
In carrying out my charge, which is committed to me in the name of the church, I shall preserve the deposit of faith in its entirety, hand it on faithfully and make it shine forth. As a result, whatsoever teachings are contrary I shall shun.
I shall follow and foster the common discipline of the whole church and shall look after the observance of all ecclesiastical laws, especially those which are contained in the Code of Canon Law.
With Christian obedience I shall associate myself with what is expressed by the holy shepherds as authentic doctors and teachers of the faith or established by them as the church's rulers. And I shall faithfully assist diocesan bishops so that apostolic activity, to be exercised by the mandate and in the name of the church, is carried out in the communion of the same church.
May God help me in this way and the holy Gospels of God which I touch with my hands.
Friest's Signature  Priest's Mark Wahmann  Date
Priest's Signature Date
William 7/5/2009
Signature of Witness Date
Two Originals Needed:  Send one to the Chancellor for Canonical Affairs and maintain one in the Parish

Records.

#### **CERTIFICATE OF**

#### **CANONICAL POSSESSION**

#### OF A PARISH BY A PASTOR

"It was not you who chose me, it was I who chose you to go forth and bear fruit." John: 15:16

Father Ralph Talbo	t	hereby certi	fies and attests that
of	July		, the Reverend
	, having r	nade a profession of fai	th according to the
rchbishop of Saint Paul	and Minneapolis	establishing his canonical a	appointment as pastor
, located in	Lindstrom	, Minnesota,	in the presence of
and		Wayne Gonnella	,
on the fift	h day of	July	, 20_09
k	$\omega$	ayne 2. Loun	elle
Fr. Kaloh	Jalloot		ure
	ofrchbishop of Saint Paul, located in and, on thefift, where the continue is a continue in the continue in the continue is a continue in the continue in the continue is a continue in the continue in the continue is a continue in the continue in t	, having respectively. The second results and second results and second results and second results at the second results at th	of

St. Paul/Minneapolis Archdiocese Promoter of Ministerial Standards

TO: Fr. Kevin McDonough

FROM: Tim Rourke

DATE: 12/2/2009

RE: Fr. Wehmann

I have attached a copy of the recommendation from the Clergy Review Board on Fr. Wehmann dated 3/25/08. I have also included the most recent POMS monitoring plan. I thought you may want to review these prior to our meeting next week with Fr. Wehmann and Dr. Seabloom. My past discussions with Dr. Seabloom revolve around these two documents and his concern about any mention in Fr. Wehmann's file regarding inappropriate behavior with minors at Epiphany as he felt that report should be removed. Let me know if you need more from me or need me to do anything else prior to our meeting.

# Saint Peter Claver Catholic Church 375 North Oxford Street Saint Paul, MN 55104 651-646-1797 (fax) 651-647-5394

Filesopy

31 December 2009

Memo To:

Archbishop Nienstedt and Father Laird

From:

Father Kevin McDonough

Re:

Father Mark Wehmann: Two Pieces of Information and a Recommendation

Two weeks ago, Tim Rourke and I met with Father Wehmann and his therapist, Dr. William Seabloom. The monitoring plan under which Father Wehmann has been working requires him to participate in psychotherapy until Father and his therapist agree that all the relevant questions have been addressed in that setting. Mr. Rourke and I learned in this meeting that Father Wehmann and Dr. Seabloom have arrived at that agreement. Dr. Seabloom also has his professional judgment "second-guessed" by another psychologist, Dr. Robert Barron. Dr. Barron has reached the same conclusion (see attachment). Therefore, they are terminating the counseling relationship.

At that meeting we also addressed some questions that Dr. Seabloom has had about the monitoring agreement. On Dr. Seabloom's advice, Father Wehmann has previously not signed the monitoring plan, although he was otherwise fully cooperative with the monitoring program. We resolved those questions and Father Wehmann has now signed the document.

Archbishop, I want to ask your guidance concerning a step we have thought about in the past but have never taken. There is no hurry about this, since Father Wehmann's monitoring agreement runs through almost all of 2010. I believe it worth considering whether Father Wehmann might be released from the POMS monitoring program at the end of the current agreement period, given these reasons. First, Father Wehmann was cleared of any wrongdoing by the relevant law-enforcement agencies. Second, two psychologists have consistently agreed that he has no unhealthy attraction to children or minors. Third, while he used insufficient judgment in two public interactions with children, he has taken the necessary actions to learn to regulate such interactions in a way acceptable in our sensitive times.

Of course, there are countervailing arguments. First, Father Wehmann is new in his pastorate and may profit from continued formal engagement about boundary questions. Furthermore, we do not know what sort of reaction might come from the families involved, especially the family in South Saint Paul. And finally, there are considerations concerning the POMS program itself. For example, there may be other priests currently under monitoring who are more deserving of being released from its strictures. And we may want to begin by releasing priests whose boundary-crossing issues involved adults rather than young people.

If you are inclined to believe the question a legitimate one, may I suggest that you submit it to the Clergy Review Board? I imagine that they will be willing to air the question of "monitoring termination" in the months ahead. Thank you for your attention to this matter. I wish you a blessed Christmas season.

Since 1892, an African-American Catholic Community of Faith in Jesus Christ

McD000203



St. Paul/Minneapolis Archdiocese Promoter of Ministerial Standards Annual Report 1/27/2010

NAME: Fr. Mark Wehmann

LEVEL OF MONITORING: Misconduct; Level 2

DATES OF MONITORING: Fr Wehmann only recently signed his agreement to the monitoring criteria. I have, however, been meeting regularly with him for approximately two years.

CONTACTS: I have been seeing Fr. Wehmann on a quarterly basis since our initial meeting of 10/17/07. These have occurred at three different parishes he has been assigned to over that time period as well as some in community settings.

MONITORING PLAN SPECIFICS: There have been discussions, over the past two years, regarding the specific criteria for Fr. Wehmann to follow. These have been primarily directed by his counselor, Dr Bill Seabloom. Fr. Wehmann, for his part, has abided by the conditions presented to him even though he had not signed his agreement to them. He signed them recently after several discussions between Dr. Seabloom, Fr. McDonough, Fr. Wehmann and me.

SUMMARY: Fr. Wehmann was ordained in 2003. A complaint was received at the Chancery in February of 2005 that when assigned to Holy Trinity in South St Paul he had touched a minor female in a manner that made her uncomfortable. This was not viewed as illegal or criminal, however, an officer from the local police spoke to him whereupon he appeared humbled and humiliated.

He was eventually assigned to Epiphany in Coon Rapids where in 2006 a teacher at the school observes Fr. Wehmann interacting with children in an immature and potentially inappropriate manner. This behavior was referred to child protection in Anoka County but never approached behavior requiring their involvement. Fr. McDonough at this time asked Fr. Wehmann to undergo a psychological evaluation with Dr. Barron. Dr Barron did not see any sexual attraction to children on Fr. Wehmann's part, but did believe he needed to address issues of appropriate boundaries and his own sexual maturity. Fr. Wehmann is referred to Dr. Seabloom at this time for counseling. He completed this counseling in November of 2009 with Dr. Seabloom believing he had made significant improvements in understanding those issues. This was reaffirmed by a second evaluation by Dr. Barron.

The Chancery, 226 Summit Avenue, St. Paul, MN 55102. email: POMS@archspm.org 651-291-4449

Fr. Wehmann has been compliant with all that has been asked of him. His only issue stemmed from the recommendations of the Clergy Review Board from March of 2008. He never actually saw those recommendations for sometime after that. He, along with his therapist, were concerned as to what those recommendations meant regarding how long he would be monitored and whether it would have any impact on his future ministry. Those, and some other issues, seem to have been resolved at a meeting in December of 2009 with Fr. Wehmann, Fr. McDonough, Dr Seabloom and me. This resulted in Fr. Wehmann signing his agreement to the monitoring criteria which in reality he had been abiding by for a couple of years.

Fr. Wehmann is now the pastor of St. Bridget of Sweden in Lindstrom Minnesota. I have met him there on a couple of occasions and he seems to be settling in very well and excited about having a permanent ministry for the foreseeable future. He is presently in the process of seeking someone new for spiritual direction that is close in proximity. He had been seeing Bishop Piche for some time on a regular basis and is working with him in locating someone new.



#### St. Paul/Minneapolis Archdiocese Promoter of Ministerial Standards 1/27/2010

Archbishop John C. Nienstedt 226 Summit Avenue St Paul, MN 55102

Dear Archbishop Nienstedt

You will find attached a monitoring plan on Fr. Mark Wehmann. Fr. Wehmann was involved in several instances of immature behavior with children that made both the children and their parents uncomfortable. The behavior never reached the level of being criminal but significant enough for the archdiocese to intervene. I have attached a report on my dealings with Fr. Wehmann up to the point of his signing the agreement to monitoring in December of 2009. I am now presenting this for your approval or for any changes you would like to make on this plan. I would suggest that you mark one of the spaces below and return to myself at your earliest convenience.

<ol> <li>I support this plan as is</li> <li>I support the plan with the following specific change(s)</li> </ol>					
3I want to talk with you about this before I am ready to approve this					
Archbishop John C. Nienstedt					
Date:					
Respectfully					
Tim Rourke Promoter of Ministerial Standards					
C: Father Kevin McDonough					

The Chancery, 226 Summit Avenue, St. Paul, MN 55102. email: POMS@archspm.org 6

651-291-4449

- 1. Fr. Mark Wehmann: Fr. Wehmann was ordained in 2003. A complaint was received at the Chancery in February of 2005 that when assigned to Holy Trinity in South St Paul he had touched a minor female in a manner that made her uncomfortable. This was not viewed as illegal or criminal; however, an officer from the local police spoke to him whereupon he appeared humbled and humiliated. He was eventually assigned to Epiphany in Coon Rapids where in 2006 a teacher at the school observes Fr. Wehmann interacting with children in an immature and potentially inappropriate manner. This behavior was referred to child protection in Anoka County but never approached behavior requiring their involvement. Fr. McDonough at this time asked Fr. Wehmann to undergo a psychological evaluation with Dr. Barron. Dr Barron did not see any sexual attraction to children on Fr. Wehmann's part, but did believe he needed to address issues of appropriate boundaries and his own sexual maturity. Fr. Wehmann is referred to Dr. Seabloom at this time for counseling. He completed this counseling in November of 2009 with Dr. Seabloom believing he had made significant improvements in understanding those issues. This was reaffirmed by a second evaluation by Dr. Barron.
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  - Fr. Wehmann is now the pastor of St. Bridget of Sweden in Lindstrom Minnesota. I have been seeing Fr. Wehmann since the fall of 2007. He however didn't sign an agreement to be monitored until December of 2009. He has been compliant with all the program has asked of him during that time. I continue to see him approximately four times per year at his present assignment.

7 m - This is a
III and, I believe
St. Paul/Minneapolis Archdiocese Perfort about h Promoter of Ministerial Standards Annual Report 1/27/2010  Annual Ministerial Standards
NAME: Fr. Mark Wehmann  LEVEL OF MONITORING: Misconduct; Level 2  Annual Report 1/27/2010  Thank Up for  Dens 15tence in G
LEVEL OF MONITORING: Misconduct; Level 2  Hus all In Ord
DATES OF MONITORING: Fr Wehmann only recently signed his agreement to the monitoring criteria. I have, however, been meeting regularly with him for approximately two years.
CONTACTS: I have been seeing Fr. Wehmann on a quarterly basis since our initial meeting of 10/17/07. These have occurred at three different parishes he has been assigned to over that time period as well as some in community settings.
MONITORING PLAN SPECIFICS: There have been discussions, over the past two years, regarding the specific criteria for Fr. Wehmann to follow. These have been primarily directed by his counselor, Dr Bill Seabloom. Fr. Wehmann, for his part, has abided by the conditions presented to him even though he had not signed his agreement to them. He signed them recently after several discussions between Dr. Seabloom, Fr. McDonough, Fr. Wehmann and me.
SUMMARY: Fr. Wehmann was ordained in 2003. A complaint was received at the Chancery in February of that when assigned to the complaint was not viewed as illegal or criminal, however, an officer from the local police spoke to him whereupon he appeared humbled and humiliated.
He was eventually assigned to in the whole where in a teacher at the school observes Fr. Wehmann interacting with children in an immature and potentially inappropriate manner. This behavior was referred to child protection in approached behavior requiring their involvement. Fr. McDonough at this time asked Fr. Wehmann to undergo a psychological evaluation with Dr. Barron. Dr Barron did not see any sexual attraction to children on Fr. Wehmann's part, but did believe he needed to address issues of appropriate boundaries and his own sexual maturity. Fr. Wehmann is referred to Dr. Seabloom at this time for counseling. He completed this counseling in November of 2009 with Dr. Seabloom believing he had made significant improvements in understanding those issues. This was reaffirmed by a second evaluation by Dr. Barron.

The Chancery, 226 Summit Avenue, St. Paul, MN 55102. email: POMS@archspm.org

651-291-4449

Fr. Wehmann has been compliant with all that has been asked of him. His only issue stemmed from the recommendations of the Clergy Review Board from March of 2008. He never actually saw those recommendations for sometime after that. He, along with his therapist, were concerned as to what those recommendations meant regarding how long he would be monitored and whether it would have any impact on his future ministry. Those, and some other issues, seem to have been resolved at a meeting in December of 2009 with Fr. Wehmann, Fr. McDonough, Dr Seabloom and me. This resulted in Fr. Wehmann signing his agreement to the monitoring criteria which in reality he had been abiding by for a couple of years.

Fr. Wehmann is now the pastor of St. Bridget of Sweden in Lindstrom Minnesota. I have met him there on a couple of occasions and he seems to be settling in very well and excited about having a permanent ministry for the foreseeable future. He is presently in the process of seeking someone new for spiritual direction that is close in proximity. He had been seeing Bishop Piche for some time on a regular basis and is working with him in locating someone new.



#### St. Paul/Minneapolis Archdiocese Promoter of Ministerial Standards 1/27/2010

Archbishop John C. Nienstedt 226 Summit Avenue St Paul, MN 55102

Dear Archbishop Nienstedt

You will find attached a monitoring plan on Fr. Mark Wehmann. Fr. Wehmann was involved in several instances of immature behavior with children that made both the children and their parents uncomfortable. The behavior never reached the level of being criminal but significant enough for the archdiocese to intervene. I have attached a report on my dealings with Fr. Wehmann up to the point of his signing the agreement to monitoring in December of 2009. I am now presenting this for your approval or for any changes you would like to make on this plan. I would suggest that you mark one of the spaces below and return to myself at your earliest convenience.

1. X I support this plan as is						
2I support the plan with the following specific change(s)						
3I want to talk with you about this before I am ready to approve this						
Archbishop John C. Nienstedt						
- Murreutell						
Date: 1-31-10						
Respectfully						
Tim Rourke						
Promoter of Ministerial Standards						

C: Father Kevin McDonough

651-291-4449

# Promoter of Ministerial Standards Office St. Paul/Minneapolis Archdiocese

(Please use this form or your form providing this information.)

This is to confirm that Fr Mark Wehmann has attended					
and satisfactorily participated in his Support Group on the below listed dates for the					
three month period of of the year					
·					
Dates:	1				
1. Jan 14, 2008 Caril 28, 2008 august 40-11, 2008 Pec 1, 200	9 Mar 16, 2009				
1. Jan 14, 2008 (april 28, 2008 (august 40-11, 2008 Pec 1, 200 2. Febr 11, 2008 May 23, 2008 Sept 22, 2008 Jan 2, 200 3. March 24, 2008 July 2, 2008 Eet Nov 3, 2008 Feb 16, 200	9 Jan 27, 200				
3 March 28 2008 July 2 2008 Ect Now 3, 2008 Feb 16, 200	9 June 40,2009				
3. Tarry					
	Ory 33-24, 20				
Fr Wahmann 3/1/2010	Sept 85, 200				
Signature of Support Group Leader Date	Missed 14,2				
	Nov 13, 200				
Send to:  Promotor of Ministerial Standards	Pac 30, 200				
226 Summit Avenue	Jan 25, 2011 (Partial) talf group on				
St. Paul, MN 55102	talf group one				
	Feb 22, 201				
Members					
FN					
Fr					
Fr					
Fac					

5/4/10

Re: Fr Mark Wehmann

AR Director of Faith Formation | RCIA Coordin.

Member 22 yrs

Employee 14 yrs

Not happy - not hunself Ruto on a front -Uptight during & around liturgy

Verbally abusine to people: (pattern)

(22) Easter Vigil - adult (22) baptism - drd 3-yr-old "Set him out of here."

Not approachable - Veil "comes up - non communicative Being bombarded from all sides.

has known FMW since they were children Interconnected families ...

Pompous, arrogant — "Pharisee"

Sarcastic digs in homilies Come to mass

Re Sonse
Objection to content of his homilies coming in signs

(telling parents now to raise Their children;

Now complex should live:)

Fr. Wehmann 4 daughters - always loved Wehnann's

(\* Mark): When they became teens,

said & "M. he creeps me out." - years

parish ago

Some talking about the sway he acts

ago

convered teenoope girls... V. abuse - people in sacristy (EMHC) -Annerals: - staff reprimended for folking to family ... Reprimended for (mis) fections during Mass. No liturgist

- Does everything himself - (RCIA, marriage
retreat,

Confirmation interviews) net ul him april 19. Has said he's not sleeping thinking I hate the public part of my job."

met my fr. Kittoche. 4/26-27

5/4/10

Staff relat. - sentocratic - non-

Feels safer behind "rutural - not able to talk "of the cuff" Doesn't know what to do, say, "

#### Piche, Most Reverend Lee A.

```
To:
                      RE: Fr. Mark Wehmann
Subject:
Thank you,
I will look into this.
+Bp. Lee Piché
----Original Messago--
From:
Sent: Wednesday, May 26, 2010 8:42 AM
To: Piche, Most Reverend Lee A.
Subject: Re: Fr. Mark Wehmann
Bp. Lee Piche,
I thank you again for meeting with my husband _____ a few weeks ago in regards to our
concerns about Fr. Mark Wehmann. At the end of our meeting you mentioned that if anything
else came up of concern, I should pass it along.
I received a disturbing phone call from
                                                        last night that I wanted to share
with vou.
        went through the RCIA process this last year at St. Bridget's (in which I was the
main teacher) and was baptized during the Easter vigil last month. She is seriously
considering leaving St. Bridget's because Fr. Wehmann makes her very uncomfortable; the way
he looks at her, the things he says to her, the attention he gives her. She talked with me a
long time about her feelings last night and I think they are valid and should be taken
seriously. I had not shared any of my concerns with her in the past, so her feelings have
not been
prompted by things I have said or indicated.
                                               I asked her if I could
pass this information on to you, including her name and phone number, and she was more than
willing to cooperate. I also think it would be helpful for you to know that her Grandfather,
                                                        has concerns also (along with his
                     celebrated the Easter Vigil with Fr. Mark, baptizing his Granddaughter
wife).
                                                                      his concerns.
                  ing in my concern and it you want to talk to me further about this I would
be happy to do so |
In Christ,
On Apr 30, 2010, at 3:11 PM, Piche, Most Reverend Lee A. wrote:
> Yes, that would be fine. I would suggest 3:30 as a better time, in
> case the council meeting runs over.
> +Bp. Lee Piché
> ----Original Message----
> From: :
> Sent: Thursday, April 29, 2010 6:09 PM
> To: Piche, Most Reverend Lee A.
 Subject: Re: Fr. Mark Wehmann
```

```
> Yes, I will be there at 3:00 on Tuesday, May 4th. If my husband can
> get away from work, would it be alright if he came too?
> In Christ,
  On Apr 29, 2010, at 4:43 PM, Piche, Most Reverend Lee A. wrote:
>> Dear
>> Thank you for your message. Can you come to my office at the chancery
>> next Tuesday, May 4th, at 3:00? If that time does not work, I can
>> offer one or two other dates and times.
>>
>> +Bp. Lee Piché
>>
>>
>> ----Original Message----
>> From: '
>> Sent: Thursday, April 29, 2010 12:20 PM
>> To: Piche, Most Reverend Lee A.
>> Subject: Fr. Mark Wehmann
>>
>>
>> ARCHDIOCESE OF SAINT PAUL AND MINNEAPOLIS CONTACT US EMAIL
     First Name:
>>
      Last Name:
>> Email Address: |
>> Church: St. Bridget of Sweden
>> City: Lindstrom
>> State: MN
>> ------
>> Send To: Most Reverend Lee A Piché
>> Subject: Fr. Mark Wehmann
>>
>> Reverend Piche,
>>
>> My family and I have been members of St. Bridget of Sweden Parish for
>> 22 years, and I have been on staff for 14 years, the last 4 years as
>> Director of Faith Formation. I have resigned from my position at St. >> Bridget's effective May 12th. I have known Father Mark Wehmann since
>> he was a little boy and my husband has known him since he was born.
>> I am writing to request a meeting with you to discuss serious
>> concerns I have about Fr. Wehmann. I understand that you have spent
>> a considerable amount of time with him in recent years and I want you
>> to know I am concerned both for him and for this parish. I see that
>> he is living in great conflict with himself; unable to be the loving
>> man he really is because of the demands and strains he feels being a
>> priest. I am very concerned that this unhealthy tension cannot be
>> sustained and there will be serious consequences in the future if
>> this issue is not dealt with.
>> Please call me or e-mail me at your convinience, I would really
> appreciate some time with you.
```

# Memorandum

OFFICE OF THE CHANCELLOR FOR CIVIL AFFAIRS

ANDREW J. EISENZIMMER: 651-291-4405

DATE:

May 26, 2010

TO:

Most Reverend Lee Piché and Very Reverend Peter A. Laird

FROM:

Andrew J. Eisenzimmer

SUBJECT:

Father Mark Wehmann

I find it rather disturbing that an issue was raised, apparently by Father Gene Tiffany, about the need for Father Wehmann to remain on his medication, when we can find no indication that Father Wehmann has ever been prescribed any medication. Tim Rourke verified this with Father Wehmann.

As you should be aware, Father Wehmann has been monitored by the POMS program and he had gone before the Clergy Review Board. Neither the CRB recommendation nor the POMS monitoring plan referenced medications. So it was alarming when Father Tiffany raised the question about monitoring Father Wehmann's use of medication.

But it is even more alarming to learn that the information identified by Father Tiffany is apparently incorrect. If anything goes wrong with our monitoring program, it can expose us to legal liability. But for that program to work, we have to depend on accurate facts. We cannot speculate that behavior is a result of someone being "off their meds" only to find out that they are not on any meds.

Either Father Tiffany is completely wrong or he is aware of something which the rest of us are not. Either prospect is not good practice.

I know that there is a situation with Father Tiffany, unrelated to the matters involving Father Wehmann, or anyone else for that matter. For the future, we need to avoid situations such as this where we have apparently created our own problem.

Are the two of you satisfied that Father Wehmann has not been prescribed any medication and thus we do not need to have that as part of the POMS monitoring plan?

LETTERS OF GOOD STANDING

#### Piche, Most Reverend Lee A.

From:

Piche, Most Reverend Lee A.

Sent:

Wednesday, May 26, 2010 9:46 AM

To:

Rourke, Tim

Cc:

McDonough, Fr. Kevin; Laird, Fr Peter

Subject:

CONFIDENTIAL

Hi Tim,

I received an e-mail message expressing concerns about Father Mark Wehmann – nothing concrete, but a recently confirmed woman remarking about her feeling uncomfortable around him, sensing that he was looking at her the wrong way ... "the way he looks at her, the things he says to her, the attention he gives her. "

Is Father Wehmann still in a program of regular monitoring? Would you know whether he is taking any medication for anxiety or depression?

I believe that Father Laird was planning to check in with him in order to get a sense of his overall well-being.

+LAP

### Piche, Most Reverend Lee A.

From:

Rourke, Tim

Sent:

Wednesday, May 26, 2010 12:04 PM

To:

Piche, Most Reverend Lee A.

Cc:

McDonough, Fr. Kevin; Laird, Fr Peter

Subject:

RE: CONFIDENTIAL

#### Bishop Piche;

I have actually just returned from Lindstrom where I was meeting with Fr. Wehmann. He has been under the POMS program since December of 2009. I have, however, been seeing him since October of 2007.

I asked him just today, during a brief conversation regarding health, what, if any, medications he was taking. His self report was that he takes no medications for anything. I can find nothing in my notes that would indicate anything in his history where he was prescribed any medications for anxiety or depression.

My overall sense, is Fr. Wehmann still struggles a bit with parish life. He has, in his words, lost some parishioners recently and he was soul searching if anything in his style or demeanor was in any way to blame. He has, to that end, disclosed his history to his priest support group to have them help in better understanding how he may be impacting his parish. This, I believe, is a very positive step for him as he has previously been very embarrassed to talk about his history with brother priests.

He, as always, seems very open in discussing most topics with me particularly surrounding how people perceive him in his ministry. He usually has situations he bounces off me to get ideas on areas that could be viewed as problematic. He has never touched on feeling any adult female giving him concern about his behavior.

He had been in counseling until last December when he completed sessions with Dr. Bill Seabloom successfully. He presently has his priest support group and sees Fr. Andrew Couzzens for spiritual direction.

Let me know if there is any further way I can be of assistance.

Tim

**From:** Piche, Most Reverend Lee A.

Sent: Wednesday, May 26, 2010 9:46 AM

To: Rourke, Tim

Cc: McDonough, Fr. Kevin; Laird, Fr Peter

Subject: CONFIDENTIAL

Hi Tim,

I received an e-mail message expressing concerns about Father Mark Wehmann – nothing concrete, but a recently confirmed woman remarking about her feeling uncomfortable around him, sensing that he was looking at her the wrong way ... "the way he looks at her, the things he says to her, the attention he gives her. "

Is Father Wehmann still in a program of regular monitoring? Would you know whether he is taking any medication for anxiety or depression?

I believe that Father Laird was planning to check in with him in order to get a sense of his overall well-being.

+LAP

Most Reverend Lee A. Piche 226 Summit Avenue St. Paul Minnesota 55102

Bishop Piche:

. We We would like to introduce ourselves to you. We are live in Lindstrom. Minnesota, and are members of St. Bridget of Sweden Catholic Church. We have both lived in this area for many years. We both arrived here as teachers. My husband. came here in 1959 after graduation from St. John's , arrived here in 1966 after graduation from Mankato State College. University. I. We became active at St. Bridget's, both teaching in the religious education program. We were married at St. Bridget's in June of 1968. Over a period of years, I, classes at St. Bridget's, ranging from preschool, through the elementary grades, junior and high school aged children, and in adult classes. was active as a communion minister, a teacher in the religious education classes, and also coached and played in the adult softball leagues. After staying at home with our three children, when I, . chose to return to work. I did so in the Catholic Schools where I taught for 18 years.

We have enjoyed our time at. St. Bridget's. During the years, we have seen remarkable growth in our parish. We have seen the religious education programs grow from a small plan into a focused and truly remarkable program the leads young people to a deep understanding and appreciation of their faith heritage. We have seen many programs presented for the adult population as well. When we first arrived in Lindstrom, it was a community with strong Swedish roots. The community of Lindstrom was concerned about the Catholic Church, but soon learned it had nothing to fear. We have seen strong and lasting relationships with the other churches in the area, and regular meeting scheduled for the pastors from all of the churches. Father Wehmann chooses not to participate in those meetings.

When Father Mark Wehmann came to St. Bridget's, we were a cohesive and welcoming community that was inclusive. Since the time that Father Wehmann arrived, we have seen many negative and insulting things coming from him. Father Wehmann appears to be arrogant when one tries to speak with him, as if he is very unsure of himself. At Sunday masses, he makes insulting comments to all present about parishoners who may arrive a couple minutes late. The service on Holy Thursday evening was very disappointing for us because all of the people who were having their feet washed were male, and Father Wehmann did all of the washing of the feet. We at St. Bridget's have a long history of being inclusive at this service, which means that men, women, young adults and senior citizens participated both in having their feet washed and then in turn washing someone else's feet. At the Holy Saturday service, Father Wehmann came down from the altar and asked a Mother to remove her child from the service. And what did Jesus say about the children? Jesus said "let them come to me".

The two of us have been the coordinators for the Prepare Program for Engaged Couples.

We have been involved in the program for about 14 years, the last five of which we were the coordinators. We have approached Father Wehmann about the program, and about meeting with him. We have tried to talk with him several times, and we always feel rather insulted with his responses. At this time, we still have not met with him. He often acts and speaks arrogantly, as though he does not have the time of day for us. We also see this reaction in his interactions (or lack thereof) with others.

Recently the area around the altar has been changed. The communion ministers are no longer there to receive the chalices and plates containing the Body and Blood of Jesus. They are all crowded at the area to the side and off the altar area. It almost looks like a three ring circus as they go about receiving the chalices and plates. The area where they are standing can realistically only handle about 6 people, not the 12 or so who are there. It seems to us that this is not at all respectful of the holiness and the sacredness of the occasion. The people of St. Bridget's are not happy with this change. Some of them have expressed their feelings and they are ignored.

Perhaps our main concern in writing this letter is the exodus of people from St. Bridget's that we see. We would guess that approximately 20% of the people who were regularly attending St. Bridget's are no longer there. Many of these people are those who over the years have been very active in the ministries of the parish. Many of them do not want their children exposed to any more of the negative behaviors.

Please know that we take this letter very seriously. We are not in the habit of causing trouble when none exists. We are concerned for the future of St. Bridget's, and we are concerned for the spiritual welfare of all of the Catholics. We are senior citizens and we have many friends who are also senior citizens, and many friends of all other ages. Many of them are to the point where they will no longer monetarily support St. Bridgets's. Many are already going to other parishes for spiritual enrichment. Please accept this letter in the spirit it was offered: we are concerned for the future of St. Bridget's.

You may respond to this letter at the following address:

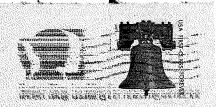
You may also phone us at either of these two numbers:

Respectfully,



SAUNT HALL MIN 550

TT BANK TOLOGIE E T



Most Reverend Lee A. Piché Achliocese of St. Aul & Minnerpolis 226 Summit Avenue St. Paul MN 55102

5510232121

Addaddaadllaadddadadaddddaald

# Laird. Fr Peter

From:

Sent: To: Friday, May 28, 2010 10:46 AM Tiffany, Fr. Gene; Laird, Fr Peter FW: priest unfit for our community

To: Subject:

Lisa Giefer | Web Coordinator | Archdiocese of St. Paul & Minneapolis | gieferl@archspm.org

From:

Sent: Friday, May 28, 2010 10:37 AM

To: Giefer, Lisa

Subject: priest unfit for our community

#### ARCHDIOCESE OF SAINT PAUL AND MINNEAPOLIS CONTACT US EMAIL

First Name: Last Name: Email Address: Phone Number:

Church: St. Bridget's of Sweden

City: Lindstrom
State: MN

Subject: priest unfit for our community

I am not sure who this email is read by, and I do plan on also contacting via phone and mail as well, but our parish has a major problem brewing with Father Wehrmann. I have been a life-long member of St. Bridget's. I have received every sacrament as a member of the parish and had hoped to have my children grow up in this church as well. They have already been baptized as members of St. Bridget's. My problem has developed since Father Wehrmann has come to our parish.

Services at our church have radically changed since his arrival. I realize that the organization of a church will change with the arrival of new priests. This is not the first time that I have seen a change and I haven't always agreed with changes made, but I feel that the changes being made to St. Bridget's will kill the church community. Already, when I attend with my children, I have noticed we are the last of the young families who are attending. To be honest, we don't feel very welcomed either. My children are young (4 years old and 22 months), but they have loved going to church. It isn't always easy to bring them, but I feel it is imperative to their lives. Father Wehrmann has removed portions of our church service that included the children and overall the atmosphere and attitude that he has helped foster does not make it easy to have our kids there.

My husband is a Christian, but not Catholic. He knows how dear my faith is to me and has always supported our choice to raise our children in the Catholic church. Father Wehrmann is making this a very hard choice to continue making. His suprerior attitude and "my way or the highway" approach to church issues has turned us both away from our desire to stay with St. Bridget's.

We are currently trying to add to community and Father Wehrmann is not the am of God that I would want to baptize my next child into the faith, if we are blessed by God in having another. It is sad when you don't feel like your priest is a person you can go to and who would be there for you. It is even more of a shock after having a fantastic priest like Father Al serving our community. I feel like Father Wehrmann is judgmental and unfit to be serving as a priest in our community.

In these days or our church being under attack in the media, it is easy for people to find negatives to say about the church. Father Wehrmann is not our best advocate for the faith and as a high school teacher, I have heard from students in our church that I teach in school, that they no longer like going to church and that they are simply waiting for the moment when their parents will let them stop going. How is this in the best interests of these children and our church?

I would gladly like to speak with Archbishop Nienstedt or either of the bishops about these issues. As it stands, I am greatly disturbed and saddened about the direction our church is going under the leadership of Father Wehrmann and am not sure about how much longer I can in good faith continue to attend St. Bridget's.

I am also considering writing some letters to our local paper about these issues since attempts to talk with Father Wehrmann have fallen on deaf ears. He is unwilling to hear any opinions than his own and does not take any suggestions/constructive criticism or concerns to heart. Again, you get his attitude that if you don't like it, you are not welcome to attend and can go elsewhere.

I sincerely hope to hear something about what is going to happen and that something will be done to rectify this problem at St. Bridget's.

Contacted From URL: h	http://www.archspm.org/about/contact-us.php
-----------------------	---

#### Piche, Most Reverend Lee A.

From:

Anderson, Lorna

Sent:

Wednesday, June 02, 2010 9:07 AM

To:

Piche, Most Reverend Lee A.

Subject:

FW: Recent letter

I believe this is reference to the letter regarding Father Wehman?

Lorna Anderson Administrative Assistant to Auxiliary Bishop Lee A. Piché Archdiocese of Saint Paul & Minneapolis 226 Summit Avenue St. Paul MN 55102 Phone: 651-291-4521

Phone: 651-291-4521 Fax: 651-290-1637 andersonl@archspm.org

#### PERSONAL AND CONFIDENTIAL COMMUNICATION

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----Original Message----

From: Giefer, Lisa

Sent: Wednesday, June 02, 2010 9:05 AM To: Anderson, Lorna; Thielen, Deborah

Subject: FW: Recent letter

Lisa

----Original Message----

From:

Sent: Tuesday, June 01, 2010 7:51 PM

To: Giefer, Lisa

Subject: Recent letter

ARCHDIOCESE OF SAINT PAUL AND MINNEAPOLIS CONTACT US EMAIL

First Name: Last Name:

1

Emáil Add Phone Nu	ber: (not entered)	
City:	not entered) not entered) not entered)	
Subject:	Recent letter	
	Nienstedt and Bishop Piche: Regarding the letter we sent to each of you, i ient. vou may respond to us with this e-mail address: Tha	f it is ank you.
Contacted	From URL: <a href="http://www.archspm.org/about/contact-us.php">http://www.archspm.org/about/contact-us.php</a>	

2

#### Piche, Most Reverend Lee A.

From:

Anderson, Lorna

Sent:

Wednesday, June 02, 2010 2:20 PM

To:

Piche, Most Reverend Lee A.

Subject:

Father Wehmann

Bishop:

I had a very long conversation with

; she and her husband are parishioners at St. Bridget of Sweden.

expressed great concern over Father Wehmann, and how he is not a good fit for the church community. Apparently, Father Wehmann yells at the Altar servers, at other parishioners, and is negative. says her husband is refusing to go to church, and she is currently not comfortable in bringing her 4 year old and 22 month old, (they are hoping to have another child, but will NOT have Father Wehmann baptize a child). Also, will not go to Confession there, and is not sure how long they will stay there.

made the comment that some families are choosing to go to Taylor Falls or going to a non-denominational church.

Honestly, seemed very upset, and at times about to cry about the state of her beloved St. Bridget of Sweden. She realizes the church is becoming more traditional, and a new priest has to learn, but, being mean is not a very good way to keep people or young people interested in coming to church.

She would like to know if you would be willing to either meet with her or call her to discuss this further, she is comfortable either way. Her number is:

home. is a High School teacher, so she will be available after this week.

Let me know if you would want to set up a meeting.

Lorna Anderson
Administrative Assistant to
Auxiliary Bishop Lee A. Piché
Archdiocese of Saint Paul & Minneapolis
226 Summit Avenue
St. Paul MN 55102
Phone: 651-291-4521

Fax: 651-290-1637 andersonl@archspm.org

#### PERSONAL AND CONFIDENTIAL COMMUNICATION

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File Rev. Mark Wehmann



June 8, 2010

Dear.

I am in receipt of your recent letter, describing the situation as you have experienced it at the Church of St. Bridget in Lindstrom. I have directed a member of my staff to contact Father Wehmann and to discuss the points you raised with him.

With every good wish, I remain

Cordially yours in Christ,

The Most Reverend John C. Nienstedt Archbishop of Saint Paul and Minneapolis

/dkt

Most Reverend John C. Nienstedt 226 Summit Avenue St. Paul Minnesota 55102

#### Archbishop Nienstedt:

We would like to introduce ourselves to you. We are We live in Lindstrom, Minnesota, and are members of St. Bridget of Sweden Catholic Church. We have both lived in this area for many years. We both arrived here as teachers. My husband, came here in 1959 after graduation from St. John's University. I, arrived here in 1966 after graduation from Mankato State College. We became active at St. Bridget's, both teaching in the religious education program. We were married at St. Bridget's in June of 1968. Over a period of years, I, classes at St. Bridget's, ranging from preschool, through the elementary grades, junior and high school aged children, and in adult classes. was active as a communion minister, a teacher in the religious education classes, and also coached and played in the adult softball leagues. After staying at home with our three children, when I, chose to return to work, I did so in the Catholic Schools where I taught for 18 years.

We have enjoyed our time at. St. Bridget's. During the years, we have seen remarkable growth in our parish. We have seen the religious education programs grow from a small plan into a focused and truly remarkable program the leads young people to a deep understanding and appreciation of their faith heritage. We have seen many programs presented for the adult population as well. When we first arrived in Lindstrom, it was a community with strong Swedish roots. The community of Lindstrom was concerned about the Catholic Church, but soon learned it had nothing to fear. We have seen strong and lasting relationships with the other churches in the area, and regular meeting scheduled for the pastors from all of the churches. Father Wehmann chooses not to participate in those meetings.

When Father Mark Wehmann came to St. Bridget's, we were a cohesive and welcoming community that was inclusive. Since the time that Father Wehmann arrived, we have seen many negative and insulting things coming from him. Father Wehmann appears to be arrogant when one tries to speak with him, as if he is very unsure of himself. At Sunday masses, he makes insulting comments to all present about parishoners who may arrive a couple minutes late. The service on Holy Thursday evening was very disappointing for us because all of the people who were having their feet washed were male, and Father Wehmann did all of the washing of the feet. We at St. Bridget's have a long history of being inclusive at this service, which means that men, women, young adults and senior citizens participated both in having their feet washed and then in turn washing someone else's feet. At the Holy Saturday service, Father Wehmann came down from the altar and asked a Mother to remove her child from the service. And what did Jesus say about the children? Jesus said "let them come to me".

The two of us have been the coordinators for the Prepare Program for Engaged Couples.

We have been involved in the program for about 14 years, the last five of which we were the coordinators. We have approached Father Wehmann about the program, and about meeting with him. We have tried to talk with him several times, and we always feel rather insulted with his responses. At this time, we still have not met with him. He often acts and speaks arrogantly, as though he does not have the time of day for us. We also see this reaction in his interactions (or lack thereof) with others.

Recently the area around the altar has been changed. The communion ministers are no longer there to receive the chalices and plates containing the Body and Blood of Jesus. They are all crowded at the area to the side and off the altar area. It almost looks like a three ring circus as they go about receiving the chalices and plates. The area where they are standing can realistically only handle about 6 people, not the 12 or so who are there. It seems to us that this is not at all respectful of the holiness and the sacredness of the occasion. The people of St. Bridget's are not happy with this change. Some of them have expressed their feelings and they are ignored.

Perhaps our main concern in writing this letter is the exodus of people from St. Bridget's that we see. We would guess that approximately 20% of the people who were regularly attending St. Bridget's are no longer there. Many of these people are those who over the years have been very active in the ministries of the parish. Many of them do not want their children exposed to any more of the negative behaviors.

Please know that we take this letter very seriously. We are not in the habit of causing trouble when none exists. We are concerned for the future of St. Bridget's, and we are concerned for the spiritual welfare of all of the Catholics. We are senior citizens and we have many friends who are also senior citizens, and many friends of all other ages. Many of them are to the point where they will no longer monetarily support St. Bridgets's. Many are already going to other parishes for spiritual enrichment. Please accept this letter in the spirit it was offered: we are concerned for the future of St. Bridget's.

You may respond to this letter at the following address:

You may also phone us at either of these two numbers:

Respectfully,



# Archdiocese of Saint Paul and Minneapolis

Office of the Archbishop Most Reverend John C. Nienstedt

June 8 2010

Dear

I am in receipt of your recent letter, describing the situation as you have experienced it at the Church of St-Bridget in Lindstrom. I have directed a member of my staff to contact Father Wehmann and to discuss the points you raised with him.

With every good wish, I remain

Cordially yours in Christ,

The Most Reverend John C. Nienstedt Archbishop of Saint Paul and Minneapolis

/dkt

Most Reverend John C. Nienstedt 226 Summit Avenue St. Paul Minnesota 55102

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You may respond to this letter at the following address:

You may also phone us at either of these two numbers:

Respectfully,

7/1/10 Phone conversation no Requested he do some more entense mentoring w/ Fr. Wehmann over next 2 months. Sent photocopies of letters / e-mail that were received here in may/June.

CONFIDENTIAL - Filed Under Seal

ARCH-005081

# Promoter of Ministerial Standards Office St. Paul/Minneapolis Archdiocese

(Please use this form or your form providing this information.)

This is to confirm that	Mark	Wehman	<i>M</i> h	as attended		
and satisfactorily participated in his Support Group on the below listed dates for the						
three month period of	H - 0	lugust		of the year		
<u> 2010</u> .		•				
Dates:						
1. 3/17			· 			
2. 4/26	T'		<b>-</b>			
3. 6/24 NO May Me			_			
7/21						
For Peter g. Will:		8	124/2010			
Signature of Support Group	p Leader		Date			

Send to:

Promoter of Ministerial Standards Archdiocese of St. Paul/Minneapolis 226 Summit Avenue St. Paul, MN 55102

#### OFFICE OF THE CHANCELLOR FOR CIVIL AFFAIRS

# ARCHDIOCESE OF OF SAINT PAUL & MINNEAPOLIS

# **MEMORANDUM**

Date: September 16, 2010

To: Very Reverend Peter A. Laird

Cc:

From: Andrew J. Eisenzimmer

Re: Reverend Mark Wehmann

On Wednesday, September 15th, I spoke with who is an administrative assistant at the Church of St. Bridget in Lindstrom. She expressed some concerns about Father Mark Wehmann.

is bringing a new concern to our attention; it is not one which has been related earlier. But it is similar to other concerns which have arisen at St. Bridget and similar to concerns which were previously raised about Father Wehmann at Epiphany.

was recently working along with Father Wehmann to get some things ready for a parish block party. mentioned to Father Wehmann that on the previous Friday her son, who is a high school senior, had attended an event at which Father Wehmann was present. Father Wehmann responded to and said he knew who the person was who she was indicating was her son.

Father Wehmann then began to say things to , remarking that her son was "good looking" and also he indicated that if he was gay her son would be someone he found attractive. Father Wehmann made other comments as well.

found these comments disturbing and prayed over the weekend about what to do. As a result, she decided to make these matters known.

emphasizes that she gets along well with Father Wehmann, but that she is disturbed by his comments and she worries because she had other doubts about Father Wehmann because of what she sees in that he gravitates toward kids and is somewhat off the wall. She has been willing to give him the benefit of the doubt but is now more concerned based on these comments.

226 Summit Avenue | Saint Paul, MN 55102-2197 | T: 651.291.4405 | F: 651.290.1629 | www.archspm.org | eisenzimmera@archspm.org

This report by comes after we've received a number of reports from that parish about actions and comments by Father Wehmann which have made people uneasy and suspicious. Another report came in at the same time as but I'm trying to reach that person. That report may have come to our attention earlier.

My conclusion is that we need to do something in this instance. I do not believe this is a simple matter of some sort of fraternal correction. Father Wehmann had these problems at Epiphany and they were addressed. These latest concerns coming to our attention suggest to me that he does not understand how his actions and comments impact on people.

I would urge you to consider some sort of evaluation of Father Wehmann to determine if he still is clueless about his actions and their impact on others. I assume he is working with a therapist, so that would be a place to start. As part of that process, we need to consider whether we can let him remain in that parish or whether we need to consider removing him. There is no right or wrong answer to that question, but we do want to operate out of an abundance of caution.

I know that there is some question about who might be available to confront Father Wehmann about any of these matters, and I assume your preference is to have a priest do that. I would suggest, however, that you consider having Tim Rourke meet with him, since Tim has Father Wehmann in the POMS program, and then determine from there if we should do an evaluation.

## Promoter of Ministerial Standards Office St. Paul/Minneapolis Archdiocese

(Please use this form or your form providing this information.)

This is to confirm that En Mark Well	lmann has
attended Spiritual Direction on the below listed da	tes for the three month period of
april-October	the year of $20/0$ .
1	
Dates:	
1. april 16 July 29	····
2. Mary 13 Sept 2	
3. July 1 Oct 25	
Andrew of Centers	10-25-10
Signature of Spiritual Advisor	Date

Send to: Promoter of Ministerial Standards Archdiocese of St. Paul/Minneapolis 226 Summit Avenue

St. Paul, MN 55102

## Piche, Most Reverend Lee A.

From:

Anderson, Lorna

Sent:

Wednesday, November 03, 2010 10:30 AM

To:

Piche, Most Reverend Lee A.

Subject:

FW: St. Bridgets of Sweden Church in Lindstrom

Lorna Anderson Administrative Assistant to the Auxiliary Bishop Lee A. Piché The Archdiocese of Saint Paul & Minneapolis 226 Summit Avenue Saint Paul MN 55102 P: 651-291-4521

F: 651-290-1629 andersonl@archspm.org

"Whoever believes in me will do the works that I do, and will do greater ones than these" (John 14:12)

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----Original Message----

From:

Sent: Wednesday, November 03, 2010 9:58 AM

To: Bishop Piche

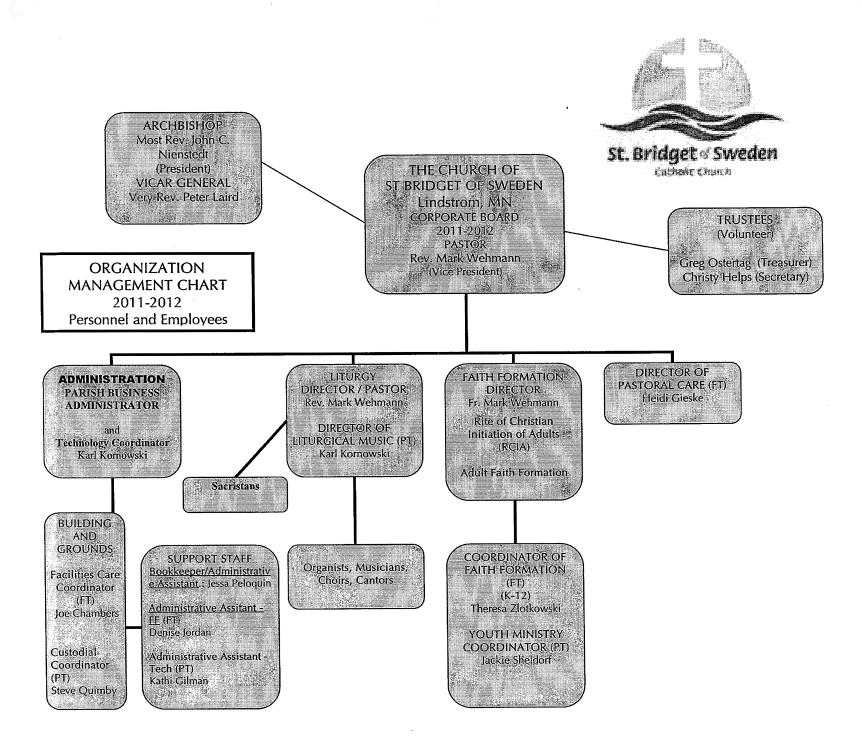
Subject: St. Bridgets of Sweden Church in Lindstrom

Dear Bishop Piche,

I normally do not express my opinions about things with the church, but this time I will speak up. My name is I am 42 years old and married for 19 years with a 17 year old son, I have been a catholic my whole life, and have raised my son in the catholic religon. I was a proud parishiner of St. Bridgets of Sweden church in Lindstrom for the past 14 years. I have been praying about our new priest Father Weymann for the past year, and all the changes he has brought to our church, I have not agreed with some of them, and have continued to be a part of the church until yesterday.....

I have been an active volunteer with a program called Anonymous Santa Program, we provide non-violent toys & clothing for children in the Chisago County area. This program has been around for 25 years, and is a well runned non-profit organization. For the last 10 years that I have been volunteering with this program and so has St. Bridgets. I asked for Father weymanns support again this year (not financial) to put toy boxes out for 2 weeks so our parishoners have a place to donate to the program, in the past we have been one of the biggest churches in our area donating to the program, it is a wonderful community effort that pulls us all together to help these children in our neighborhoods. He said he will not support us this year, I asked why??? he said the church is not a place to offer the opportunity to donate, then talked down to me in condensending tone of give me a good reason why I should let you do this in my church???? I said because I grew up with a caring, and giving catholic belief that we should help others who are in need, and it makes parishoners feel good to give at church. He said there are other places in town to donate, have them drop it off at the bank..... I was just shocked at what came out of his mouth. So by him saying this to me that my church will not be involved in this wonderful program I guess I have decided to move to the Catholic Church in Fores Lake, until the love and compassion and the good feeling of community involvement are back at St. Bridgets. He has turned the church into a cold church, look at our numbers, we have lost parishoners/office staff that has been there for over 20 years. Father Al Bachmann brought so much warmth and love, charity & more in donations than Father Weymann ever will... We are a small town church that enjoys & needs community involvement, maybe he should go do his training at a big city church. I am sorry I am just very upset about all this, and father Weymann knows I told him all this yesterday... If you have any questions or concerns about what I have written, I would love to hear from you..

May god bless you in all the work you do for our churches...



#### Piche, Most Reverend Lee A.

Subject:

Follow up to Meeting with Father Wehmann on May 25

Hi Mary,

We had a very good meeting this afternoon. Father Laird and I learned that Father Mark Wehmann is finding a great benefit in the mentoring you are offering him, and he expressed his gratitude for the opportunity of having your help. He indicates that he has gained greater self-understanding, that he is able to work with you on a basis of a strong sense of trust, and that the interaction with staff and trustees has been productive.

It is our understanding, from a comment he relayed from you about being at approximately a "half-way" point in arriving at the necessary understandings and getting processes in place, that the current arrangement will continue, possibly for as much as another three months. Is that your understanding? Father Laird and I are supportive of the proposal to continue, since the results thus far are very promising.

On the issue of the collections, we stated that with regard to the USCCB National Collections, the proposal of sending donations to those collections from a general fund collected through a monthly envelope for "community giving" is not acceptable. If he wants to use such an envelope for charitable giving initiatives agreed to by the parish (through the appropriate channels, i.e. council) where the understanding is clear that the determination for distribution of funds is left to the discretion of the pastor or to some committee – and the donors understand this and agree to it before making their gift – then fine. But the nature of the national collections, or other special collections mandated by the Archbishop (e.g. seminary, cathedral, disaster relief), need to be separate, so that the donors can choose to contribute or, more importantly, not contribute to each specific collection as they so choose. Whether the parish participates in each and every one of those collections is a prudential pastoral decision which ideally would be discussed with advisors – a council or trustees. Also, how each collection is done is also a prudential decision – e.g., a second passing of the collection basket during Mass, envelopes placed in the back of church to be taken home and dropped in the usual collection the following weekend, or some other method – as long as the method preserves the connection between the donor and the donor's intention for the use of the donation.

Thank you again for the good work that you and Father Wehmann are doing together. Father Laird and I spoke briefly about the possibility of having another "check in" meeting in early September, after I have returned from my vacation in August.

Also, I failed to mention this to Father Wehmann at the end of our meeting today: if either he or you need to consult with me on any aspect of what you are working on at any time, please do not hesitate to call me or contact me by email. I believe the same is true for Father Laird.

+Bp. Lee Piché

Fr. Mark Wehman File.

# Memo

To: Archbishop John Nienstedt

Cc Fr. Lee Piche, Fr. Peter Laird

From: Fr. Eugene Tiffany

Re: Life and Ministry of Priests

Date: November 10, 2010

Yesterday, November 9, 2010, Karl Kornowski, Parish Administrator and Choir Director from St. Bridgette of Sweden called me for an appointment. I met with him at 12:00 pm in my office. Fr. Wehmann is beginning his third year as Parochial Vicar.

The following represents significant areas of concern that have become major issues:

Karl is deeply concerned that many long-time parishioners, choir members, catechists, and pastoral ministers have simply left the parish and have found a home in other Catholic Churches in the area. Some of them have stayed in town only to join a non-Catholic community. They have voiced their concerns to Fr. Wehmann, but he is unable to respond to their concerns or discuss how he might make some changes. He is rather defiant as the parishioners voice their concerns. He gets angry with those who have left, but has little to do with them, once they are gone.

His pastoral skills are without effect. People who need a pastoral presence are shocked at his lack of self-awareness and his negative impact on people who come to him with a pastoral or family concern. An example of this is manifested by an elderly woman who received communion and stumbled as she turned to go back to the pew. She fell and was unable to get up. Fr. Wehmann stopped to pick up the pieces of the Eucharist that had fallen, but someone else had to help her get up. He seemed less concerned for her welfare. This woman is about 80 year old,

The kind of behavior that got him into trouble at Holy Trinity has reappeared at St. Bridgette of Sweden. His has been somewhat preoccupied with a number of grade school children whom he has befriended. There is a boy in the parish whose presence and his innocence has caught Fr. Wehmann's attention. He is an attractive young man whom Fr. Wehmann has befriended. When the mother of this young man came up to her son at a football game, Fr, Wehmann commented that if he (Fr. Wehmann) was a gay man, her son would catch his eye.

What do you want to do? It is obvious that Fr. Wehmann's presence in this parish or any other parish is a disaster.

## Piche, Most Reverend Lee A.

To:

Subject:

RE: St. Bridget of Sweden/Lindstrom

Dear

Thank you for your message. I very much appreciate having your perspective on the matter that was brought to my attention last week. Thank you for your kind words in support of Father Wehmann.

In Christ and Mary,

+Bp. Lee Piché

From: Anderson, Lorna

Sent: Thursday, November 11, 2010 11:48 AM

To: Piche, Most Reverend Lee A.

Subject: FW: St. Bridget of Sweden/Lindstrom

Lorna Anderson
Administrative Assistant to the
Auxiliary Bishop Lee A. Piché
The Archdiocese of Saint Paul & Minneapolis
?26 Summit Avenue
Saint Paul MN 55102
P: 651-291-4521
F: 651-290-1629
andersonl@archspm.org

"Whoever believes in me will do the works that I do, and will do greater ones than these" (John 14:12)

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rom:

ent: Thursday, November 11, 2010 11:43 AM

To: Bishop Piche
Subject: St. Bridget of Sweden/Lindstrom

Dear Bishop Piche,

My name is and I am 68 yrs old and have been a member of St. Bridget of Sweden since 1947. I serve the parish as a Sacristan, altar server, Eucharistic minister, dish washer, and for the past several years, as a Trustee.

I was sent a copy of a email that was sent to your office from a parishioner, on 11/3/10. Her email to you has prompted me to add a little perspective to the this situation that she brings forward to you.

I personally do not know this other than to say hello. I cannot dispute anything she wrote other than to say, that I believe this is an over reaction on her behalf. We are chosing and redefining what is and what is not to be offered in our narthex. We do not want to re invent the wheel and offer community charities that are already well taken care of in Lindstrom. The narthex should be available for visiting, sharing parish events information and volunteer opportunities for St. Bridget's.

All the changes that were mentioned to you by including reduction of staff, physical changes to the parish have not affected our parishioners negatively. Our changes have been well received by the majority. Fr. Wehmann has brought to us a new vision and above all his love for the Church. His love for the Church and its teachings have strengthened our parish, as Trustee I am profoundly grateful to Fr. Wehmann. In the past years we have not had a strong challenge to grow in the TRUTH of our faith, we have that now in Fr. Wehmann.

In closing, I would like to say that in time, those few parishioners that are disheartened, and they are in the minority will come to know and value Fr. Wehmann. There is a growing sense of positive things happening here at St. Bridget's and I am confident that we are a stronger parish today.

In Christ, thru Mary

Trustee, St. Bridget of Sweden, Lindstrom

#### OFFICE OF AUXILIARY BISHOP LEE A. PICHÉ

ARCHDIOCESE - OF ----SAINT PAUL & MINNEAPOLIS

#### **MEMORANDUM**

Date:

November 11, 2010

To:

Archbishop John C. Nienstedt

From:

Bishop Lee Piché

+ Zar

Re:

Father Mark Wehmann

Archbishop, I received the attached e-mail message from a parishioner and Trustee from Saint Bridget of Sweden. Your instincts about giving Father Wehmann the benefit of the doubt seem greatly supported by the observations of this Trustee.

Sent: Thursday, November 11, 2010 11:43 AM Dear Bishop Piche,

and I am 68 yrs old and have been a member of St. Bridget of Sweden since My name is ( 1947. I serve the parish as a Sacristan, altar server, Eucharistic minister, dish washer, and for the past several years, as a Trustee. I was sent a copy of a email that was sent to your office from a parishioner, on 11/3/10. Her email to you has prompted me to add a little perspective to this situation that she brings forward to you.

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In Christ, thru Mary

Trustee, St. Bridget of Sweden, Lindstrom

Att: By Pidie
Please at this information
to In Kettock. I asked win to
speale w/ In Wehman 15m

226 Summit Avenue | Saint Paul, MN 55102 | T: 651-291-4521 | F: 651-290-1629 | <u>www.archspm.org</u> | andersonl@arch<mark>s</mark>pm.org



#### St. Paul/Minneapolis Archdiocese Promoter of Ministerial Standards 11/22/2010

Archbishop John C. Nienstedt 226 Summit Avenue St Paul, MN 55102

Dear Archbishop Nienstedt

You will find attached a monitoring plan on Fr. Mark Wehmann. Fr. Wehmann was involved in several instances of immature behavior with children that made both the children and their parents uncomfortable. The behavior never reached the level of being criminal but significant enough for the Archdiocese to intervene. I have attached a report on Fr. Wehmann's compliance during the past year for your review. He will be entering his second year of monitoring under the POMS program. I am now presenting this for your approval or for any changes you would like to make on this plan. I would suggest that you mark one of the spaces below and return to myself at your earliest convenience.

1I support this plan as is
2I support the plan with the following specific change(s)
3I want to talk with you about this before I am ready to approve this
Archbishop John C. Nienstedt
Date:
Respectfully
Tim Rourke Promoter of Ministerial Standards
C: Father Kevin McDonough

The Chancery. 226 Summit Avenue, St. Paul, MN 55102. email: POMS@archspm.org

651-291-4449



#### St. Paul/Minneapolis Archdiocese Promoter of Ministerial Standards Annual Report 11/22/2010

NAME: Fr. Mark Wehmann

LEVEL OF MONITORING: Misconduct; Level 2

DATES OF MONITORING: 12/16/09 to 12/15/10

CONTACTS: I have had five face to face contacts with Fr. Wehmann during the past year of monitoring. These have taken place at his parish residence in Lindstrom as well as his office at St Bridget's in Lindstrom.

MONITORING PLAN SPECIFICS: Fr. Wehmann has complied with all of the monitoring criteria, to the best of my knowledge, during the past monitoring period.

- 1. I have received confirmation from Fr. Peter Williams attesting to Fr. Wehmann's regular monthly attendance with their priest support group.
- 2. I have received confirmation from Fr. Andrew Cozzins attesting to Fr. Wehmann's regular monthly contact with him for spiritual direction.
- 3. Fr. Wehmann reports that he continues to make every effort possible to limit any one on one contact with minors except for the sacrament of penance.
- 4. Fr. Wehmann has met with me when requested and has been candid in our conversations.

SUMMARY: Fr. Wehmann was ordained in 2003. A complaint was received at the Chancery in February of 2005 that when assigned to Holy Trinity in South St Paul he had touched a minor female in a manner that made her uncomfortable. This was not viewed as illegal or criminal; however, an officer from the local police spoke to him whereupon he appeared humbled and humiliated.

He was eventually assigned to Epiphany in Coon Rapids where in 2006 a teacher at the school observes Fr. Wehmann interacting with children in an immature and potentially inappropriate manner. This behavior was referred to child protection in Anoka County but never approached behavior requiring their involvement. Fr. McDonough at this time asked Fr. Wehmann to undergo a psychological evaluation with Dr. Barron. Dr Barron did not see any sexual attraction to children on Fr. Wehmann's part, but did believe he needed to address issues of appropriate boundaries and his own sexual maturity. Fr. Wehmann is referred to Dr. Seabloom at this time for counseling. He completed this counseling in November of 2009 with Dr. Seabloom believing he had made significant improvements in understanding those issues. This was reaffirmed by a second evaluation by Dr. Barron.

Fr. Wehmann has been pastor at St Bridget's for over one year now. He has had growing pains as this is his first assignment as a pastor. He made some unpopular changes in the church and with his staff. He seems to have been able to overcome those issues and now seems more comfortable. He fears he may have lost parishioners due to his particular style but continues to be assured by his brother priests that

The Chancery, 226 Summit Avenue, St. Paul, MN 55102. email: POMS@archspm.org

651-291-4449

this is not an uncommon occurrence. He enjoyed ministering to children and still does some work with them through the religious education programs. He continues to find it disheartening to not be able to work with them individually. He does seem to realize his past behavior, at least for now, makes it prudent on his part as well as the Diocese for him to avoid those situations.

Fr. Wehmann contends that he has an active social life. He has relished his involvement with his support group and has disclosed his misconduct to them. His prayer life is significantly improving with spiritual direction. He feels he is continuing to meet the expectations of being a pastor and claims he uses all the support he can get from others surrounding him. He also seems to understand the need for continued monitoring. He has signed his agreement for monitoring to continue.



St. Paul/Minneapolis Archdiocese Promoter of Ministerial Standards

> Annual Report 11/22/2010

NAME: Fr. Mark Wehmann

LEVEL OF MONITORING: Misconduct; Level 2

DATES OF MONITORING: 12/16/09 to 12/15/10

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masturing. Work.

CONTACTS: I have had five face to face contacts with Fr. Wehmann during the past year of monitoring. These have taken place at his parish residence in Lindstrom as well as his office at St Bridget's in Lindstrom.

MONITORING PLAN SPECIFICS: Fr. Wehmann has complied with all of the monitoring criteria, to the best of my knowledge, during the past monitoring period.

- 1. I have received confirmation from Fr. Peter Williams attesting to Fr. Wehmann's regular
- monthly attendance with their priest support group. COZZENS

  2. I have received confirmation from Fr. Andrew Cozzins attesting to Fr. Wehmann's regular monthly contact with him for spiritual direction.
- Fr. Wehmann reports that he continues to make every effort possible to limit any one on one contact with minors except for the sacrament of penance.
- 4. Fr. Wehmann has met with me when requested and has been candid in our conversations.

SUMMARY: Fr. Wehmann was ordained in 2003. A complaint was received at the Chancery in February of that when assigned to in he had touched a minor female in a manner that made her uncomfortable. This was not viewed as illegal or criminal; however, an officer from the local police spoke to him whereupon he appeared humbled and humiliated.

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The Chancery, 226 Summit Avenue, St. Paul, MN 55102. email: POMS@archspm.org

651-291-4449

Fr. Wehmann has been pastor at St Bridget's for over one year now. He has had growing pains as this is his first assignment as a pastor. He made some unpopular changes in the church and with his staff. He seems to have been able to overcome those issues and now seems more comfortable. He fears he may have lost parishioners due to his particular style but continues to be assured by his brother priests that this is not an uncommon occurrence. He enjoyed ministering to children and still does some work with them through the religious education programs. He continues to find it disheartening to not be able to work with them individually. He does seem to realize his past behavior, at least for now, makes it prudent on his part as well as the Diocese for him to avoid those situations.

Fr. Wehmann contends that he has an active social life. He has relished his involvement with his support group and has disclosed his misconduct to them. His prayer life is significantly improving with spiritual direction. He feels he is continuing to meet the expectations of being a pastor and claims he uses all the support he can get from others surrounding him. He also seems to understand the need for continued monitoring. He has signed his agreement for monitoring to continue.



## St. Paul/Minneapolis Archdiocese Promoter of Ministerial Standards 11/22/2010

Archbishop John C. Nienstedt 226 Summit Avenue St Paul, MN 55102

Dear Archbishop Nienstedt

You will find attached a monitoring plan on Fr. Mark Wehmann. Fr. Wehmann was involved in several instances of immature behavior with children that made both the children and their parents uncomfortable. The behavior never reached the level of being criminal but significant enough for the Archdiocese to intervene. I have attached a report on Fr. Wehmann's compliance during the past year for your review. He will be entering his second year of monitoring under the POMS program. I am now presenting this for your approval or for any changes you would like to make on this plan. I would suggest that you mark one of the spaces below and return to myself at your earliest convenience.

•	
1. X I support this plan as is	
2I support the plan with the following specific change(s)	
3I want to talk with you about this before I am ready to approve this	
Archbishop John C. Nienstedt	
4Xhr Newsteel	
Date: 11-30-10	
Respectfully Tim Rourke Promoter of Ministerial Standards	

C: Father Kevin McDonough

The Chancery, 226 Summit Avenue, St. Paul, MN 55102. email: POMS@archspm.org 6

## Piche, Most Reverend Lee A.

To: Subject:

Your message of November 3

November 23, 2010

Dear

Thank you for your e-mail message of November 3<sup>rd</sup>. Please forgive me for the long delay in responding. I have been on the road a lot this month, including a week-long meeting with the Bishops Conference, and have had very little time to answer phone calls, letters, and e-mail messages.

Thank you for making us aware of your concerns about Father Wehmann and Saint Bridget's parish. We will discuss those concerns with Father, and hopefully you will see some improvements. Our priests are definitely not perfect, so we greatly appreciate any prayers you can offer for them, and for the bishops as well, as we try to serve God's people.

Again, thank you for taking the time to send me your message.

Sincerely yours in Christ,

+Most Reverend Lee A. Piché Auxiliary Bishop of Saint Paul and Minneapolis



December 9, 2010

Most Reverend John Nienstedt, S.T.D. The Archdiocese of St. Paul and Minneapolis The Chancery 226 Summit Ave. St. Paul, MN 55102

Dear Archbishop Nienstedt,

I am writing to you in regard to the Institute for Priestly Formation program, "Spirituality and Theology of Diocesan Priesthood: A Training Program in Spiritual Direction". This is a three year program meeting three times a year begin in May 2011. I am asking for a letter of recommendation from you as apart of my application process for this program.

I have talked with my priest support group and Fr. Cozzen, my Spiritual Director, and they see that I would benefit from this program in many ways. Also Fr. Becker recommends this program for the adjunct Spiritual Directors at St. John Vianney Seminary, of which I have been for the last three years.

Regarding the annual cost of the \$1,950 for the program, I am planning on covering the cost myself along with some help from the parish.

The letter of recommendation is to be address to: Kathy Kanavy The Institute for Priestly Formation 2500 California Plaza Omaha, NE 68178-0300

Archbishop Nienstedt if there are any questions or concerns please contact me. Thanks for your time and consideration.

In Christ, Mark Wehmann

(Rev.) Mark Wehmann St. Bridget of Sweden 13060 Lake Blvd

Lindstrom, MN 55045



# Archdiocese of Saint Paul and Minneapolis

Office of the Archbishop Most Reverend John C. Nienstedt

December 15, 2010

Reverend Richard Gabuzda Executive Director The Institute for Priestly Formation 2500 California Plaza Omaha, NE 68178-0300

Dear Father Gabuzda,

With this letter, I give my recommendation for Fr. Mark Wehmann, a priest of the Archdiocese of St. Paul/Minneapolis, to attend the upcoming IPF-spiritual direction training program at Mundelein seminary:

I understand that this program requires the participant to be at Mundelein seminary for three weeks each year, beginning in May of 2011 and concluding in January of 2014.

With continued blessings on your efforts to promote the Catholic faith and the spiritual health of the Church, I remain,

Fraternally yours in Christ,

The Most Reverend John C. Nienstedt Archbishop of Saint Paul and Minneapolis

/tds

cc: The Reverend Mark Wehmann

Shall I dreft a letter of Recommendating same as Fr. ?

Please

## St. Paul/Minneapolis Archdiocese Promoter of Ministerial Standards Monitoring Criteria

		12/1/0	12/12
For:	Mark Wehmann	From: 12/16/09	To: 12/13/10
		·	

Plan Manager: <u>Fr. Kevin McDonough</u> Monitor: <u>Tim Rourke</u> Reason For Monitoring: <u>Appropriate</u> Boundaries

Monitor meetings: Minimum Quarterly

#### Monitoring Criteria

- 1. The Clergy Review Board recommendations of 3/25/08 states that 1. Fr. Wehmann be allowed to continue in ordinary ministry that does not involve regular contact with minor children. This provision should not be interpreted as prohibiting Fr. Wehmann from interacting with children in typical parish settings with parental or other adult involvement and participation or administering sacraments to children. 2. That this recommendation be disclosed to the pastor and board of trustees of any parish to which Fr. Wehmann is assigned. 3. That Fr. Wehmann continue his regular course of psychotherapy, work with a spiritual advisor, and participate in a regular support group of priests. 4. That Fr. Wehmann be referred to the POMS program for development of a monitoring plan consistent with the terms of this recommendation; and 5. That this matter be returned to the review board for review in three years for a determination of whether this recommendation should be continued, modified or terminated.
- 2. Fr. Wehmann will provide the name of his therapist he is seeing based on Dr. Barrons recommendation. He will sign any releases necessary for POMS to receive information regarding his attendance and Progress in counseling. Fr. Wehmann has been involved in counseling with Dr. William Seabloom. He will continue in this counseling endeavor until Dr. Seabloom indicates that he has completed it satisfactorily.
- 3. Fr. Wehmann will provide POMS with the name of a contact in any support group he is involved with. He will sign any necessary releases for POMS to receive information regarding his attendance and participation..
- 4. Fr. Wehmann will maintain regular contact with a spiritual advisor. He will sign any necessary releases for POMS to be appraised of his attendance.
- 5. Fr. Wehmann will make disclosure with those professionals who should be aware of questions surrounding his history if requested to do so by the Archdiocese. This would most likely include the director of religious education, the youth minister and the principal of the school if there is one attached to his parish assignment.
- 6. Fr. Wehmann will minimize any one to one contact with minor children. He should limit that work to the sacrament of penance as much as is possible.
- 7. Visits by the Promoter of Ministerial Standards for the Archdiocese at the living location, work sites and social areas may be made

From:

To

- 8. Risk monitoring evaluation/assessment on an annual basis will be done with an appropriate Diocesan official
- 9. Any material deviation from or violation of any of the monitoring criteria will result in an immediate report to the Vicar General and/or the Archbishop for determination and investigation and, if warranted, suspension of ministry, and referral to the Clergy Review Board for further recommendation to the Archbishop concerning continuation of ministry.
- 10. Any disputes about this monitoring plan maybe submitted to normal canonical review
- 11. Fr Wehmann is to completely fill out the "Intake Data" form and appropriate information release forms allowing POMS to release pertinent file information and for reports from evaluators and therapists to be received
- 12. Fr. Wehmann is to let POMS know of any change in address, phone numbers or other significant changes in his life.
- 13. A photocopy of this form will be considered the same as the original.

By our signatures, we acknowled Fr Marh Wohmann Individual	dge criteria to be monitored.  12/16/09  Date  Archdiocesan	official Date
POMS Monitor	13/15/09 Date	
Acknowledge receipt of copy:	Fr Mark Wohmann Individual	12/16/09 Date

(POMS 022305

## St. Paul/Minneapolis Archdiocese Promoter of Ministerial Standards Monitoring Criteria

For:	Fr. Mark Wehmann	From:	12/15/10	To:	12/14/11
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Plan Manager: <u>Fr. Kevin McDonough</u> Monitor: <u>Tim Rourke</u> Reason For Monitoring: <u>Appropriate</u> Boundaries

Monitor meetings: Minimum Quarterly

#### Monitoring Criteria

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- 5. Fr. Wehmann will minimize any one to one contact with minor children. He should limit that work to the sacrament of penance as much as is possible.
- 6. Visits by the Promoter of Ministerial Standards for the Archdiocese at the living location, work sites and social areas may be made
- 7. Risk monitoring evaluation/assessment on an annual basis will be done with an appropriate Diocesan Official

Page Two: Fr. Mark Wehmann From: 12/15/10 To: 12/14/11

- 8. Any material deviation from or violation of any of the monitoring criteria will result in an immediate report to the Vicar General and/or the Archbishop for determination and investigation and, if warranted, suspension of ministry, and referral to the Clergy Review Board for further recommendation to the Archbishop concerning continuation of ministry.
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- 11. A photocopy of this form will be considered the same as the original.

our signatures, we acknowle	edge criteria to	be monitored.		
Individual	Date		Archdiocesan Official	Date
POMS Monitor	Date			
cknowledge receipt of copy:		Individual		Date

(POMS 022305

## St. Paul/Minneapolis Archdiocese Promoter of Ministerial Standards Monitoring Criteria

For	Fr Mark	Wehmann	From:	12/15/10	To:	12/14/11
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Plan Manager: <u>Fr. Kevin McDonough</u> Monitor: <u>Tim Rourke</u> Reason For Monitoring: <u>Appropriate</u> <u>Boundaries</u>

Monitor meetings: Minimum Quarterly

#### **Monitoring Criteria**

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Page Two: Fr. Mark Wehmann

From: 12/15/10

To: 12/14/11

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- 11. A photocopy of this form will be considered the same as the original.

By our signatures, we acknowle		2 11	1 locks
to Welmann			A 10/29/10
Individual	Date / 10/29/10	Archdiocesan Officia	Date /
POMS Monitor	Date /		/ ,
Acknowledge receipt of copy:	Tww. Individual	angi	11/3/10 Date

(POMS 022305

## Piche, Most Reverend Lee A.

From: Sent:

Monday, December 20, 2010 7:50 PM

To:

Piche, Most Reverend Lee A.

Subject: Attachments: Concerned Catholics Letter to St. Bridget.pdf; ATT00001..htm

December 20, 2010

Bishop Lee Piche

226 Summit Ave.

St. Paul, MN 55102

## Dear Bishop Piche:

Recently, we received a letter from Fr. Wehmann at St. Bridget of Sweden Parish in Lindstrom, MN asking if we want to continue receiving envelopes and remain on the active parish list. The last entry on the questionnaire invited us to comment and asked if we wanted to talk with anyone. We have been encouraged to send our response to you.

We joined the parish five years ago because we were drawn by the spirit of hospitality, commitment to social justice and active participation of parishioners in liturgy and faith formation. During our five years with the faith family of St. Bridget, we were involved as Eucharistic Ministers, Sacristans, Altar Servers and members of

the Social Justice Council. We were co-facilitators of JustFAITH and New Wineskins. The following is our response! Thank you for your attention to this. Peace and Blessings for the Advent/Christmas Season!

Eucharist is the Source and Summit of our life! We love the church of Vatican II, in which the Church is "the people of God" and liturgy is "the work of the people". Since Fr. Wehmann arrived, we feel that the parish has been forced back into being the church of Vatican I. We grew up in this model and do not want to regress into liturgy being Father's show and the church being Father's. It has become painful for us to celebrate Eucharist at St. Bridget. Because we were leaving Mass each week feeling sad and angry, we have been celebrating happily at St. Genevieve in Centerville with Fr. Tom Fitzgerald.

We miss the greater community of St. Bridget, which has become our faith family. The JustFAITH and New Wineskins communities, committed to working for justice and peace, proved to be a life transforming catalyst. Our newly formed Mission Based Community is a dynamic support group for addressing local, state, national and international needs. We did not feel support for our effort to make a positive change in our world by applying Gospel values to our daily living, particularly focusing our efforts toward those who are poor, vulnerable and whose voices are not heard in our culture. Representatives from the diocesan office of social justice came to our parish several times to work on goal setting with the parish social justice committee. They received no support from Fr. Wehmann. The inability to get even one intention mentioned in the prayers of the faithful speaks volumes to his priorities. The parish social justice committee quickly got the message from Father Wehmann's SILENT attendance and has dissolved.

It is not our vision to be characterized simply as "Defenders of the Faith". We truly believe the church Jesus calls us to be, gives priority to the Beatitudes, the works of Matthew 25: 31–40, and the Catholic Social Principles as proclaimed in the Social Encyclicals.

We are in AZ during the months of January, February and March. If anyone wants to talk with us about these issues when we return, we are open to meeting with them.

فسأحه مس



**Archdiocese of Saint Paul and Minneapolis** 

ATTN: Department of the Auxiliary Bishop 226 Summit Avenue Saint Paul, MN 55102

**RE: Formal Complaint** 

Dear Bishop Piché:

I am filing this formal complaint to protect myself and other employees' jobs relating to what I feel are violations of MN Statutes and other Federal Laws. I contacted the Archdiocese several months ago to report an incident of sexual misconduct and harassment relating to the employees. I spoke with both Jim Lundholm-Eades and Andrew Eisenzimmer at the Chancery. Since then I have also met with Fr. Gene Tiffany and discussed my concerns regarding our Pastor Mark Wehmann's conduct at our Parish. Since the reporting of my claims, I am in constant fear for my job and position as there has been a negative change in Fr. Wehmann's interactions with me that I feel are directly related to my actions reporting to the Archdiocese. I am fearful I will be terminated, demoted or otherwise punished because of my good-faith reporting. My current role here is being changed and responsibilities are being taken away from me after reporting this incident to the proper Archdiocesan representatives.

I ask that you please respond to this formal complaint no later than January 21st, 2011 and I thank you for your prompt response to this issue.

Sincerely.

Karl Komowski, Parish Business Administrator
 St. Bridget of Sweden Catholic Church
 Lindstrom, MN 55045
 (651) 257-2474 ext 4

cc: Jim Lundholm-Eades



Catholic Church Box 754 Lindstrom, MN 55045

ADDRESS SERVICE REQUESTED



Archdiecese of St. Paul & Minneapolis
ATTN: Department of the Auxiliary Bishop
226 Summit Ave.
Saint Paul, MN 55102

55102+2121

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### **CONFIDENTIAL** -

SUMMARY AND ASSESSMENT OF THE CHURCH AND COMMUNITY OF ST BRIDGET OF SWEDEN REPLIES TO BISHOP PICHE FROM SOME PARISHIONER QUESTIONNAIRES – compiled by Mary L. Bosscher, Administration Consultant.

THE MOST IMPORTANT THING I WANT TO SAY TO BISHOP LEE A. PICHE' AND ARCHBISHOP JOHN NIENSTEDT ABOUT ST BRIDGET IS (I will personally make a list of all these quotes and submit them to Bishop Piche' — Mary B.):

- The potential is here at St. Bridget's to be the cohesive parish it once was. Through prayer and leadership, comes healing and newness. We are Church.
- Our pews used to be overflowing every Sunday. We had to drag extra chairs out and clean out the coat closet to make more room in the pews. There is never a problem finding a seat now. Treating us like we cannot think for ourselves is ruining the Catholic faith. This used to be a warm, vibrant, accepting community. Rethink what you are doing in the seminaries.
- Fr. Wehmann may be a spiritual priest, but not a good fit for this parish community. Too many outstanding parishioners and staff members have left the parish because of Fr. Wehmann.
- One of the saddest days at St. Bridgets' is when we lost Father Chuck Brambilla. Father Al Bachmann joined our 39 parish for a little while and then we received Father Wehmann. Three men, all different, but one stands out, Father Wehmann. He reminds me of Jesus and how, to be exact, was not welcomed. Simon invited Jesus to his house. While Jesus was seated with the guests at the meal, a woman held in low esteem by others in the town entered Simon's house, approached Jesus, started weeping on Jesus' feet and wiping those feet with her tears. Simon was scandalized. If Jesus were a true prophet, thought Simon, he'd know what kind of woman this was at his feet. Jesus knew exactly what Simon was thinking. So he decided to call Simon on his thoughts and judgments and he did so by pointing out some startling differences. Simon gave Jesus no greeting when he arrived, but this woman had not stopped embracing the feet of Jesus. Simon provide no water for the traditional ceremonial washing, but Jesus' feet were being bathed by the tears of this woman. Nor did Simon provide anointing oil for Jesus, but his woman, held in such low opinion by the town, had poured precious oil on the feet of Jesus. Simon provided no welcome to Jesus, this sorrowful woman could not, on the other hand, stop honoring Jesus and showing her love (Lk 7: 26-50). This points out the very human dimensions that lie at the basis of the community and the Church to which Jesus calls us: The capacity to welcome and accept each other as human beings and as brothers and sisters. Father Wehmann is a man that is so very prayerful, so community oriented and so full of life and love for all God's people. I don't think some of our parishioners have given him a chance to develop into the Shepherd that he so wants to be. It is so very hard for a parish to go from one Shepherd to another, with changes. And, not one wants to make changes. I feel Father Wehmann has done an exceptional job and is growing into a vibrant and very holy man. I think everyone needs to work on their people skills and Father Wehmann is trying, especially when someone is dealing with so many different people. Father Wehmann is truly a man of God and the people. He has opened up a lot since he first came and I think people who have left are now finding that out and are returning to St. B's. No one likes changes but change is good and I personally think that we have made wonderful changes and our parish has felt that and embraced it. Father Wehmann has helped me in my spiritual life, he has helped me see things that I did not see before. I truly hope he stays for a very long time. St. B's needs Father Wehmann and his holiness. My husband and I have truly welcomed him into our hearts and life. God Bless him.
- 11 We have lost so many good parishioners and would like to see St. Bridget's become a thriving, packed parish again that is a beacon of light in our community.

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REPLIES TO BISHOP PICHE

- Strong family church with many young families, but many families have stopped coming in the past year due to very conservative practice of the catholic faith. Need to be flexible to keep the families involved and stop losing members.
- Father Wehmann is doing a great job-he has the passion to get involved with how we can open our arms to those in the community and help where ever it is needed.
- Father Wehmann is a good priest and he came into a parish that was not following the rubrics of the Catholic Church. Even my teenage daughter could identify it in one mass. Parishes that have fallen away like that for a number of years are hard to get back on track. Many times the people of the parish may have been given to much authority to make decisions that should have been made by the pastor. St. Peter's also struggled with this and Father DeGrood had much work to do (but I don't think quite as much as in this parish). St. Peter's at least had adoration and many people going to confession. In my opinion Father Wehmann has a hard job but I am praying for him and our parish. I hope peoples' hearts are open to the truth myself included.
- We need your on-going presence and strong message which reinforces Catholic teaching. "Be not afraid" I loved what the Archbishop did with his message concerning same sex unions being delivered directly to each Catholic home.
- Eucharist is the Source and Summit of our life! We love the church of Vatican. II, in which the Church is "the people of God" and liturgy is "the work of the people". Since Fr. Wehmann arrived, we feel that the parish has been forced back into being the church of Vatican. I. We grew up in this model and do not want to regress into liturgy being Father's show and the church being Father's. It has become painful for us to celebrate Eucharist at St. Bridget. Because we were leaving Mass each week feeling sad and angry, we have been celebrating happily at St. Genevieve in Centerville with Fr. Tom Fitzgerald. We miss the community of St. Bridget, which has become our faith family, especially the JustFaith and New Wineskins community committed to working for justice and peace. Our Mission Based Community is a dynamic support group for addressing local, state, national and international needs. We do not feel support for our effort to make a positive change in our world by applying Gospel values to our daily living, particularly focusing our efforts toward those who are poor, vulnerable and whose voices are not heard in our culture. We truly believe this is the church Jesus called us to be with emphasis on the Beatitudes, the works of Matthew 25: 31–40, and the Catholic Social Principles as proclaimed in the Social Encyclicals.
- I would suggest that they consider developing standard job descriptions for all parish staff and pastoral positions. This I think would go a long way to solving the problem of change when a new Pastor is sent to a parish, and would make the change easier for the Pastor as well as the Parish.
- Saint Bridget's was torn apart as I stated above by the changes in priests. I understand there is a shortage of priests, but more care must be taken in assigning priests to the various parishes.
- Eucharist is the Source and Summit of our life! We love the church of Vatican. II, in which the Church is "the people of God" and liturgy is "the work of the people". Since Fr. Wehmann arrived, we feel that the parish has been forced back into being the church of Vatican. I. We grew up in this model and do not want to regress into liturgy being Father's show and the church being Father's. It has become painful for us to celebrate Eucharist at St. Bridget. Because we were leaving Mass each week feeling sad and angry, we have been celebrating happily at St. Genevieve in Centerville with Fr. Tom Fitzgerald. We miss the community of St. Bridget, which has become our faith family, especially the JustFaith and New Wineskins community committed to working for justice and peace. Our Mission Based Community is a dynamic support group for addressing local, state, national and international needs. We do not feel support for our effort to make a positive change in our world by applying Gospel values to our daily living, particularly focusing our

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REPLIES TO BISHOP PICHE

efforts toward those who are poor, vamerable and whose voices are not heard in our culture. We truly believe this is the church Jesus called us to be with emphasis on the Beatitudes, the works of Matthew 25: 31–40, and the Catholic Social Principles as proclaimed in the Social Encyclicals

- My decision to join the Parish of St. Bridget's of Sweden was due to months of prayer and intersession by Christ and the Holy Spirit. I have always been active in the parishes I belonged to and began to feel like "an island" in the midst of the congregation I had been a part of for many years. I was drawn to St. Bridget's, which is not much further travel time from my home then another parish, and each time I visited I was blessed to hear the "right readings", a homily that really inspired or helped me deal with my present point in my faith journey, friendly people who welcomed me, (I did not sit in the same place when I visited and my visits were at least a month apart), the different music styles at the services, a priest who taught people night prayer and stressed the need to receive the sacraments. The two main things which drove me to ask to join the parish were Fr. Wehmann, whose reverence for the Eucharist is captivating, and "Community" feeling no matter what service or day I attended or continue to attend. The Community shares their "little miracles" with each other, supports each other in prayer and other means. We are VERY BLESSED as a CATHOLIC COMMUNITY!!!
- I am thankful for Fr. Wehmann's presence at St. Bridget's. His reverence for the Eucharist and his desire to be in line with the Magisterium is such a blessing! Fr. Wehmann is very involved and present. He has taught me things, counseled me in time of need, and has been to our home for dinner. He also cares about what our women's study group chooses to study. In his homilies he challenges us and leaves us with thought-provoking questions. He, with humility, includes himself in those challenges and questions, as well.
- 9. The manner in which priests are instructed to "move into a parish" as pastor needs serious review. The damage done in the past two transitions that we have experienced would lead me to sorely question the methods being presented at the seminary and further promulgated by those in charge. All parishes, though all Catholic, have a unique personality which should be respected. Leadership should help each community grow and mature in their living out the Gospel and in being a reflection of the Holy Spirit in the world. This should include the notion that the Spirit may just have had a hand in the on going actions of a community and that leadership may need to learn from them.
- 32. I WAS OUT OF THE CHURCH FOR OVER 25 YEARS. FATHER WEHMANN WAS INSTRUMENTAL IN BRING MYSELF, ALONG WITH MY FAMILY, BACK INTO THE CHURCH. HE WAS VERY ACCEPTING AND EASY TO TALK TO REGARDING MY ABSENSE AND RETURN. HE HAS CHANGED MY FAMILY FOR THE BETTER BRINGING US CLOSER TO GOD.
- I have great and utmost respect for Bishop Piche'. I would want him to know that St. Bridget Catholic Church is 24. a proud, devout group of Catholics surrounded by a sea of devout Swedish Lutherans in the Chisago Lakes area. We actually like each other fairly well up here. I understand that the larger church is retrenching and trying to turn back to its pre-Vatican II approach. The world has changed, however. People have tasted the beauty of freedom, and the joy that comes from a personal relationship with Christ through involvement and empowerment. I understand that the aspect of letting go of control and trusting God is a core message in the Church and can be lost in the modern world. I also understand that a large part of the current Catholic Church's retrenchment is a reminder of the importance of giving up control and trusting God. I would say, however, that the Catholic Church is still comprised of humans, humans who are fallible, and whose spirits are only buoyed and strengthen by admissions of weakness and humanity by the Church's leadership. For example, it would help me greatly, as I believe it would help other faithful parishioners, to hear from our leader (singular) as to what steps the Catholic Church has taken, or is taking, to address past mistakes in the area of sexual abuse by our priests, such as what training programs have been put in place (not for parishioners, but the priests) , what screening methods have been implemented at the seminary, what efforts are being made to open a healing dialogue between the Church and not only those abused but also the rank and file faithful parishioner who have had to answer to our neighbors and put up with insensitive jokes for years, and what process will be followed if such abuse is alleged. Yes, the leaders of the Church need to be strong, but they also need to be human. Part of being human requires talking about one's faults and sharing struggles. This common humanity will lift our spirits and will create an

abundance of love and joy. The act or shaming people has no place in the church and is antithetical to everything about Jesus.

- 58. While we realize that Fr. Wehmann has his own challenges to overcome, it is hard to do the best job of a volunteer when we are never sure what he wants.
- 16. I firmly believe in the tradition and teachings of the Catholic church. However, I feel our Catholic priests need to improve upon how they take the word of God and 'bring it home' in the present, real world. I know my kids and I become numb to the bible readings and traditional sermons,— so taking the message of the Sunday readings and converting that to today's issues and world is critical to getting people to listen if you can't get people to listen to the message, they will not likely follow it. The Catholic church has been making lots of suttle changes to our Sunday mass many of them I don't really get the meaning or point of acceptance would greatly improve if we understood the meaning of the actions. Things I don't really care for much because I don't understand the meaning of the action— the time taken to wash the dishes following communion; the time taken to 'chat' when the gifts are brought to the alter; the unusually long silent times taken throughout the mass ceremony they seem awkward because of the length of time.
- 6. St. Bridget's needs to have the leadership that will unite the church community rather than divide it. The main focus should be on spiritual healing, the social well being of the community, volunteerism and giving of self to those with less rather than reverting back to old traditional methodologies that instill guilt, judgment and a narrow vision of what is morally and ethnically right and wrong. This direction is not effective and drives many good people away from the church.
- 33. We are struggling here at St. Bridget's. We've had many major changes over the past several years and are currently experiencing much strife. Please pray that the truth will be revealed, the difficult issues at St. Bridget's will be addressed, and appropriate action will be taken so we can begin to heal and focus on being a healthy parish community where parishioners can trust our leadership, be treated with respect, and grow together in our Catholic faith.
- 1. Bishop Piche' must have known about Fr. Wehmann's communication deficit and he still put him here with very little support. I would hope he would see the error in doing this and take steps that will prevent it from happening again. I am concerned for Fr. Wehmann and the parish if he does not get the help he needs. I hope He either gets some help or is move to a position where he has a greater chance for success
- 25. Do not close Saint Bridget's Parish, it is one of the last vestiges of spirituality!
- 65. Father's shortcomings should have been apparent and dealt with before he was assigned to any parish as pastor. This should be addressed in the seminary and certainly in the first parishes he served in.
- 73. I have grown to love St. Bridget's as my home parish as an adult. I went to St. Bridget's while growing up, left for about 7 years in early adulthood, had 1 child baptized there, communion, confirmations, etc. We have been blessed to have remarkable priests over the years since I have been back in 1985, all who have various unique gifts and talents, love of people, love of Catholic faith, and most importantly love, mercy and forgiveness of God. It has been amazing to see how much the St. Bridget's parish has grown over the years. Fr. Wehmann seems to connect with people of all ages. I like how he shares his life experiences, being transparent to the church members, his humor during mass, along with his deep Catholic faith. I like how he encourages us to share our faith. I have suggested to him to put his homilies on the St. Bridget's web site like other churches. It would be nice to go back and reflect, and share them with others. I think all the priests could put their homilies on their church web sites for their parishioners. I also feel blessed to have St. Peter's in Forest Lake close by attending some of their masses, with Fr. DeGrood and Fr. Joppa. Far and few in between I have attended mass at the Cathedral of St. Paul. These churches hold a special place in my heart for various reasons. St. Bridget's has developed a wonderful music/choir ministry over the years by the various music directors

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and now This area has grown beautifully and it is wonderful to see the choir ministry out in the community with other churches. We are so blessed to have this music ministry at St. Bridget's.

- 63. Thank you for the new priests that have been ordained over the past few years, the ones that I have met have a real love for the Church and the Holy Father.
- 31. Fr. Wehmann doesn't belong in parish ministry. He is a poor spiritual leader and deals very poorly with staff and parishioners. Perhaps prison ministry would better fit his personality.
- 71. St. Bridget's is a very diverse parish that is struggling to become holy and faithful. We are also struggling with stability. We've been through many changes and power struggles from various groups with an agenda. We need a very strong, but gentle hand to guide us into Christ's truth and fidelity to the magisterium. Fr. Wehmann is an awesome person with a big heart for people and the church. I have personally witnessed the power of the Holy Spirit working through him on countless occasions. However, he is still very much influenced by the secular world and the pressure of secular people. He has several "road blocks" to overcome yet, and I'd really like to see him get the training, help, and support he needs to succeed at St. Bridget's. With that help, I have no doubt he is capable of leading St. Bridget's into a holier, more fruitful church.
- 64. I believe that there is a spiritual battle going on here at St. Bridget between truth and the teaching of the church and the lies of this world. We need help and prayer. Father Al Bachman and Father Wehmann have done a great job despite the battle they are in between following the teachings of the church and making those changes to be in line with the church to those people who don't agree with church teaching and are working very hard against it. Father could use encouragement, counseling, support and guidance or he will eventually be worn down. This is a big battle and these people want their church back to the way it used to be when Father Chuck and the previous pastor were at St.Bridget.
- I have known Mark (and his family) since he was 5 years old. (My husband has know him since he was a baby). 5. As a child and teenager, Mark was fun loving and kind hearted. I saw him take time to reach out to my husband's grandparents who were at the family gatherings, and also to my young children. He was light hearted and joyful. I saw him change dramatically during his years in the seminary - he became very focused on rules, seemed very rigid and lost much of his carefree spirit and spontaneity. I was very concerned when he was assigned to St. Bridget's Parish in 2009. St. Bridget's was a community of people that really took ownership in their parish and the leadership of the parish has always encouraged this. Mark dramatically changed the parish in a very short time by trying to control everything and everybody. He hurt a lot of people by his messages that rules and things are more important than people. I believe that Mark is extremely uncomfortable in his role as pastor, very insecure and uncertain. This has created some very serious consequences. I believe he tries to cover up his feelings of inadequacy by using his position of power as a priest. He has abused his power and destroyed the parish in a very short time. But my biggest concern are the comments that have been made in regards to Mark's inappropriate behavior with young teenage girls and young women. He has been seen many times to be giving inappropriate time and attention to young teenagers and women and appears flirtatious. My own girls have stayed clear of him because, as they say, "He creeps me out." In my opinion this is a very serious matter and should be dealt with immediately. The church has seen this pattern again and again; when a person is put in a position of power, and is feeling the kind of pressure Mark feels, there are serious consequences. Is the church going to wait AGAIN until something happens before they get the help Mark needs??
- 69. A MAJOR MISTAKE SEEMS TO HAVE BEEN MADE AND HOPEFULLY IT WON'T CONTINUE TO BE SWEPT UNDER THE RUG
- 29. Why us?
- 72. St. Bridget's has some young men discerning to become a priest. Quite honestly, if this is the type of priest being presented to parishioners, it is a sad representation for the Catholic Church. My heart is filled with sadness for losing my parish. On the other hand, this experience has allowed me to attend other churches, listen to fulfilling

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homilies and accept communion from minister whom I feel represents Jesus as Lenvision Him to be — loving, caring, generous, and accepting of mankind. My expectation when attending Mass is to be spiritually and emotionally filled so I can go throughout the week serving God. If I go away from Mass with despair and frustration with no message from a homily or service, then that is not the church for me. The behavior and verbal degradation to me has led me to pursue other churches, Catholic and non-Catholic. Several churches throughout the community have been visited by my husband and me. At this time, Zion Lutheran Church in Chisago City has been our choice. I will always believe Jesus loves me as a person and I will always be Catholic in my heart. At this time, I am enthused about meeting with you, although I am unsure why you would want to personally meet with me. For me to express my concerns may be too late — the diocese may choose to ignore the feelings of some parishioners who have already left St. Bridget's. In any event, if you have questions about anything I have written, I would be willing to meet with you. Earlier in the morning would work best for me. Thank you for the evaluation form and giving me the opportunity to express my feelings.

- 15. I think our Pastor is well intentioned but I think he could use some help with people skills. I respect his role as a priest and appreciate his reverence to the Blessed Sacrament. I am thankful we have a priest and value what I have learned from him.
- 78. Don't be so inflexible that you drive even more people out of the Catholic Church. The Church's social justice ministry, in addition to its pro-life stance, is what makes it attractive to me. Don't subvert Christ's message of love for all to make us look like a bunch of evangelical right wing nuts.
- 40. My name is XX, and I will be filling out this survey, but I would also like to meet with you if possible. I am a present parishoner of St. Bridgets for 13 years, but have not attended for over a year do to the changes. I have already wrote Bishop Piche a letter about one of the incidents that happened to me last Novemb/December and he did respond to me with a nice letter. I just would like to talk to you in person if I could.. SEE ATTACHED MATERIALS FROM



ARCHDIOCESE
OF OF SAINT PAUL &
MINNEAPOLIS

February 28, 2011

Rev. Mark Wehmann Church of Saint Bridget of Sweden 13060 Lake Boulevard Lindstrom, MN 55045

Dear Father Wehmann,

Thank you for your generosity in coming to the Chancery for a meeting with myself and Bishop Piché. It provided us with a great opportunity to hear about the important work that you are doing at Saint Bridget's.

I am also grateful for your candid acknowledgement of the challenges you have encountered in your first pastorate as well as self-identified patterns of behavior which have contributed to those challenges. Your acknowledgment of those difficulties and the acceptance of your responsibility therein is a testimony to your desire to build a strong parish communion of faith, hope and love.

As discussed, to assist you in growing as a pastor of St. Bridget's I would ask the following action steps. First, that you continue your work with Paul Ruff to acquire a deepening self knowledge that seeks insight in the way in which you interact with others, especially around areas of conflict resolution. I would ask that as a complement to those efforts, regular spiritual direction, exercise and accountability continue. Second, I would ask that you speak to your trustees about retaining the assistance of a consultant to help organize your operations as well as to delineate particular roles and responsibilities. One person we spoke about is Mary Bosscher and I include hereafter her contact information (mraylb@usfamily.net). Third, that you consider reaching out to a senior pastor who can assist you with respect to aspects of pastoral responsibility.

Finally, I would ask that you follow up in writing to Bishop Piché concerning the timeline for these action steps and then report on a quarterly basis moving forward. In addition, I would ask that you schedule in the next week a meeting with Bishop Piché and myself immediately after Easter to discuss how things are progressing.

Again, thank you for the care you show the faithful of St. Bridget's.

Sincerely yours in Christ,

Fr. Peter A. Laird

Vicar General and Moderator of the Curia

cc: Bishop Lee A. Piché

/lmw

226 Summit Avenue | Saint Paul, MN 55102-2197 | T: 651.291.4430 | F: 651.290.1629 | www.archspm.org | vicargeneral@archspm.org

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# OFFICE OF AUXILIARY BISHOP LEE A. PICHÉ

ARCHDIOCESE
OF
SAINT PAUL &
MINNEAPOLIS

### **MEMORANDUM**

March 1, 2011 Date: File To: Cc: Most Reverend Lee Piché From: Formal complaint from employee at St Bridget of Sweden, Lindstrom Re: I received this attached document on January 18, on my return to the office from the Region VIII Bishops' Retreat. I immediately conferred with Andy Eisenzimmer, Chancellor for Canonical Affairs, about the complaint, and asked for guidance on how to respond. His advice was that I not respond to the complaint, but rather allow him to converse with over the telephone. In Andy's assessment, the letter was written primarily so that the employee could protect against termination. I checked back with later, after he had had the opportunity to discuss the matter with by telephone on that very day (January 18). necessary for me to send a formal reply to this formal complaint. Subsequently, on February 22<sup>nd</sup>, 2011, Father Peter Laird and I had a face-to-face conversation

Subsequently, on February 22<sup>nd</sup>, 2011, Father Peter Laird and I had a face-to-face conversation with the pastor, Father Mark Wehmann, in my office. During our conversation, in which we expressed our concern about the inappropriate remark alluded to in the complaint, I also made sure to mention my concern that his taking of duties from staff persons was being interpreted as a threat to employment, and I cautioned him about not continuing in that direction.

# OFFICE OF AUXILIARY BISHOP LEE A. PICHÉ

ARCHDIOCESE
—— OF ——
SAINT PAUL &
MINNEAPOLIS

### **MEMORANDUM**

Date:

March 10, 2011

To:

Very Reverend Peter A. Laird

Cc:

From:

Most Reverend Lee Piché

Re:

Father Wehmann and Mary Bosscher

Mary Bosscher called me to today to report that she has had a meeting with Father Mark Wehmann at his parish. Actually, she brought the matter to me confidentially, not mentioning Father's name, because Father had neglected to mention that you and I had urged him to engage her help on his administration of the parish.

In her characteristic way, at the first interview Mary insisted that he put all the cards on the table, and he spoke about his personal problems – the way she put it, "I have problems with children." – and about his various means of support (spiritual direction, counseling, etc.). This caused Mary much discomfort, and she later described her impression of him as a "shaken bottle of coke ready to explode."

I gave Mary a little bit more background, and the information about the accountability that he will be having with you specifically. Mary intends to proceed with the consultation process on the job description for the administrator, and related staff issues. (She described the parish as "a mess" – but some of her perception comes from past dealings with previous pastors there.) She will also be watching for signs of any current difficulties around improper behavior or boundary violations, and also his management of stress.

She wanted assurance that she is working in this case with the approval of the Auxiliary Bishop and Vicar General, "in case things blow up." I gave her that assurance, namely, that her involvement with Father and the parish is at our recommendation.

I told Mary that any information she gets should be shared with you especially, copied to me. I explained about my history as Father's spiritual director as the reason why you were taking the lead in this case. Let me know if you want any additional information from our conversation.

# While You Were Out

Date	3/10/2011
Time	9:49:14 AM
Phone1	612-308-4207 cell
Phone2	651-426-5260 home
From	Mary Bosscher
To	Bishop Piche
Action  Telephoned RYC Please Call Stopped By  Bishop;  Continued  3) Mary would like to speak to you regarding a sensitive matter. She asked if you could call her possibly after Noon today.	
You can call her on her cell, however, she would prefer the conversation be on a land line if possible.	
With this being said, I am not sure this would be possible, due to your schedule today and her availability.	
Created By andersoni	

### Anderson, Lorna

From: Sent:

Mary Bosscher [marylb@usfamily.net] Thursday, March 31, 2011 2:22 PM

To:

Anderson, Lorna; Wohlers, Laurie

Cc:

Eisenzimmer, Andrew

Subject:

Fw: GREETINGS AND AN UPDATE

Attachments:

KARL KARNOSKI EMAIL 1.doc; BIO M BOSSCHER 2010.doc

Importance:

High

Good afternoon,

Lorna and Laurie - please print and submit to Bishop Piche and Fr. Laird for their information.

Andy: fyi.

Thanks much! Mary

---- Original Message ----

From: Mary Bosscher

To: Karl Kornoswski

Cc: Fr. Mark Wehmann; Bishop Lee Piche; Fr. Peter Laird

Sent: Thursday, March 31, 2011 2:17 PM Subject: GREETINGS AND AN UPDATE

Dear Mr. Kornowski (Karl),

I want to bring you up to date on matters relating to work with Fr. Wehmann. I am sorry that we did not have an opportunity to meet in person before this, but I was not clear what the needs are at St. Bridget when Fr. Wehmann called me in early March asking if I would meet with him to discuss working with him as a consultant on some personal leadership skills and on some structural questions regarding the parish. I have since spoken with both Bishop Piche and Vicar General Fr. Peter Laird, who affirmed their wishes that I would work with Fr. Wehmann on those areas. My work with Fr. Wehmann and the parish/staff will be documented to both Bishop Piche and Fr. Laird, and supervised by Bishop Piche.

I have attached a letter explaining the situation to date and also a brief bio. I have great respect and appreciation for the office of Business Administrator and your role in that office.

I look forward to meeting and working with you and Fr. Wehmann. Please do not hesitate to call if there are any questions or concerns, or you just want to touch base before we meet.

Sincerely,

Mary

Mary L. Bosscher (612) 308-4207 CELL

Thursday, March 31, 2011

Mr. Karl Kornowski, Business Administrator Church of St. Bridget of Sweden

Dear Karl,

It is my understanding that Fr. Wehmann informed you yesterday afternoon that he has retained a consultant. I am that consultant, and so I want to bring you up to date on matters relating to my work with Fr. Wehmann. I am sorry that we did not have an opportunity to meet in person before this, but I was not clear to me what the needs are at St. Bridget when Fr. Wehmann called me in early March asking if I would meet with him to discuss working with him as a consultant on some personal leadership skills and on some structural questions regarding the parish. I have since spoken with both Bishop Piche and Vicar General Fr. Peter Laird, who affirmed their wishes that I would work with Fr. Wehmann on those areas. My work with Fr. Wehmann and the parish/staff will be documented to both Bishop Piche and Fr. Laird, and ultimately supervised by Bishop Piche.

At our second meeting a couple of weeks ago, Fr. Wehmann and I discussed varying staff issues, communication styles, and his need to resolve/improve his and others work relationships with various staff members including you as Parish Administrator. It was at that time that I asked him to obtain from you a clarification of your job description as BA and as Music Director, so that I might understand better how to proceed. At that time Fr. Wehmann did speak of an email from you in August asking for clarification on various matters of your work relationship together.

I agreed with him that this is essential to work through, as the Business Administrator and Pastor need to work collaboratively for the well being of the parish - and the 5 main areas for the Business Administrator include personnel, legal, finances, buildings/grounds/facilities, and long-range planning. I suggested that he speak with the trustees so they are aware of my consulting role with him and then that we meet with trustees first, and then with you as Business Administrator. These meetings should take place out of the parish location so that there is confidentiality and the trustees and you are in the loop prior to any announcements to staff or parishioners. On Tuesday this week when we met I gave Fr. Wehmann some possible times for me to meet with you all - and he was in the process of scheduling first a meeting with the trustees and then a meeting with you. He had begun the process of calling the trustees --and then your email to him regarding your need to exercise your rights under Justice in Employment arrived. Fr. Wehmann called me immediately and I told him that I could rearrange my schedule to set up meetings next week instead of the week after, in the interests of responding immediately to your concerns. I have notified both Fr. Laird and Bishop Piche (who has been out of town). My overall supervisor in this matter is Bishop Piche; I will endeavor to be of professional assistance to all of you.

Karl, it is essential and my hope that we have an open, professional working relationship so that I can understand the issues and be of assistance to you and Fr. Wehmann to clarify and establish some effective structure for communication and for resolution of other issues in the parish, as requested by Bishop Piche and Fr. Laird. I have been a consultant for many years to parishes and to individual priests; I am attaching my brief bio as an introduction. For the time I consult with the parish I become a part-time temporary employee of the parish (not an independent contractor). Natalie McKliget of the Archdiocese forwards a letter confirming that they have on file and approved all my credentials (Criminal Background Check, credit check, Justice in Employment, I-9, Employee Code of Conduct, etc.) This letter was sent to Fr. Wehmann last week. The parish pays my consulting fees, based on a regular documentation of hours worked. At the end of the year the parish reports that to the Archdiocese and to Social Security; I request that taxes be taken out and I will give you a W-4 form.

Karl, I wish that we could have met personally before your being informed so suddenly yesterday of my work with Fr. Wehmann and its approval by the Bishop. I look forward to meeting you and hearing your concerns. At this time I am scheduled to meet with Fr. Wehmann and the trustees next Tuesday, and then I hope that you and Fr. Wehmann and I could meet on Thursday, April 7 at 1:30 – 3:30 in the Conference Room at St. Peter, Forest Lake; I asked Fr. Wehmann to schedule a location off campus so that we can talk confidentially and freely so that we can understand the priorities, plan the next steps, decide together when and how to notify the staff and parishioners, etc.

Fr. Wehmann did forward to me your email of August 18, 2010, where you expressed your concerns about lack of clarity in your job and other questions, and your request for meetings to obtain resolution. He also forwarded to me your email of yesterday regarding your request for help from the Archdiocese in order to mediate and resolve some of these questions. I will be happy to work with you all, and have Bishop Piche and Fr. Laird's request and approval that I do so.

Karl, I look forward to our meeting next Thursday. Please feel free to email me or call me at 612-308-4207.

Sincerely,

Mary L. Bosscher

ATTACHMENT: Bio 2010

### BIOGRAPHY - 2010

Mary L. Bosscher has been involved with management of business, Church, and volunteer organizations for over 50 years.

She has worked within the Catholic Church as an active parishioner and volunteer, as an employee and as a consultant. In June, 2010, she retired after serving for 33 years as Director of Social Ministry in her own parish - St. Pius X Church, White Bear Lake, MN. She also has served as Interim Administrator at several parishes, assisting with the hire of new Administrators.

Beginning in 1991, when her children were grown, Mary began a consulting business and to date has worked in more than 45 parishes, 9 organizations and businesses, and with over 100 priests, 6 bishops and various business managers. Some areas of consultation include church/agency business administration (census, finances, legal issues, buildings/grounds, planning, policies and procedures manuals, computerization, implementation of policies), personnel management (employee and volunteer recruitment, orientation, training, supervision, appreciation), communications (training, mediation, conflict management), organization skills, program development, pastoral care/social service (including information/referral and abuse and misconduct intervention), cults, youth and adult leadership development, and new pastor/manager orientation.

Recently, Mary has added a focus on continuing education training for priests and parish staff in the areas of personal and professional development, with a view to preparing leaders who can successfully balance their personal and professional lives as they manage an institution. Beginning in 2005, she has presented training in church management skills to newly appointed pastors, business administrators and recently ordained priests through the National Organization of Continuing Education for Roman Catholic Clergy (NOCERCC) workshops sponsored by the Archdiocese of St. Paul and Minneapolis in Buffalo, MN. She has been invited for several years to speak on conflict management and communication skills to fourth-year seminarians at the St. Paul Seminary. She provides organizational tools and templates for management to all groups.

Mary grew up in Mexico, Colombia and Venezuela – and is bilingual. She moved with her family to the U.S. in 1956 and attended high school in Greenwich, Connecticut. She attended Rosary College, River Forest, IL, and then received her BA in Spanish and French from University of Michigan, Ann Arbor, in 1965. She completed course work for certification in Church Business Administration at the University of St. Thomas, St. Paul, MN, and has pursued various other areas of study.

She is co-founder of two non-profit organizations (White Bear Lake Emergency Food Shelf and North Suburb Women's Life Care Center), and of the Youth Social Ministry Leadership Team at St. Pius X Church (this Team received the annual Archdiocesan award for Social Justice in 1987.) She is the recipient of Rotary International's Paul Harris Humanitarian Award. In 2008 she received the Mary Mulheron Award in Social Justice from the Association of Pastoral Ministers and the College of St. Catherine. Mary is a lay member of the Third Order of St. Dominic. Her hobbies include family, friends, travel, movies, reading, and nature (especially the ocean and animals!)

Mary L. Bosscher 1999 Rishworth Lane, White Bear Lake, MN 55110 651-426-5260; CELL 612-308-4207; EMAIL marylb@usfamily.net

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From:

Mary Bosscher [marylb@usfamily.net]

Sent:

Thursday, March 31, 2011 3:24 PM

To:

Piche, Most Reverend Lee A.; Laird, Fr Peter

Cc:

Fr. Mark Wehmann

Subject:

ST BRIDGET OF SWEDEN - FR WEHMANN - KARL KORNOWSKI (BUS. AD) response and

JIE

Hello - I received a very cordial call from Business Administrator Karl Kornowski in response to my letter, email and bio; he is looking forward to working together.

He said he still wishes to continue his process with Justice In Employment as he has issues of concern that he has expressed to Fr. Wehmann over time that are affecting his job. I told him that Fr. Laird was going to notify Jennifer Hasselberg of the consultation work we are doing at St. Bridget and urged Karl to notify her also if he wishes (forward my email and attachments to her if he wishes) so she can guide him from there. He does not want the JIE process to get mixed in with our work which he is very happy is going to happen; I think he is wanting to fill in the documents that Jennifer sent to him and proceed with JIE.

I will meet with Fr. W and trustees on Tuesday next week, and with Fr. W. and Karl on Thursday.

Thanks - Mary Mary L. Bosscher (612) 308-4207 CELL

# Piche, Most Reverend Lee A.

From:

Piche, Most Reverend Lee A.

Sent:

Wednesday, April 06, 2011 9:54 AM

To:

'Mary Bosscher'

Subject:

RE: USE OF MINISTRY REVIEW FORM

Hi Mary,

Thank you for your message. I am fine serving as your supervisor in the work you are doing with Father Wehmann and Saint Bridget. Thank you for entering into the situation with your expertise.

As regards the seminarians, I was going to cut and paste that section of your message and send it to Father Becker. Perhaps it would be better if you did that yourself. He needs to be aware of what the seminarians are doing on those parish visits. You are quite right that boundaries were violated, on a number of levels.

+LAP

From: Mary Bosscher [mailto:marylb@usfamily.net]

Sent: Wednesday, April 06, 2011 8:01 AM

To: Piche, Most Reverend Lee A.

Subject: Re: USE OF MINISTRY REVIEW FORM

Hi, Bishop Piche- Thanks for reply. I hope you are feeling better!

I met with the trustees at St. Bridget yesterday, will meet with Fr. Wehmann and Business Administrator tomorrow ---- both on neutral ground. B. Administrator Karl Kornowski had just begun process to file Justice in Employment concern regarding Fr. Wehmann, so I will endeavor to learn what all is behind that (he is unwilling to stop his filing process at this time, so I asked Fr. Laird to somehow arrange for one month starting now for me to get in and learn the issues etc. before any more actions start taking place. Also asked for no Archdiocesan officials out at St. Bridget at this time - want some quiet so I can learn situation. I may want to talk to you a bit more re Fr. W - and I am assuming that you are ok serving as my supervisor in the situation as I agreed with Fr. Laird.

Also, you may want to talk to Fr. Laird re a call I made to him about St John Vianney seminarians speaking in parishes --- we had 4 at St. Pius last Saturday evening \ ?? and two others.) spoke - both for too long (15-20 minutes between the two, although Fr. John has told them 5 minutes shared! In addition the 5 pm Mass had to listen to explain about his sad story of losing his mother at 4 years old, the loneliness that ensured, how he got into pot and masturbation twice a day in high school and drugs, porno and sexual addictive masturbation etc. in college ----- till he went to a retreat and converted to Christ and now is cured of his issues. It is a very touching situation and story --- but no boundaries were exercised in what is shared with a famiy gathering at a 5 pm parish mass. I get the feeling that there is no education on what is appropriate for the men to share; they are not made to write out their presentations and have them reviewed by supervisors; etc. NOT HELPFUL! I do not want to reprimand the young man - but those that send college seniors out to speak and give them a pulpit in front of gatherings of family at Mass need to train the students appropriately. But then, Fr. Becker's fall SJV newletter focuses also on the fact that many of our young men are coming to us as seminarians with fragmented lives, drugs, alcohol and sexual addictions.

I will probably get more coherent and write Fr. Becker at some time - but hope that the young men get educated before going to more parishes with overly long and unboundaried presentations.

Thanks for listening. Off to Employment law seminar.

### Mary

---- Original Message -----

From: Piche, Most Reverend Lee A

To: Mary Bosscher

Sent: Wednesday, April 06, 2011 1:11 AM

Subject: RE: USE OF MINISTRY REVIEW FORM

### Hi Mary,

Sorry to be so late in my reply. I was in Phoenix last week, and returned with a nasty chest cold (no doubt contracted on the plane) that kept me out of the office until this week.

I understand that you contacted Fr. Laird in my absence, and that he gave his okay for you to go forward with the review form.

I further explained to him today that you like to proceed with the pastors you are assisting with as much information as you can get, so as to know where the buried mines are, and I think he accepted that.

Please let me know if you need any further specific direction, delegation, or authorization.

Thanks for your patience.

+BLP

From: Mary Bosscher [marylb@usfamily.net] Sent: Tuesday, March 29, 2011 12:57 PM

**To:** Piche, Most Reverend Lee A. **Cc:** Anderson, Lorna; Laird, Fr Peter

Subject: USE OF MINISTRY REVIEW FORM

Dear Bishop Piche -

I am thinking that using the Ministry Review form that we are using with Fr. (and I used with Fr.) will be a useful tool in helping priests become self-aware and responsible for recognizing their strenghts and concerns. I then would encourage them to allow me to share the content of their submissions and mine to you and/or Fr. Laird, as it would provide a 3 month and 6 month documentation of progress.

I would for a start use it with Fr. Wehmann if you approve me to do so. The document is attached for your convenience (it is labelled for St. Anne, Hamel, for Fr. ——— but I would reformat it to reflect whoever is using it.)

Please advise. I am meeting with Fr. Wehmann today on some staffing issues and the topic of "priests having innies and outies in the parish and staff" based on their comfort level. Meetings to date are very productive - and I am learning lots re Fr. W. situation and reaction, and believe I am able to balance some of it.

Thanks, Mary Mary L. Bosscher (612) 308-4207 CELL

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To: Piche, Most Reverend Lee A.

Subject:

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Thanks, Mary Mary L. Bosscher (612) 308-4207 CELL Thursday, April 7, 2011

Dear Brothers and Sisters in Christ,

As you know, our Archdiocese has been doing strategic planning for some time now, in order to position all of its parishes for the future. Virtually all healthy entities take time to evaluate where they have been and where they are going. Here at St. Bridget's, we have been doing just that.

Our parish mission states (in part) that we are called to "Enrich our spiritual lives through active participation" and "promote the unity of all ministries working together as many parts in the one Body of Christ".

We are blessed at St. Bridget's to have dedicated, capable and hard-working staff, as well as generous parishioners giving their time, talent and treasure. In order to help us assess and serve the needs of the parish, I have hired Mary Bosscher, a consultant. She has over 35 years of parish and consultative experience with parishes in the Archdiocese. She will help us for a limited period of time, providing a fresh, yet experienced, perspective to help us review a plan for our parish that is consistent with our mission and beneficial to our parish community.

In the past few weeks, Mary has met with me as pastor, with our Business Administrator Karl Kornowski, and with Christy Helps and Greg Ostertag, our parish trustees, in order to learn about our parish, our plans and our organization structure. Mary looks forward to meeting with the staff and parish leadership in the future. We will keep you all posted.

What can you expect from this? Better coordination and communication among different groups, clearer roles for volunteers (to best utilize your time), opportunities for spiritual growth and fellowship, continued development of our parish planning. In short, I hope that we will all be able to look at our parish mission and say to ourselves that we are working together to make the mission a reality!

Let us all pray for each other as a community of brothers and sisters in a faith journey! You and your loved ones will be in my prayers this Holy Week and Easter season.

Yours in Christ,

Fr. Wehmann



13060 Lake Blvd., Lindstrom, MN 55045 <u>Office Phone</u> (651) 257-2474; <u>Fax (651)</u> 257-1498

Fr. Mark Wehmann, Pastor

651-257-2474

frwehmann@stbridgetofsweden.org

Karl Kornowski, Director of Liturgical Music and Business Administrator

612-703-7570

email:

kkornowski@stbridgetofsweden.org

Mary L. Bosscher, Administration Consultant

phone:

612-308-4207 c; h

marylb@usfamily.net

# **CONSULTATION WITH MICHAEL SILHAVY RE LITURGY AND MUSIC**

**MEETING DATE:** 

Wednesday November 9, 10 – 12 noon at St. Bridget of Sweden

Thursday, November 17, 11-1 pm at St. Bridget of Sweden

### AGENDA:

Introductions

- Brief 15 MINUTE tour of the worship space Karl and Michael and Fr. W.
- Mary B. will attend the Nov. 9 meeting to facilitate, but not the Nov. 17 one. So perhaps we can do the major discussion, planning, and agreement on the scope of this work and what to do in the case of lack of follow through by either Fr. Wehmann or Karl in the future.
- (All will do reading of Sing to the Lord by Fr. Wehmann and Karl in advance)

### **Prayer**

### **TOPICS for discussion:**

- 1. The Purpose and Role of Music in the Liturgy sung prayer, accompany priest movements, etc.
- 2. The timing of the liturgy how long it lasts; role of the Music in the Liturgy timing
- 3. Selection of liturgical music songs, instrumentals for regular liturgies, for special liturgies, for funerals, etc.
  - a. Recommended books: GIA, OCP, Lit Press?- all have had a review process by the Bishops and carry an *imprimatur* and *nihil* obstat.
  - b. It is important to avoid privately composed text and music which has not had that review process.
- 4. Teaching the songs and music to the congregation
- 5. The role of a screen plus and minuses
- 6. Volume of music and instruments and soloists in the church a discussion
- 7. TOUR OF THE WORSHIP SPACE

## **GENERAL INFORMATION to provide to Michael:**

1. <u>A summary of some input from Fr. John Paul Erickson and from Bishop Piche</u> – to be summed up by Mary B and provided by next week

- 2. A tour of the worship space at St. Bridget
  - 3. <u>Some evaluation of the sound in the church and with sound system on</u> ... some parishioner find it too loud ...

=====

## TOPICS TO DISCUSS, CONCERNS, COMMENTS FROM FR MARK WEHMANN, Pastor:

Fr. Wehmann said he is satisfied with the topics covered above. It is his hope that we have music limited to specific approved books, that liturgical guidelines will be followed, and that we can find a list of approved contemporary liturgical and instrumental music for use. In future, he would like to consider reinstating the choir and maybe a funeral choir also.

# <u>TOPICS TO DISCUSS, CONCERNS, COMMENTS FROM KARL KORNOWSKI, Director of Liturgical</u> Music:

- 1. Genre-specific programming and what is acceptable.
- 2. Production protocols and thresholds.
  - a. Currently SPL measurements
  - b. pink-noise sweep and spectrum analysis is done to alleviate any errant frequencies in the room. A LOT of phase cancellation in that space.
- 3. Organ disrepair and my view on its usage.
- **4.** Choir plan I want to execute; loss of parishioners and musicians from the attrition. Effects on diversity and SPL levels.
  - a. Auditions
- 5. Placement of contemporary music from Catholic authors best practices.
- 6. Cutting off of songs (both verses and as the last notes resonate).
  - a. Reflective time post-communion
  - b. Placement of Anthems, and allowing them
- 7. Anger, scowling and tantrums on timing.
  - a. Holy Week
  - **b.** Placement of Lamb of God.
- 8. Placement of song-board
- 9. Guest musicians
  - a. Attitude about ecumenical work

## Piche, Most Reverend Lee A.

From:

Piche, Most Reverend Lee A.

Sent:

Friday, April 15, 2011 11:01 AM

To:

'Mary Bosscher' Laird, Fr Peter

Cc: Subject:

RE: My thoughts which I feel I need to share to help your work with St. Bridget of Sweden

Parisl

Hi Mary,

I, too, am glad that you are on top of this situation, and taking a careful, reasoned approach. I appreciate your keeping me informed. If you need my intervention at any point, please let me know. Meanwhile, it seems likely to me that you will be able to sort out the issues and help Father Wehmann make the appropriate decisions. I affirm the moratorium during this time of discernment.

+Bp. Lee Piché

From: Mary Bosscher [mailto:marylb@usfamily.net]

**Sent:** Friday, April 15, 2011 10:31 AM **To:** Piche, Most Reverend Lee A.

Cc: Anderson, Lorna

Subject: Fw: My thoughts which I feel I need to share to help your work with St. Bridget of Sweden Parish

Hi, Bishop Piche -

This is a copy of MY REPLY TO FR WHITTIER - I DID NOT COPY THE OTHERS WHO WERE ON HIS EMAIL, as they are a former employee who was in the RIF and former trustees. (I did consult with Dennis Merley re my response.)

Also, my action plan at this time has been to impose a one month moratorium at St. Bridget on new initiatives and new actions - no new hires, no terminations, no new agreements, etc. - until I can have time to meet with Fr. Wehmann, the Administrator, and clarify relevant issues. The tension and impulsive actions were spiraling too quickly - so a moratorium seemed quite appropriate and Fr. Wehmann agreed with the plan and said he also would comply. I did run the decision past Andy Eisenzimmer prior to proceeding. NOW I HAVE TILL MAY 15 TO CALMLY SORT OUT THE SITUATION. I am meeting weekly with Fr. Wehmann - will next establish meetings with him, the Bus. Administrator and myself to establish an appropriate decision making and reporting process.

If Fr. Wehmann was lobbied with opinions as soon as he arrived at the parish, no wonder he is agitated! I asked him if he wanted to change assignments and he said no - so I said good, then let's learn to calmly and effectively pastor. He is delighted at the process we are following, and states his great relief at having someone like myself who is fair, experienced and faithful to trust. I hope that I can be of service effectively to him, to the parish and to you as Bishop.

Attached you will find the **public announcement of my arrival at the parish** - given to the staff, parish leadership and then to the parishioners via bulletin next week.

Have a blessed Holy Week!

Sincerely, Mary

---- Original Message -----

From: Mary Bosscher

To: Bill Whittier

Sent: Friday, April 15, 2011 10:16 AM

Subject: Re: My thoughts which I feel I need to share to help your work with St. Bridget of Sweden Parish

TO: Fr. Bill Whittier

FROM: Mary L. Bosscher, Consultant

RE: Work at the Church of St. Bridget of Sweden

DATE: Thursday, April 14, 2011

Dear Fr. Bill,

Fr. Mark Wehmann, Pastor of St. Bridget, has requested my assistance as a consultant in various matters. I have received your email addressing your personal understanding and perspective of some events or situations in the parish. Fr. Bill, I appreciate your statement of respect for me personally and for my work. It is my intention to conduct my work with objectivity, confidentiality, integrity and professionalism as usual, in order to serve the pastor and the parish. Let us keep all those involved – both past and present and future – in our prayers.

Sincerely, Mary

---- Original Message -----

From: Bill Whittier
To: mary Bosscher

Cc:

Sent: Thursday, April 14, 2011 11:40 AM

Subject: My thoughts which I feel I need to share to help your work with St. Bridget of Sweden Parish

# HI Mary and me again,

With some honest and prayerful reflection I felt the need to share some thoughts with you about St. Bridget's which may be helpful for you in your work with the parish and if not helpful that is ok too. Some of this we discussed earlier when I visited with you in your office.

- 1. I cannot affirm enough the integrity of Vicki and I will go to the highest court to defend her integrity in all the wonderful work she has done at St. Bridget's. I may be biased but I know her and the work she has done. I say this because from things I have heard she is being scape goated for all the problems there which did not exist until Fr. came in and changed her job description.
- 2. I recognize her work and give her credit in my autobiography.

- 3. When Fr. Chuck followed me she carried on the excellent administration and Fr. Chuck allowed her to and recognized her ability to do so.
- 4. When Fr. came she questioned some of his decisions and dishonest use of funds and of course he did not like this.
- 5.Fr. brought Carl in to replace Vicki and Carl has no quaifications to my mind for the Administraion of a Catholic parish.
- 6. Vicki was asked leave because she knew too much. Often times did not have the courage to stand up for herself. Maybe a little too personal as she and we know but this quality made her the wonderful administrator she had been for 24years.
- 7. Fr. Mark comes in a young priest and first pastorate and some personal limitations. My sense if Vicki would have been still Administrator she could have helped in this new challenge but he had instead a very inexperienced Church Administrator which in turn reflects on the work and reputation of Fr. Mark.
- 8. As you do your work there you may need to interview many of the people who have left who were the backbone of the parish in my time and Fr. Chuck's. They would give you honest feedback about not only Administration limitations but also Fr. Al and Fr. Mark's limitations all in good faith.
- 9. One person who resigned as Trustee when he could not in conscience sign on buying the property the church decided to buy would be a good person to interview. Bill Zwick is his name and Bill is as honest as they come and worked hard to build up the parish of St. Bridget's over the last 24 plus years.
- 10. Maybe this is enough and maybe you can find it helpful and if not helpful that is ok too. But I needed to share my honest evaluation and maybe biased one. This may be completely off the wall but my sense is if Vicki would be invited back. I am not sure she would be willing to go back. She with much hard honest work with Carl gone bring things back into good shape and also possibility bring back some of the disullusioned parishioners who have left. Thanks for listening Mary and may all of us and St.

Bridget's pass through our Good Friday's to a wonderful New experience of Easter Life.

Fr.Bill with great respect for you and all the good work you do.

Fr. Bill Whittier 2801 Flag Ave. N. #205 New Hope, Minnesota 55427 USA Phone - (763) 544-5359 http://www.frbillwhittier.com

# Re: FEAST OF ST BRIDGET OF SWEDEN - JULY 23!

Mary Bosscher [marylb@usfamily.net]

Sent:

1

Wednesday, April 27, 2011 6:37 AM

To:

Piche, Most Reverend Lee A.

Cc:

Anderson, Lorna

Attachments: BILLING APRIL 28 2011 - C~1.doc (49 KB); BILLING APRIL 28 2011 - C~2.doc

(38 KB)

Hi, Bishop Piche,

again on the use of the review form - and see if he I will approach Fr. is accepting. If not, then we can discuss where to go from there.

Thanks for the prayers today - I met with Fr. Wehmann yesterday - I think he is filled with lack of trust for many people and situations, although gratefully I am not one of them!- he is feeling much angst at the upcoming need to learn and change (and hoping it all works) and tired at the intensity of having to meet with Paul Ruff every other week and my work with him weekly. But it has to happen that way or much worse developments will occur.

Attached is the recent billing for the work with Fr. - I will meet with him this Friday after the start of his visit to St. Luke and his 2 week trip to Rome. I did not send to Scott Domeier as it needs your approval.

Have a blessed day! My thoughts and prayers - and gratitude for your work are with you.

# Mary

--- Original Message ----

From: Piche, Most Reverend Lee A.

To: Mary Bosscher

Sent: Wednesday, April 27, 2011 12:10 AM

Subject: RE: FEAST OF ST BRIDGET OF SWEDEN - JULY 23!

Hi Mary,

I will keep you in prayer today.

is a wonderful idea. It would I think the self-assessment for Father confirm the progress he has made and bring to light any areas where more

https://mail.archspm.org/OWA/?ae=Item&t=IPM.Note&id=RgA... 4/27/2011

progress may be needed. +BLP

From: Mary Bosscher [marylb@usfamily.net]

Sent: Tuesday, April 26, 2011 6:01 PM

To: Piche, Most Reverend Lee A.

Cc: Anderson, Lorna

Subject: Re: FEAST OF ST BRIDGET OF SWEDEN - JULY 23!

Hi, Bishop Piche - I will be going for my first visit on campus to St. Bridget tomorrow and meeting the staff, and working to forge an effective working relationship and trust between Fr. Wehmann and the parish Business Administrator Karl Kornowski. So I will broach this idea of a Mass on the feast day and see what they think - and let you know.

This is quite a daunting project - but I am sure that once I get going the direction will be clear! The personalities and history make it more complicated. Please keep us in your prayers.

Confidentially, on another topic: I have proposed to the possibility of filling out a Ministry Review form as he did while Tom Gagliardi and I were meeting with him for oversight right after he was placed at St. John Hugo (when Fr. Tiffany was Vicar for Priests). is thinking about it.... Tom and I think it would be a good self-assessment tool and a good help to keep the gains achieved in his ministerial behavior on track, especially as there is consideration of changing his assignment. Do you have any thoughts on this topic?

More soon. Mary.

--- Original Message -

From: Piche, Most Reverend Lee A.

To: Mary Bosscher Cc: Anderson, Lorna

Sent: Tuesday, April 26, 2011 3:24 PM

Subject: RE: FEAST OF ST BRIDGET OF SWEDEN - JULY 23!

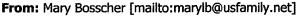
Hi Mary

Thanks for your message - Happy Easter to you!

I am committed to an evening event on July 23 that would prohibit my offering a Mass in the evening. If the parish wanted a morning or midday Mass that would be more than possible.

+BLP

https://mail.archspm.org/OWA/?ae=Item&t=IPM.Note&id=RgA... 4/27/2011



Sent: Thursday, April 21, 2011 3:12 PM

To: Piche, Most Reverend Lee A.; Laird, Fr Peter

Cc: Anderson, Lorna; Wohlers, Laurie

**Subject:** FEAST OF ST BRIDGET OF SWEDEN - JULY 23!

Good afternoon - I have been researching St. Bridget of Sweden as a saint, and hoping to ask her intercession with our work at the parish to bring peace and healing. In the process I came up with this great idea (at least I think it is great!) - since her feast day is July 23, a Saturday, and that is 3 months from now, and I am looking for a central unifying spiritual theme to work with the parish Mission statement as I try to bring resolution to conflict, good working relationships, and healing to the parish and area in general - WHAT IF BISHOP PICHE WOULD CELEBRATE THE LITURGY ON SATURDAY JULY 23! I would hope to have achieved some serious resolutions by then, and this would be a wonderful way to continue the healing.

If we are not at that point I would know within a month - if we might be, then maybe Bishop Piche could put it on his calendar as a tentative commitment. Any thoughts?

Mary L. Bosscher (612) 308-4207 CELL

## Piche, Most Reverend Lee A.

From:

Anderson, Lorna

Sent:

Friday, April 15, 2011 11:59 AM

To:

Piche, Most Reverend Lee A.; Eisenzimmer, Andrew

Subject:

Mary Bosscher Update

### Bishop and Andy:

I received a voice mail message from Mary Bosscher regarding an expired Order of Trespass, that was issued to an individual (prior to Father Wehman arrival) at Saint Bridget's.

It appears this individual has begun arriving at Mass, creating a disturbance, which is causing a lot of concern with the parishioners. Father Wehman did not want to reissue the Order of Trespass, but, wanted to counsel him. However, Mary felt the Order should be reinitiated, after further conversation, which Father Wehman did agree to.

It was my understanding someone was going to inform you, Andy. But, I wanted to make sure Andy, you were kept in the loop.

### Thanks ~

Lorna Anderson
Administrative Assistant to the
Auxiliary Bishop Lee A. Piché
The Archdiocese of Saint Paul & Minneapolis
226 Summit Avenue
Saint Paul MN 55102
P: 651-291-4521
F: 651-290-1629
andersonl@archspm.org

"Whoever believes in me will do the works that I do, and will do greater ones than these" (John 14:12)

### PERSONAL AND CONFIDENTIAL COMMUNICATION

The information contained in this electronic communication and any document attached hereto or transmitted herewith is confidential and intended for the exclusive use of the individual or entity named above. If the reader of this message is not the intended recipient or the employee or agent responsible for delivering it to the intended recipient, you are hereby notified that any examination, use, dissemination, distribution, or copying of this communication or any part thereof is strictly prohibited and may be subject to penalties under the Electronic Communications Privacy Act, 18 U.S.C. §§ 2510-2521 and other applicable laws. If you have received this communication in error, please immediately notify the sender by telephone or reply e-mail and destroy this communication. Thank you.

### Anderson, Lorna

From: Sent:

Mary Bosscher [marylb@usfamily.net] Thursday, April 28, 2011 4:35 AM

To:

Piche, Most Reverend Lee A.

Cc:

Anderson, Lorna

Subject:

Re: FEAST OF ST BRIDGET OF SWEDEN - JULY 23!

Good morning, Bishop Piche -

The meeting at St. Bridget yesterday went well - though taxing! I think Fr. W. and Karl (Bus. Adm.) are on a good start to getting a good working relationship - both are a bit compulsive in action by their own statements, so I am starting by implementing process, calm, boundaries etc.

Both Fr. W and Karl were very pleased at the thought of your coming to be with the community to celebrate the Mass and maybe have some social event after - because of the nature of the parish attendance at events, <u>following are their recommendations for timing of your visit to celebrate around the feast of St. Bridget - let me know what works for you,</u> and then we will confidentially schedule it and then in a couple of weeks begin having the people plan and prepare for your visit and a celebration of their patroness:

- 1. generally not a Saturday morning, as we would get sparse attendance and this will be a very big event for the parish to have you visiting.
- Suggested dates/times in order of preference: SUNDAY, JULY 24TH - 10 A.M. MASS AND CELEBRATION AFTER (actual weekend of feast of St. Bridget) SUNDAY JULY 17 - 10 A.M. MASS (week prior -= to prepare for celebration of feast) SATURDAY JULY 16 - 5 PM SUNDAY JULY 31 - 10 AM

RE FR BILL WHITTIER EMAIL: he emailed it both to a former trustee and to the former Secretary/Bus. Ad. and her family (she was let go in RIF) - you may recall that it had about 8 points of allegations and criticisms, in addition to praise for his friend and former Sec/Bus. Ad. Vicki. As a result there have been questions from the former trustee to a current one about the allegations of the state of finances under Fr. , about competence of current Bus. Ad. (who has filed a Justice in Employment document with Jennifer H. but has graciously agreed to wait for a month to pursue it in order to give me/us time to see if things are working in a better manner and so are ok.) The current BA is of course was jarred at the allegations in the email - SO, UNLESS YOU DO NOT AGREE WITH ME, I intend to discuss the matter again with Dennis Merley and then meet with Fr. Whittier (whom I know well as he was the pastor who hired me at St. Pius) to clarify with him the issues he causes when he inappropriately oversteps boundaries by involving himself in a parish where he is no longer pastor, when he makes allegations of financial malfeasance without following proper channels, when he accuses employees of incompentence, etc. via an email. As a result of the meeting I want him to issue a form of a retraction/apology and send it to the same former trustee and Sec./BA where he sent the first email. This will balance things re the JIE claim as the current BA is quite affected in that it is a former pastor spreading a rumor - and in the long term it will hopefully teach Fr. Bill a clear lesson in boundaries, propriety, ethics and professionalism - all of which have been issues over the years for him. I think his stopping such emails and rumor spreading is essential to our being able to bring peace and healing to the community of St. Bridget.

Bishop Piche, I am quite confident about being able to have such a meeting with Fr. Whittier and successfully bring about the desired result - with great benefit and growth for Fr. Bill. I am not involving Andy Eisenzimmer as there is currently the JIE claim pending with Jennifer Hasselberg (Andy and I have discussed why I am going to use Dennis Merley to ensure my accurate steps in this matter - and not put Andy in a difficult or compromised position.)

Next Monday I have another meeting with Karl and Fr. Wehmann, and then a meeting with all staff to talk with them and offer them an opportunity for written input and individual meetings with me. Then I will work to clarify job descriptions, do final review on Internal Financial Controls, and then move in to the business of process and healing. Fr. W. is very receptive to the mentoring although this is an exhausting experience in many ways, I think.

Thanks for your prayers yesterday! Have a great day today.

### Mary

---- Original Message -----

From: Piche, Most Reverend Lee A.

To: Mary Bosscher

Sent: Wednesday, April 27, 2011 12:10 AM

Subject: RE: FEAST OF ST BRIDGET OF SWEDEN - JULY 23!

Hi Mary,

I will keep you in prayer today.

I think the self-assessment for Father is a wonderful idea. It would confirm the progress he has made and bring to light any areas where more progress may be needed.

+BLP

From: Mary Bosscher [marylb@usfamily.net] Sent: Tuesday, April 26, 2011 6:01 PM To: Piche, Most Reverend Lee A.

Cc: Anderson, Lorna

Subject: Re: FEAST OF ST BRIDGET OF SWEDEN - JULY 23!

Hi, Bishop Piche - I will be going for my first visit on campus to St. Bridget tomorrow and meeting the staff, and working to forge an effective working relationship and trust between Fr. Wehmann and the parish Business Administrator Karl Kornowski. So I will broach this idea of a Mass on the feast day and see what they think - and let you know.

This is quite a daunting project - but I am sure that once I get going the direction will be clear! The personalities and history make it more complicated. Please keep us in your prayers.

Confidentially, on another topic: I have proposed to the possibility of filling out a Ministry Review form as he did while Tom Gagliardi and I were meeting with him for oversight right after he was placed at St. John Hugo (when Fr. Tiffany was Vicar for Priests). Is thinking about it.... Tom and I think it would be a good self-assessment tool and a good help to keep the gains achieved in his ministerial behavior on track, especially as there is consideration of changing his assignment. Do you have any thoughts on this topic?

More soon. Mary.

---- Original Message -----

From: Piche, Most Reverend Lee A.

To: Mary Bosscher
Cc: Anderson, Lorna

Sent: Tuesday, April 26, 2011 3:24 PM

Subject: RE: FEAST OF ST BRIDGET OF SWEDEN - JULY 23!

Hi Mary

Thanks for your message - Happy Easter to you!

I am committed to an evening event on July 23 that would prohibit my offering a Mass in the evening. If the parish wanted a morning or midday Mass that would be more than possible.

+BLP

From: Mary Bosscher [mailto:marylb@usfamily.net]

**Sent:** Thursday, April 21, 2011 3:12 PM

To: Piche, Most Reverend Lee A.; Laird, Fr Peter

Cc: Anderson, Lorna; Wohlers, Laurie

Subject: FEAST OF ST BRIDGET OF SWEDEN - JULY 23!

Good afternoon - I have been researching St. Bridget of Sweden as a saint, and hoping to ask her intercession with our work at the parish to bring peace and healing. In the process I came up with this great idea (at least

I think it is great!) - since her feast-day is July 23, a Saturday, and that is 3 months from now, and I am looking for a central unifying spiritual theme to work with the parish Mission statement as I try to bring resolution to conflict, good working relationships, and healing to the parish and area in general - WHAT IF BISHOP PICHE WOULD CELEBRATE THE LITURGY ON SATURDAY JULY 23! I would hope to have achieved some serious resolutions by then, and this would be a wonderful way to continue the healing.

If we are not at that point I would know within a month - if we might be, then maybe Bishop Piche could put it on his calendar as a tentative commitment. Any thoughts?

Mary L. Bosscher (612) 308-4207 CELL Re: Fw: Bishop to celebrate Mass at Saint Bridget of Sweden

# Re: Fw: Bishop to celebrate Mass at Saint Bridget of Sweden

Mary Bosscher [marylb@usfamily.net]

**Sent:** Friday, May 06, 2011 6:37 PM Piche, Most Reverend Lee A.

Hi, Bishop Piche - phone call sounds great, and I do think that Fr. W. will continue to speak out of turn and affect the parish, and for sure the Justice in Employment petition that is pending from the Business Administrator Karl Kornowski against Fr. Wehmann (and Whittier is publicly stating Kornowski to be incompetent because he replaced Fr. W. favorite Vicki McNally who used to be his secretary and then promoted to BA although no degree and who still works for Fr. W in marketing his biography. Fr. W. also is implying that misappropriated funds, etc.) He forwarded this stuff to a former trustee who already called Fr. Wehmann!

I am around all weekend and next week - cell phone is surest contact 612-3084207.

M

---- Original Message ----

From: Piche, Most Reverend Lee A. To: Mary Bosscher

Sent: Friday, May 06, 2011 3:22 PM

Subject: RE: Fw: Bishop to celebrate Mass at Saint Bridget of Sweden

Hi Mary,

Thanks for your message and the reminder.

On the Father Whittier matter, I did not respond immediately because the question in my mind was to put it crudely - can one teach an old dog new tricks? If you think that Father Whittier is likely to continue to interfere with the parish, then it would make sense to meet with him and point out the wrongfulness of what he had done. If this recent episode was - so to say - his "last bark," then it seems to me not worth the time and energy to try to reform him. It would be easier to explain myself by means of a phone call. If you'd like, I'd be happy to speak about this matter. Otherwise, to sum up I would say: I would be fine either way, and am content to let you decide for yourself.

+BLP

From: Mary Bosscher [mailto:marylb@usfamily.net]

**Sent:** Friday, May 06, 2011 12:43 PM To: Piche, Most Reverend Lee A.

https://mail.archspm.org/OWA/?ae=Item&t=IPM.Note&id=RgA... 5/6/2011

Subject: Re: Fw: Bishop to celebrate Mass at Saint Bridget of Sweden

Thanks, Bishop - and not to be a pest with the question, but may I address the issues with Fr. Whittier re his email allegations which are unsubstantiated but affect others. M

---- Original Message -----

From: Piche, Most Reverend Lee A.

To: Mary Bosscher
Cc: Anderson, Lorna

Sent: Friday, May 06, 2011 12:38 PM

Subject: RE: Fw: Bishop to celebrate Mass at Saint Bridget of Sweden

I would be delighted to stay after the Mass. There is no reason for any special music or liturgical changes; a regular Sunday (Saturday evening) Mass is great. I assume we will try to highlight Saint Bridget of Sweden in some way – I will try to include some thoughts in the homily.

+BI P

From: Mary Bosscher [mailto:marylb@usfamily.net]

Sent: Thursday, May 05, 2011 5:56 PM

To: Anderson, Lorna; Piche, Most Reverend Lee A.

Cc: Fr. Mark Wehmann; Karl Kornoswski

Subject: Fw: Fw: Bishop to celebrate Mass at Saint Bridget of Sweden

Good evening - that date is fine for Fr. Wehmann and for the Business Administrator for Bishop Piche to visit for Mass - will he be able to stay after for a reception or dinner of some kind? Also, if there are any standard preparations or particular music or liturgy guidelines he would like, please let us know. The staff will be very pleased and I think the parishioners will also; and this will be a target date for our conciliation work to head toward. Thank you so much, Bishop Piche, for your support and graciousness!

## Mary

---- Original Message -----

From: Fr Wehmann
To: Mary Bosscher
Cc: Karl Kornoswski

Sent: Thursday, May 05, 2011 4:10 PM

Subject: Re: Fw: Bishop to celebrate Mass at Saint Bridget of Sweden

Yes - I put it on my calendar, thank for your work.

God Bless

Fr. Wehmann

On Thu, May 5, 2011 at 3:55 PM, Mary Bosscher < marylb@usfamily.net > wrote: IS THIS DATE OK WITH YOU BOTH AND THE PARISH? tHANKS M

---- Original Message --From: Anderson, Lorna To: Mary Bosscher

Sent: Thursday, May 05, 2011 11:18 AM

Subject: Bishop to celebrate Mass at Saint Bridget of Sweden

Hi Mary:

https://mail.archspm.org/OWA/?ae=Item&t=IPM.Note&id=RgA... 5/6/2011

Re: Fw: Bishop to celebrate Mass at Saint Bridget of Sweden

In viewing the bishop's calendar, the best date the bishop has approved of is:

Saturday, July 16<sup>th</sup> at 5pm

Please let me know as soon as possible, if this is a go. So I can secure it on his calendar.

Talk to you soon ~

Lorna Anderson
Administrative Assistant to the
Auxiliary Bishop Lee A. Piché
The Archdiocese of Saint Paul & Minneapolis
226 Summit Avenue
Saint Paul MN 55102
P: 651-291-4521
F: 651-290-1629
andersonl@archspm.org

"Whoever believes in me will do the works that I do, and will do greater ones than these" (John 14:12)

### PERSONAL AND CONFIDENTIAL COMMUNICATION

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https://mail.archspm.org/OWA/?ae=Item&t=IPM.Note&id=RgA... 5/6/2011

### Anderson, Lorna

From:

T 2 . ...

Mary Bosscher [marylb@usfamily.net]

Sent:

Monday, May 16, 2011 2:58 PM

To: Cc: Halloran, Michael Anderson, Lorna

Subject:

Fw: FINANCIAL QUESTIONS REGARDING ST BRIDGET OF SWEDEN

Hi, Mike - I just spoke with Colleen of your office, and she believes that you should also be asked about the responses to the questions listed below in the original email to John Bierbaum. In that email I explain who I am and why I am asking the questions. Thanks in advance for any concrete help and advice you can provide for me in planning the implement necessary changes.

Mary L. Bosscher (612)308-4207

PS - might be interesting for you to clarify some of these points in a seminar so other parishes are doing what they should also!

---- Original Message -----

From: Bierbaum, John

To: Mary Bosscher

Sent: Monday, May 16, 2011 2:31 PM

Subject: RE: FINANCIAL QUESTIONS REGARDING ST BRIDGET OF SWEDEN

Mary, I will tackle the first two and mutter something about LOGOS but pass it on to MaryJo for a studied response.

- 1). I believe the correct answer is each cause deserves it's own special effort-that is the expectation (certainly on the USCCB or national efforts. I've learned to mis-trust reference to what other parishes do as merely anecdotal and not justification in and of themselves.
- 2). Finance councils are meant to be advisory as would be the chairperson of the council. Pastor being chair then creates a conflict.
- 3). Receipts are generated by the entity cashing the check.

John Bierbaum Chief Financial Officer Archdiocese of Saint Paul and Minneapolis 651-291-4404

From: Mary Bosscher [mailto:marylb@usfamily.net]

**Sent:** Monday, May 16, 2011 1:15 PM

To: Bierbaum, John

Cc: Piche, Most Reverend Lee A.

Subject: FINANCIAL QUESTIONS REGARDING ST BRIDGET OF SWEDEN

**Importance:** High

Good morning, John. Thanks for your initial reply to my question through Natalie McKliget. As you know, I am consulting at St. Bridget of Sweden (Fr. Mark Wehmann) under the supervision of Bishop Piche. I have three financial areas that I need a concrete explanation on:

1. Fr. Wehmann is planning on ordering one envelope a month called "Community Giving" into which he will ask people to contribute any additional gifting for various parish and Archdiocesan extra collections. He said he then plans to distribute whatever comes in into the various collections for that month. I am uneasy about this plan since it does not clearly inform people what they are contributing to, or give them the freedom to specifically dedicate their funds to their preferred donation; also I am unsure that it is acceptable to not give out the envelopes or ask for donations for the mandated Archdiocesan collections. (They do plan to

continue as always the Catholic Appeal and Religious Retirement; however at .W. plans that any other request including missions, Give us Shepherds, etc etc. will be given out based on whatever comes in to the second collection. Sometimes the causes include money collected to alleviate personal tragedy in the life of a parishioner, various church-related collections, Peters Pence, etc.) These funds are placed in a liability account and distributed - no details given to parishioners at this time - there was a Community Giving committee but it no longer functions, and they are considering giving responsibility for the distribution allocations to the Parish Council.

Although I think that Fr. Wehmann's intentions are good in not wanting to swamp people with a financial request all the time, I also am concerned that we do the right and required approach to this issue. He said he got the idea from other parishes where this is being done. A definitive reply that I can pass on to Fr. Wehmann and the Business Administrator would be helpful. (I did speak to Bishop Piche and he said that this is not what the Archdiocese wishes, to his understanding -- i.e. neither the one time monthly envelope, nor the pastor making the distribution.)

- 2. **Fr. Wehmann is currently chair of the Finance Committee** but I clarified for him that this also is unacceptable as that is the one Committee mandated by Canon Law and needs lay involvement and chairmanship; in general staff should not be chairs of committees in a parish.) Thanks for your comment if you wish to make any.
- 3. The Business Administrator Karl Kornowski is asking about the various funds under Logos where money is collected and also about how the donors receive recognition of their donation (ie. credit for their contribution.) For example, if a parishioner donates a check to Religious Retirement Fund for \$500.00, and the parish collects all such donations and forwards them to the Archdiocese in one check, then how does the individual receive tax credit for this transaction since the parish is not noting their individual contribution and I am not sure that the Archdiocese responds to the individuals who donate over \$250.00 (as is required by tax law.)

Karl knows there are deductible and non-deductible contribution accounts in Logos - but how do we classify a donation like I just described so the donor receives credit, and also how do we avoid a parish taking the \$500.00 contribution and sending \$300.00 on to the Archdiocese and keeping \$200.00 (i.e. how do we create a paper trail to thank the donor and to prevent the church from withholding some of the funds raised and using them for parish needs.)

Thanks for your help, John.

Mary L. Bosscher (612) 308-4207 CELL

### Anderson, Lorna

From:

Mary Bosscher [marylb@usfamily.net]

Sent:

Monday, May 23, 2011 5:53 PM Piche. Most Reverend Lee A.; Laird, Fr Peter

To: Cc:

Fr. Mark Wehmann; Anderson, Lorna; Wohlers, Laurie

Subject:

Attachments:

CONSULTANT'S REPORT RE ST BRIDGET OF SWEDEN AND FR MARK WEHMANN REPORT TO BISHOP PICHE AND FR LAIRD - RE ST BRIDGET OF SWEDEN.doc;

MINISTRY EVALUATION REVIEW MAY 23 2011.doc

Good evening, Bishop Piche and Fr. Laird:

Attached please find reports as promised, in preparation for Fr. Wehmann's visit to you on Wednesday, May 25. Fr. Wehmann will also be sending his portion of the Ministry Evaluation form to you on Tuesday (my portion is already filled in, but his portion is blank on the attached document as he is finishing it tonight.

I hope this is of help. It is a pleasure to work with Fr. Wehmann and with St. Bridget's.

Mary Mary L. Bosscher (612) 308-4207 CELL



13060 Lake Blvd. Lindstrom, MN 55045 <u>Office Phone</u> (651) 257-2474; <u>Fax</u> (651) 257-1498

REPORT TO BISHOP LEE PICHE AND FR. PETER LAIRD RE ST BRIDGET OF SWEDEN AND WORK WITH FR MARK WEHMANN Monday, May 23, 2011 Submitted by Mary L. Bosscher, Consultant 612-308-4207

1. A BRIEF SUMMARY OF FR WEHMANN'S CONCERNS AND REQUEST FOR HELP – Fr. Wehmann stated on 3/8/11 that he would like help with personal, leadership and parish matters.

### PERSONAL: Fr. W defines issues of

- Trust: trusting others, of following advice of others on whom to trust.
- Discomfort with being a public and publically analyzed figure.
- Takes things very personally
- A fixer-problem solver can appear controlling and male dominant
- He is faithful and honest a pro and a con he says, as it can create two camps
- Some trouble relating with children

<u>LEADERSHIP/PROFESSIONAL MATTERS</u> IS WHERE THE PRIVATE AND PUBLIC PORTION OF LIFE MEET AND CAN CAUSE STRESS AND TENSION IF NOT WELL MANAGED: In order to take the personal issues and put them into balance in order to have effective leadership, the following are needed:

- Analysis and skills to establish clear boundaries
- Develop clear personal and professional goals
- Base action on objective policies, procedures and skills so there is fairness, no influence of "innies vs. outies with Fr. W."
- Ask value finding questions and thus lose personal defensiveness.
- Do not do for others what they can do for themselves a matter of respect of each person's life
- What are the situations that lead to trouble relating with children what are the previous and current stressors what are the results.
- Discussion of conflict management skills

#### **PARISH:**

- Study the Seven Essential Elements of a Vibrant Faith Community, Internal Control Guidelines and Justice in Employment.
- Find a common ground theme for the parish each year share it with the committees and staff, invite healing of the community around this theme. For example 7 Social Justice Teachings: Community and the Common Good or another one.
- Clear job descriptions for all staff work with staff to understand and encourage them in helping the vision of the parish (no preferential treatment to staff members!)
- SPECIFIC: accurate job description help for Business Administrator and other staff. Help on personnel issues.
- 2. MAKING A PLAN FOR THE PARISH DISCUSSION WITH FR. W AND MARY, INCLUDING TIME TABLE Mary B. has updated Bishop Piche regularly.
  - I have met with all staff and will work with Business Adm. to refine job descriptions and structure.
  - I meet weekly with Bus. Adm., with Fr. Wehmann, and others as needed.
  - Bishop Piche will be visiting the parish in July.
  - Process is going well per updates with Bishop Piche. In process of hiring Faith Formation Coordinator
  - Karl Kornowski, Business Administrator, has a Justice in Employment complaint with Jennifer
    Hasselberg's office, but it is on hold for a month or so until we see if we can get a good working
    relationship on staff going and the problems resolved.
  - Major issue in the parish: Both Fr. Wehmann and Business Administrator, as the two parish leaders, have some of the same behavior traits and also do not get along together. Mary B. is working on this as a process and it will be resolved appropriately it is tearing staff apart and intimidating them.
- REMAINDER OF REPORT: Please see Consultant's portion of the <u>Ministry Review</u> for Fr. Wehmann May 2011.

1

## Church of XXX ADDRESS, PHONE FAX

### PRIEST MINISTRY EVALUATION AND REVIEW - To be shared with Bishop Piche

REVIEW PERIOD: March 2011 TO May 24, 2011 FR. Mark Wehmann, Pastor PERSONAL INFORMATION UPDATE: I am a member of a Priest Support Group yes no Since when? How often I attend \_\_\_\_\_ Since when? How often we meet I have a Spiritual Director. yes no I participate in a therapy /counseling program. . yes no Since when? How often we meet I am enrolled in a training/ed. program. . yes no Since when? How often we meet \_\_\_\_ I am to attend a therapeutic support group (AA, etc) yes no Since when? How often we meet I take an annual vacation - comment: I go on an annual spiritual retreat – comment: Fr. Wehmann's RESPONSE AND COMMENTS: SEE CONSULTANT'S COMMENTS ON PAGES AFTER PASTOR'S INPUT. A. As I review my ministerial assignment, the three areas I think I have done best at are: Comments: 2. Comments: 3. Comments: B. The three areas I see most in need of development or improvement are: 1. Comments: 2. Comments: 3. Comments: C. I could fulfill my responsibilities better if D. I find the following helpful (persons, policies, etc.): E. Goals I would be willing to work on before the next review: 1. 2. F. Continuing education I have taken recently:

		•
SIGNATURE: _	DATE:	

A. As I review your ministry at the parish and recommendations for your priestly development the three areas I wish to compliment you on are:

- Your willingness to ask for help when you need it, your openness to input and your follow-through on suggestions made. (You called me as a Consultant; after that Bishop Piche and Fr. Laird also stated they wanted me to work with you.) You have been clear about your needs: PERSONAL, LEADERSHIP, AND PARISH MANAGEMENT. You have been collaborative and receptive to the guidance given to you, and honest and timely in your follow-through (for example, you have already recruited a Finance Chair after being informed that you needed to do so.)
- Your openness to change your opinion of staff members and parishioners when you see a different perspective; your regular inclination to notice both privately and publicly the virtues and abilities of staff and parishioners and to praise them appropriately.
- Your efforts to learn new ways of resolving your personal issues of lack of trust, impetuous decisions and at times inappropriate comments, and your developing skills in being able to clarify questions and to stand up for yourself in a professional way.
- Your ability to continue to do the work of the parish as you learn i.e. plan to implement a Pastor filing system provided by Mary B to organize your materials; your plan to proceed with a Search Committee and hire of a new Faith Formation Coordinator according to a process proposed to you; your realization of the need to learn how to handle human resource matters appropriately and to be humble enough to admit your mistakes.

# B. The areas I believe should be developed or improved are:

- Continue to meet with your counselor on mastering personal issues of trust, on what are appropriate communications with various ages and sexes, on impulsivity.
- Continue to work with the consultant on personnel and management matters to be more aware of what is 2. expected by Archdiocesan and best practice standards instead of inventing processes without checking and without realizing the implications.
- Be more aware of the impact of your sudden and at times arbitrary decisions on staff and volunteers; at times these decisions can seem overpowering, ungrounded and need for control driven. I believe that as your trust grows and your confidence increases, your impulsive and arbitrary decisions will lessen.

C. Quality of work:	Needs Improvement	Acceptable	Outstanding	
Accuracy, Neatness		X		Need to do filing system.
Initiative/resourcefulness		X		
Planning		X		
Responsibility				
Work with others				
Chancery-Archdiocese:_		X		
Other Staff:		X		Improving daily.
Volunteers:		X		
Consultant:			X	Improving rapidly
D. Goals agreed on between co	nsultant and the priest:			
2. Fr. W. agrees to call Cor	plan the progress in the nsultant if he is feeling ov nt goal of reaching a colla	verwhelmed.		cills. etween the Pastor and Business
E. Commitment of assistance from F. Next review due: AUGUST 30	· · · · · · · · · · · · · · · · · · ·	sts for the Archd	liocese or Bishop	o Piche´ (be specific):
CONSULTANT'S SIGNATURE:	Mary L. Bosscher	DATE: N	/londay, May 23	, 2011
MINISTER'S SIGNATURE:			DATE:	
REVIEWED WITH THE BISHOP?	Whom?		Date:	

# Anderson, Lorna

From: Sent:

Mary Bosscher [marylb@usfamily.net]

Tuesday, May 24, 2011 7:36 AM

To:

Piche, Most Reverend Lee A.; Laird, Fr Peter

Cc:

Fr. Mark Wehmann; Anderson, Lorna; Wohlers, Laurie

Subject:

2 additional questions to address with Fr. Wehmann at his meeting on May 25

Attachments:

REPORT TO BISHOP PICHE AND FR LAIRD - RE FR WEHMANN QUESTIONS MAY

2011.doc

Importance:

High

Lorna and Laurie: please put attached document, along with a report Fr. Wehmann will send today, with the documents I sent yesterday. Bishop Piche and Fr. Laird will need these as soon as possible to have for meeting with Fr. Wehmann tomorrow (Wed May 25.)

Thanks for your help.

Mary

Mary L. Bosscher (612) 308-4207 CELL



13060 Lake Blvd. Lindstrom, MN 55045 <u>Office Phone</u> (651) 257-2474; <u>Fax (</u>651) 257-1498

#### CONFIDENTIAL

ADDED QUESTIONS TO BISHOP LEE PICHE AND FR. PETER LAIRD RE WORK WITH FR MARK WEHMANN Tuesday, May 24, 2011 Submitted by Mary L. Bosscher, Consultant 612-308-4207

There are two additional questions which need to be discussed with Fr. Wehmann at your meeting. I have spoken with Bishop Piche about both of them by phone and so will give you a brief recap and phrase the question on each.

1. SACRAMENTAL QUESTION - boundaries and propriety regarding personal information shared by the priest with parishioners – and specifically with a penitent during the sacrament of Reconciliation. I received a call from a professional who works with Business Administration and who was approached by a former parishioner of St. Bridget who asked guidance regarding a situation he/she apparently encountered in the confessional with Fr. Wehmann at St. Bridget. The professional called me, as he knew that I was consulting at St. Bridget, and informed me of the concern; I do not know who the former parishioner is. THE SITUATION APPARENTLY IS AS FOLLOWS: The person went to confession at St. Bridget with Fr. Wehmann and was apparently at the time going through a difficult time in the marriage and personally. The person stated that Fr. Wehmann was very kind and pastoral, but then as part of the guidance given shared that he has had a struggle with pornography himself and that these things can be very difficult and challenging. The person was shocked and uncomfortable at that level of sharing from the pastor, and then felt somewhat burdened rather than a spirit lightened by the sacrament. The burden related to the issue of Fr. W. having the issue with pornography and then also the lack of boundaries in sharing it with a penitent in the confessional. Fr. Wehmann was at the Institute in Chicago last week so I was not able to ask him about this situation — what the penitent stated may or may not be true, or may have seemed bigger than it was. HOWEVER, I BELIEVE THAT WHAT IS OR IS NOT ADVISABLE OR PROPER DISCUSSION BY THE PRIEST WITH A PENINTENT IN THE SACRAMENT OF RECONCILIATION IS A TOPIC MORE APPROPRIATELY ADDRESSED WITH FR WEHMANN BY YOU AS PRIESTS, RATHER THAN BY ME AS THE CONSULTANT.

# 2. FINANCIAL QUESTION/S:

FYI: Fr. Wehmann has now obtained a lay chair for Finance Committee.

**MONTHLY SECOND COLLECTION ENVELOPES** – emails with John Bierbaum and Andy Eisenzimmer for guidance. Condensed below – Fr. Wehmann may want to clarify his plan further- I just took a shot at it and could not clarify with him as he was out of town at the Institute.

The question: Fr. Wehmann is planning on ordering one envelope a month called "Community Giving" into which he will ask people to contribute any additional gifting for various parish and Archdiocesan extra collections. He said he then plans to distribute whatever comes in into the various collections for that month. I am uneasy about this plan since it does not clearly inform people what they are contributing to, or give them the freedom to specifically dedicate their funds to their preferred donation; also I am unsure that it is acceptable to not give out the envelopes or ask for donations for the mandated Archdiocesan collections. (They do plan to continue as always the Catholic Appeal and Religious Retirement; however Fr.W. plans that any other request including missions, Give us Shepherds, etc etc. will be given out based on whatever comes in to the second collection. Sometimes the causes include money collected to alleviate personal tragedy in the life of a parishioner, various church-related collections, Peters Pence, etc.) These funds are placed in a liability account

and distributed - no details give — parishioners at this time - there was a Community Giving committee but it no longer functions, and they are considering giving responsibility for the distribution allocations to the Parish Council.

Although I think that Fr. Wehmann's intentions are good in not wanting to swamp people with a financial request all the time, I also am concerned that we do the right and required approach to this issue. He said he got the idea from other parishes where this is being done. A definitive reply that I can pass on to Fr. Wehmann and the Business Administrator would be helpful. (I did speak to Bishop Piche and he said that this is not what the Archdiocese wishes, to his understanding -- i.e. neither the one time monthly envelope, nor the pastor making the distribution. John Bierbaum replied: I believe the correct answer is each cause deserves its own special effort-that is the expectation (certainly on the USCCB or national efforts. I've learned to mis-trust reference to what other parishes do as merely anecdotal and not justification in and of themselves.)

Thanks for your help and guidance to Fr. Wehmann and me as consultant. Mary Norteing w/ Many Boascher - takes off the pressure

Positive process - grateful for her help

Still does not trust ("at all"?) the administrator - variant theology/ecclesiology

FFL Recommend:

Meet we Mary B + Trusteer this aummer to
update them on progress

- Plan a way (+ w/ wrom) to do Some irolo
play" around boundaris of self-disclosure

Matter of collections

PRIEST MINISTRY EVALUATION AND REVIEW - To be shared with Bishop Piché and Fr. Laird
Fr. Mark Wehmann, Pastor
REVIEW PERIOD: March 2011 TO May 25, 2011

### **PERSONAL INFORMATION UPDATE:**

1000

I am a member of a Priest Support Group. yes Since when? August 29, 2005 How often I attend: - Monthly I have a Spiritual Director. yes Since when? May 13, 2010 How often we meet: - Monthly I participate in a therapy /counseling program. yes Since when? December 1, 2010 How often we meet: 2 weeks I am enrolled in a training/ed. program. yes Since when? May 15, 2011 - IPF 3-year program - 3 times/yr for a week I am to attend a therapeutic support group. (AA, etc) no Since when? How often we meet \_\_\_\_\_\_ I take an annual vacation. yes with priest friends two or three times a year I go on an annual spiritual retreat. yes comment: I taken different ones throughout my 7 years of priesthood, now built into IPF

# Fr. Wehmann's RESPONSE AND COMMENTS: **SEE CONSULTANT'S COMMENTS ON PAGES AFTER PASTOR'S INPUT.**

### A. As I review my ministerial assignment, I am strongest in the following three areas:

### 1. I enjoy teaching in classrooms and retreats

Comments: I taught RCIA to five candidates and 30 other parishioners. Very good response including at least 3 candidates for next year and 10-15 parishioners that already talked to me about next year's class. I taught a five-week class at St. Peter's in Forest Lake on *Rerum Novarum* to 50 adults. I also taught 2 six-week classes to our confirmation students - one on marriage and the other on social justice. Also, I offered an Advent retreat on Saturday morning and a two-day marriage retreat with Fr. Bodin.

### 2. I enjoy preaching the Faith

Comments: I enjoy one-on-one contact which allows me opportunity to share the Catholic Faith be it during marriage prep., personal counseling and other discussions opportunities. I also enjoy preaching homilies on most Sundays.

3. I enjoy priestly fellowship on the 1st Saturday of the month

Comments: It is a blessing to share a meal with 6+ priests monthly. I look forward to the conversations, the brotherhood and pastoral questions and discussions.

### B. The three areas I see most in need of development or improvement are:

# 1. Personnel and staff issues

Comments: St. Bridget's went through a staff reduction a year ago and there are still some issues of trust and confusion around that. Many staff members have personal problems with the business administrator. Some of it is because he put in place good HR procedures. Other struggles stem from his personal problems. Finally, the staff is affected by his and my differences. Overall, the staff is good. Together we must better understand their contributions and responsibilities.

# 2. Dealing with conflict

Comments: I avoid conflict and that has lead to some of the problems in my priesthood. I am working with Paul Ruff, Fr. Andrew Cozzens and Mary Bosscher to help see how I manage different situations.

### 3. My personal prayer

Comments: I celebrate Mass daily, the Divine Office, the rosary and some Mental prayer. I try to set aside a couple of times a week for spiritual reading. These disciplines are essential but sometimes I feel get "checked off" as duty. But, I am continually seeking a more personal relationship with God.

D. I find the following helpful (persons, policies, etc.): Our current Faith Formation Coordinator, Coreen Wagenbach, who is a Steubenville graduate and has worked for me for two years here. In that time, she has change the faith and mission of St. Bridget more than anyone. Coreen focuses on the mission of Jesus Christ and is respectful of a priest's authority. Fr. DeGrood's parish and mine are collaborating together. Don's personal guidance and joy is very helpful to me. Both Fr. Bob Nygaard and Fr. Pat Ryan have been fun to eat lunch with and I'm appreciative of their wisdom gained from their many years of priestly service. I've begun the IPF three-year program the week of May 15-20, 2011. It appears to suite my needs and I'm sure will benefit me greatly.

er if: I trusted my Business Administrate

He and I see some things differently

E. Goals I would be willing to work on before the next re	view:
---	-------

1. Continue working with Mary Bosscher.

.C. I could fulfill my responsibilities

and we both have some control issue

- 2. Develop my mission and vision for the parish and see how to communicate that to the staff, councils and parishioners
- F. Continuing education I have taken recently: IPF

SIGNATURE:	DATE:
MONTH ONE.	DAIL.

# Fr. McDonough,

Enclosed is the report that was sent to the Child Protection Service. Please know that, at first, the family who raised the concerns asked to be kept anonymous. They asked that we not share with Fr. Wehmann the specific term "root-beer barrel kisses." They have since been told, however, that due to the nature of the complaints and the precise descriptions, it would be likely that Fr. Wehmann would find out who raised the concerns.

Our school principal, Michael along, also promised to type up some notes that he has of concerns, primarily from teachers, regarding Fr. Wehmann. He has not yet provided me with that information. Since there is no school on Monday, I likely will not have that information until Tuesday.

Enclosed also is a letter that I have sent to Archbishop Flynn.

Thank you for all you are doing to help us.

Dennis Zehren

# Piche, Most Reverend Lee A.

From:

Mary Bosscher [marylb@usfamily.net] Wednesday, June 01, 2011 8:53 AM

Sent:

Laird. Fr Peter

To: Cc:

Piche, Most Reverend Lee A.

Subject:

Re: Follow up to Meeting with Father Wehmann on May 25

Hi, Fr. Laird - Thanks! I also believe it is - I spent the day at St. Bridget yesterday working with Fr. W and Administrator, and starting to sit in with them on meetings with staff. Also I have brought them the Search process which I use with all its documents so that they are ensured of having a professional and effective search for the new Faith Formation Coordinator. (I am bringing that Search Process to Natalie McKliget this afternoon, at the request of Andy Eisenzimmer. I hope it helps the Arch. offices also.)

I think both people in leadership at St. B. are similar in many aspects including some inexperience in administration in a parish, handling conflict, not having an even temperament, making snap decisions, etc. That, combined with the staff who have many ingrained habits and some who do not have orientation or training for their jobs and do have some long lasting and ingrained expectations, are making it a challenge for all. I do think we are making significant progress - the "moratorium" I imposed was a first use for me as a strategy at a parish with difficulties but has been hugely effective in slowing things down, allowing me to take some control while saving face for all staff, and buying time to analyze a situation. So, more in the future!! Have a great day, Fr. Laird.

# Mary

---- Original Message ----

From: Laird, Fr Peter To: Mary Bosscher

Sent: Wednesday, June 01, 2011 8:35 AM

Subject: RE: Follow up to Meeting with Father Wehmann on May 25

Mary:

Thank you for your continued work – I believe it is making a difference.

Fr. Peter A. Laird

Vicar General & Moderator of the Curia Archdiocese of St. Paul & Mpls. 226 Summit Ave. St. Paul, MN 55102

651-291-4430

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From: Mary Bosscher [mailto:marylb@usfamily.net]

**Sent:** Friday, May 27, 2011 10:45 AM **To:** Piche, Most Reverend Lee A.

Cc: frwehmann@stbridgetofsweden.org; Laird, Fr Peter

Subject: Re: Follow up to Meeting with Father Wehmann on May 25

Good morning, Bishop Piche - I am glad things went well at your meeting. I certainly will continue working with Fr. Wehmann and the parish - and this weekend am putting together a bit of a plan to share with Fr. W. and you early next week. The situation is stressful in the parish due to various communication issues and patterns of behavior - but I think a systematic plan including collaboration of all will continue to be productive.

I will send you the plan next week. I thank you and Fr. Laird for your support and work with us in the task - and I hope you all have a restful weekend with some family celebration!

# Mary

---- Original Message ----

From: Piche, Most Reverend Lee A

To: Mary Bosscher

Cc: frwehmann@stbridgetofsweden.org; Laird, Fr Peter

Sent: Wednesday, May 25, 2011 4:19 PM

Subject: Follow up to Meeting with Father Wehmann on May 25

Hi Mary,

We had a very good meeting this afternoon. Father Laird and I learned that Father Mark Wehmann is finding a great benefit in the mentoring you are offering him, and he expressed his gratitude for the opportunity of having your help. He indicates that he has gained greater self-understanding, that he is able to work with you on a basis of a strong sense of trust, and that the interaction with staff and trustees has been productive.

It is our understanding, from a comment he relayed from you about being at approximately a "half-way" point in arriving at the necessary understandings and getting processes in place, that the current arrangement will continue, possibly for as much as another three months. Is that your understanding? Father Laird and I are supportive of the proposal to continue, since the results thus far are very promising.

On the issue of the collections, we stated that with regard to the USCCB National Collections, the proposal of sending donations to those collections from a general fund collected through a monthly envelope for "community giving" is not acceptable. If he wants to use such an envelope for charitable giving initiatives agreed to by the parish (through the appropriate channels, i.e. council) where the understanding is clear that the determination for distribution of funds is left to the discretion of the pastor or to some committee — and the donors understand this and agree to it before making their gift — then fine. But the nature of the national collections, or other special collections mandated by the Archbishop (e.g. seminary, cathedral, disaster relief), need to be separate, so that the donors can choose to contribute or, more importantly, not contribute to each specific collection as they so choose. Whether the parish participates in each and every one of those collections is a prudential pastoral decision which ideally would be discussed with advisors — a council or trustees. Also, how each collection is done is also a prudential decision — e.g., a second passing of the collection basket during Mass, envelopes placed in the back of church to be taken home and dropped in the usual collection the following weekend, or some other method — as long as the method preserves the connection between the donor and the donor's intention for the use of the donation.

Thank you again for the good work that you and Father Wehmann are doing together. Father Laird and I spoke briefly about the possibility of having another "check in" meeting in early September, after I have returned from my vacation in August.

Also, I failed to mention this to Father Wehmann at the end of our meeting today: if either he or you need to consult with me on any aspect of what you are working on at any time, please do not hesitate to call me or contact me by email. I believe the same is true for Father Laird.

+Bp. Lee Piché

# Haselberger, Jennifer

From:

Haselberger, Jennifer

Sent:

Thursday, June 09, 2011 8:21 PM

To:

Piche, Most Reverend Lee A.; Laird, Fr Peter; Eisenzimmer, Andrew

Subject:

Follow-up for Clergy Group

Dear Bishop, Father Laird, and Andy,

As a follow up to our discussion of last week regarding Father Wehmann and his proposed trip to Steubenville Rockies with teens from St Bridget, I reviewed Father Wehmann's file.

While I can't find a file copy of the complete Review Board recommendation of 3/25/08, what is paraphrased in his monitoring agreement is that he 'be allowed to continue in ordinary ministry that does not involve regular contact with minor children'. The recommendation goes on to state that this should not prohibit him from interacting with children in typical parish settings, but that he should minimize his one to one contact with minor children and limit his work with the sacrament of penance as much as possible. Finally, disclosure is to be made as appropriate. Chaperoning teens on a weeklong overnight trip to Denver does not seem to fit within these restrictions. I have also not inquired whether Father Izen (co-sponsoring pastor) is aware of Father Wehmann's history and these restrictions.

Furthermore, I think these restrictions would have to be explained in any testimonial of suitability we would provide to another diocese, given that the testimonial states:

1. To the best of my knowledge, he has never engaged in sexual behavior inconsistent with his state of life, nor has he ever acted in an inappropriate manner with minors.

And

1. To the best of my knowledge, he has no mental, moral, emotional, or physical conditions that might adversely affect his performance as a sacred minister.

Perhaps I should contact Father Wehmann about his plans and ask him whether he believes this falls within these restrictions, and also whether he has spoken with Tim Rourke about this, as he is his POMs monitor?

Thank you,

Jennifer Haselberger, JCL, PhD Chancellor for Canonical Affairs Director of the Office of Conciliation Archdiocese of Saint Paul and Minneapolis 226 Summit Avenue Saint Paul, MN 55102 (651) 291- 4437 (651) 290- 1629

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### Anderson, Lorna

From:

Laird, Fr Peter

Sent:

Wednesday, June 22, 2011 8:55 PM

To:

\*

Piche, Most Reverend Lee A.

Cc:

Anderson, Lorna

Subject:

Fwd: INFORMATION ON FR WEHMANN and progress at St. Bridget

Attachments:

EMPLOYEE JOB DESCRIPTION ETC QUESTIONNAIRE.doc; ATT00001.htm;

QUESTIONNAIRE FOR PARISH.doc; ATT00002.htm

# Bishop

Are you ok with this parish initiative, I have reservations. Are we starting a precedent in polling the parish, or in having a letter written to the Archbishop.

I also am concerned that this initiative diffuses Mary's focus as a consultant to Fr. Web an not the staff or parishioners.

Fr. P. Laird

# Begin forwarded message:

From: Mary Bosscher < marylb@usfamily.net>

Date: June 22, 2011 7:52:27 PM CDT

To: "Eisenzimmer, Andrew" < eisenzimmera@archspm.org>

Cc: "Haselberger, Jennifer" < haselbergerj@archspm.org>, "Piche, Most Reverend Lee A." < pichel@archspm.org>, "Laird, Fr Peter" < lairdp@archspm.org>, "Anderson, Lorna"

<andersonl@archspm.org>, "Wohlers, Laurie" <wohlersl@archspm.org>

Subject: INFORMATION ON FR WEHMANN and progress at St. Bridget

Good evening, Andy - NEED INPUTAND ALSO NEED BISHOP PICHE AND FR LAIRD TO SEE THIS EMAIL WHEN THEY RETURN FROM ROCHESTER.

# I am beginning 2 processes at St. Bridget -

- 1. <u>a process of having parishioners fill out a questionnaire</u> and then meet with me if they have input to give regarding the parish this will be in advance of Bishop Piche coming mid-July to celebrate liturgy and have a picnic around the feast of St. Bridget of Sweden (wow she has been canonized for 620 years and had 15 kids!!) Parishioners questionnaire attached.
- 2. <u>a process of having staff fill out a personnel performance review and comments on their current (outdated) job description</u> so that I can work with the administrator to get current accurate job descriptions for the coming year and so that I can work with staff to educate that this is an employment situation with given responsibilities.
- 3. All being considered (JIE filed by administrator, staff concerns re their supervisors, etc.) I think I will take the decision that I should sit in as an observer and witness to all personnel reviews (there will be 7 or 8.) Attached is the form the employees were asked to fill out.

We are also hiring a new Coordinator of Faith Formation to replace the outgoing one.

So, with all the changes going on and my extending more out into the public forum,

- a. I NEED TO KNOW THAT WEHMANN IS AROUND WORKING AT AE PARISH FOR THE COMING MONTHS
- b. I WANT TO SUGGEST THAT HE DOES NOT DEPART TO CHAPERONE A YOUTH TRIP AT THIS TIME ALTHOUGH HE DOES NOT KNOW THAT AT THIS TIME AS I JUST THOUGHT ABOUT IT OVER THIS WEEK.
- c. I ALSO NEED TO KNOW WHETHER THERE ARE ANY DISCLOSURES REQUIRED OR PROCEDURES TO FOLLOW based on any encounters Fr. Wehmann may have had with the Review Board.

I want to be aware as I really don't want this kind of a thing to blow up in the middle of the healing process for the parish - or to hit me suddenly and then I lose the great credibility I have been able to establish with both Fr. Wehmann, staff and volunteers so far - and that credibility is in the name of and as the representative of the Archbishop and Bishop Piche. I am also some concerned about the upcoming youth trip and how that plays into Fr. Wehmann's restrictions or prudence - none of which I am fully aware of at this point (he has informed me of some concerns and investigations in the past - but they sounded to me as immature actions on his part rather than anything that could be classified as abusive.)

Please advise.

I think all is really going quite well at the parish and we are making some progress on healing etc. Thanks very much.

Mary

Mary L. Bosscher (612) 308-4207 CELL

# QUESTIONNAIRE FOR ALL EMPLOYEES OF THE PARISH OF ST BRIDGET OF SWEDEN From Mary L. Bosscher, Consultant Wednesday, June 22, 2011

AN UPDATE: On April 7, 2011, Fr. Mark Wehmann informed the parish of my hire as a consultant (that letter is attached for your information, as it details the purpose of a consultant at this time.) I have enjoyed meeting with you all as staff, and have also spoken to the trustees and several parishioners (by attending various meetings.) Now a questionnaire will go out to the parish at large for input.

### **CURRENT NEED FOR STAFF INFORMATION, PERSONNEL PERFORMANCE INPUT AND JOB DESCRIPTION UPDATING:**

- 1. Staff members Now it is time for us to ask for your help as a staff member to assist us in understanding and updating your job descriptions so they are effective for the coming fiscal year which starts in July. This update will help us to know who on staff is responsible to do what, eliminate duplication, cover any gaps, provide for backup when necessary and especially ensure that you as an employee know the expectations of you in your job and you can enjoy knowing what exactly is your "piece of the pie" of responsibility and authority at the parish.
- 2. Also, we will use this time to do a basic personnel performance review for each of you —this is required under Justice in Employment, and was promised to you this year. The review can only be basic now, as your job descriptions are not totally clear as I mentioned above. You are asked to attach the version of your job description that you have now, and to email the file to Karl, Fr. Wehmann and me.
  - a. You have all been working hard over the past year and deserve an opportunity to give your supervisors input on the things you have done well, the things you would like to change or do develop, and some suggestions about your job/job descriptions. This input should be about your job /work at the parish.
  - b. The supervisors will be expected to fill out their portion of the Personnel Review Form to give you some input from their perspective. You will then meet with the supervisor to discuss both your portion and the supervisor's portion of the review and plan for the future. I will be looking at all these documents this year as Management Consultant and will be helping to finalize the job descriptions.
- 3. Attached please find the personnel performance review form to fill out (note that the first sheet is for the employee, and the second sheet is for the supervisor to complete.) The reviews are confidential but are open to the pastor, Business Administrator or direct supervisor. This year I will also review the replies to assist in the process. These review forms will be filed in your personnel file in the Administration Office. This is an opportunity for the parish to establish with you clear expectations about your job and for you to develop a professional relationship with your supervisor. THIS DOCUMENT SHOULD TAKE YOU ABOUT 1 to 1 ½ hours TO COMPLETE as you review your performance and you edit your job description; that is of course paid work time.
- 4. <u>Karl Kornowski, as Business Administrator, will study the portion of the questionnaire that speaks about your job description and any additions or changes you think should be made to it.</u> He is responsible to draw up the final job descriptions and then present them to Fr. Wehmann for review and approval. You also will be in the loop, as will I, in the editing and finalization of the new job descriptions.

Also, in the next couple of weeks, <u>I will plan to meet with all of staff to discuss STANDARDS OF PROFESSIONAL BEHAVIOR</u> and get your input on a professional work communication and behavior plan to put in place for us all.

Please fill in your response to the attached questionnaire as soon as possible – but for sure by Thursday, June 30 4 pm. Please return your signed responses in a sealed envelope to your supervisor. Please attach a hard copy of your current job description, and email the file to your supervisor and Karl. If you have any questions, you can ask Karl or Fr. Wehmann.

Thanks very much. Fr. Wehmann, Karl and I look forward to working with all of you and value your input!

EMPLOYEE PERFORMANCE REVIEW – fill out electronically or in writing; email to supervisor or place in envelope in office mail box. (Please <u>attach your current job description</u> and make suggestions for any changes either by handwriting on the description and/or by comments on this form.)

EMPLOYEE:	POSITION:
SUPERVISOR:	EVALUATION PERIOD: July 1, 2010 TO July 1, 2011
EMPLOYEE RESPONSE AND COI	
( <u>An example:</u> I have consistent!	on, the three areas I think I have done best at are:  y completed the required XYZ paperwork on time and accurately OR I regularly praise  ork in the programs I am responsible to manage)
2.	
3.	
	nce, the three areas I see most in need of development or improvement are: organized and get materials to the volunteers I work with on time OR I need to be seeple in the work place
1.	
2.	
3.	
C. I could fulfill my responsibilit	ies better if:
D. I find the following helpful a	the parish (persons, policies, etc.):
E. Goals I will work on before th	ne next review (after approval by my supervisor):
1.	
2.	
F. Continuing education I have t	aken in the past year AND areas in which I need training and education
G. SUGGESTIONS I HAVE REGAF What should it include t	RDING MY JOB DESCRIPTION – hat I don't do; other comments:
EMPLOYEE SIGNATURE:	
	and put in your supervisor's mailbox. PLEASE ATTACH YOUR CURRENT JOB DESCRIPTION R. W., KARL AND ME. Your supervisor will call you for an appointment time.)

SUPERVISOR:	EVALUATION PERIOD: July 1, 20011
SUPERVISOR EVALUATION for EMPLOYEE:	POSITION:
	ng to the personnel meeting with your supervisee; after meeting, copy both forms, the original in the employee's personnel file in the Administration Office.)
	areas I wish to compliment you on are (supervisor, please be specific so description requirements you are complimenting on):
1.	
2.	
3.	
	st like to see developed or improved are (supervisor, please provide to the employee understands the request and the importance of change):
1.	
2.	
3.	
C. Quality of work – please comment as a sup Quality of Work/follow-through on co Planning: Confidentiality: Communications with the parish and e Effectiveness of Work with: Supervisor: Other Staff: Volunteers: Other:	ommitments:
D. Overall supervisor comments/suggestions:	
E. Goals set out for the coming year between realistic and timely):  1.	supervisor and employee (supervisor, be specific, measurable, attainable,
2.	
3.	
F. Employee Needs / requests for help (for exa	ample, a course in Excel, or help with professional communications, etc.):
G. Next review due:	
SUPERVISOR SIGNATURE:	DATE:
EMPLOYEE SIGNATURE:	DATE:



13060 Lake Blvd., Lindstrom, MN 55045 <u>Office Phone</u> (651) 257-2474; <u>Fax (651)</u> 257-1498

# QUESTIONNAIRE FOR ALL INTERESTED IN THE PARISH OF ST BRIDGET OF SWEDEN For Mary L. Bosscher, Consultant

On April 7, 2011, Fr. Mark Wehmann informed the parish of my hire as a consultant (that letter is attached for your information, as it details the purpose of a consultant at this time.) I have enjoyed meeting all staff, the trustees and several parishioners (by attending various meetings.)

Now it is time for me to ask for your help as a current or past parish leader or as a person interested in the parish of St. Bridget. It is helpful for me to have your responses as I consider the needs and concerns at St. Bridget. Your response will be <u>CONFIDENTIAL</u> – this means that your questionnaire and its responses will remain between us and I will destroy them when my work at St. Bridget's is done. I will use your input to better understand the parish, the work environment, the community of Lindstrom, etc. in the hope of serving your parish more effectively.

Please fill in your response as soon as possible – but for sure by <u>Thursday</u>, <u>June 30</u>. You will see that there is a basic questionnaire for you in the first section, and at the end there are some additional questions which you are invited to comment on if you wish. It includes an opportunity for you to write a statement to Bishop Lee A. Piche/Archbishop John Nienstedt regarding your thoughts; I will collate these statements verbatim in a document that I will send to the bishops. I will read your written questionnaire response when I receive it; if you also want to meet in person to talk privately, <u>I will set up ½ hour appointment times on July 7 and 11</u> at a confidential room at the parish. Please write in your top two choices on time ON THE QUESTIONNAIRE, and I will respond to you with what is open; let me know if none of these times is convenient, and we can make other arrangements. **My available times will be:** 

Thursday, July 7	Monday July 11
1-1:30	10-10:30
1:30 – 2	10:30-11
2-2:30	11:00-11:30
2:30 - 3:00	Lunch break
3:00- 3:15 Break	12:30 – 1
3:15-3:45	1-1:30
3:45-4:15	1:30 – 2
4:15-4:45	2-2:15 break
Dinner break	2:15 – 2:45
6:00-6:30	2:45 – 3:15
6:30-7	3:15-3:45
7:00-7:30	
7:30-8	
8:00-8:30	

You can always email me at <u>marylb@usfamily.net</u> or call me on my cell phone (612) 308-4207 (confidentiality assured.) If you prefer to send the questionnaire by regular mail, you can get a copy of it in the parish office, write your responses and place it in a <u>sealed</u> envelope labeled MARY BOSSCHER, take it to the parish office or put it in the Collection basket. The parish secretary will mail it to me at my home.

Thanks very much. I look forward to working with all of you and value your input! Sincerely, Mary L. Bosscher ATTACHMENTS:

- Letter from Fr. Mark Wehmann
- Questionnaire to fill out. Please fill in on computer if possible and email or mail to me by Thursday July 30. (If mailing, please place in a sealed envelope, bring to the parish office or place in the weekend collection basket so the parish secretary can mail it to my home.

QUESTIONNAIRE REGARDING ST BRIDGET -Mary L. Bosscher - marylb@usfamily.net; 612-308-4207

# <u>CONFIDENTIAL</u> - QUESTION FOR ALL INTERESTED IN THE PARISH OF ST BRIDGET OF SWEDEN For use of Mary L. Bosscher, Consultant

NAME: _				D	DATE:
<u>Phone</u> : h	:	w:	cell:	Email:	
I live in (\	which town):				
	RE A PARISHI /olunteer Mii		he Parish Voluntee	er? y/n	
	MER PARISHIO for leaving:	ONER: Years in th	e Parish Volunteer	r? y/n	
PARISH S	TAFF MEMBE	R? y/n	At Present In p	past	Comment:
REGARDI	NG THE PARI	SH OF ST BRIDGE	T – FROM YOUR PERSP	PECTIVE:	
1. I beli	eve the two g	reatest strength	s at the parish of St. Br	idget are:	
2. I belie	eve the two g	reatest challeng	es/areas of concern at	the parish	of St. Bridget are:
-		the parish of St. let? Please comm	_	ided, or bo	oth? What are the uniting and the dividing
4. Do yo	u have any c	omments or sugg	gestions on staff and its	s working	relationships?
5. Do yo	u have any c	omments or sugg	gestions on communica	ations in th	ne parish or with the community?
6. What	do you hope	will be accompl	shed as I work with yo	u at St. Br	idget?
7. If you	had my job a	s Consultant to	the Pastor and Parish, v	what wou	ld you set as a priority?
			TO SAY TO BISHOP PIC quotes and submit then		RCHBISHOP NIENSTEDT ABOUT ST BRIDGET IS o Piche – Mary B.):
OTHER CO	OMMENTS:				
		WITH MARY BC ates and Times:			no need p.1. July Time: OR JulyTime:
Thanks ve	ry much for t	he time and care	you have taken to sha	are your th	oughts. Sincerely, Mary L. Bosscher
QUESTIONN	AIRE REGARDING	ST BRIDGET <u>–Mary</u>	L. Bosscher - marylb@usfam	nily.net; 612	-308-4207 2

# Piche, Most Reverend Lee A.

From:

N 1878

Anderson, Lorna

Sent:

Wednesday, September 07, 2011 10:05 AM

To:

Piche, Most Reverend Lee A.

Subject:

FW: Thank You

Bishop: See below.

Lorna Anderson
Administrative Assistant to the
Auxiliary Bishop Lee A. Piché
The Archdiocese of Saint Paul & Minneapolis
226 Summit Avenue
Saint Paul MN 55102
P: 651-291-4521
F: 651-290-1629
andersonl@archspm.org

"Whoever believes in me will do the works that I do, and will do greater ones than these" (John 14:12)

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----Original Message----

From:

Sent: Wednesday, September 07, 2011 7:30 AM

To: Bishop Piche Subject: Thank You

Dear Bishop Piche

I would just like to say thank you for your letter back to me. I will pray for Father Weymann, and for him to continue to better himself for St. Bridgets. I will also pray about if I should drive all over town to go to church, or if I should just give Father Weymann a third chance to be a priest that may work for my spiritual needs.

May god bless you in all the work you do for all the parishes you are in charge of.

# Piche, Most Reverend Lee A.

From:

Anderson, Lorna

Sent:

Friday, September 09, 2011 3:35 PM

To:

Piche, Most Reverend Lee A.

Subject:

Per Mary Bosscher

#### Bishop:

I received a phone call from Mary Bosscher.

Mary wanted me to share with you, that she and Father Weymann had a very long conversation regarding Father's learning style, etc. Mary recommended to Father that he may want to consider speaking to Mr. Paul Ruff (sp?).

Father thought about this and has decided to contact Mr. Ruff (sp?).

Mary thought you should be aware, in case Mr. Ruff (sp?) does contact you regarding Father Weymann.

Thank you ~

Lorna Anderson
Administrative Assistant to the
Auxiliary Bishop Lee A. Piché
The Archdiocese of Saint Paul & Minneapolis
226 Summit Avenue
Saint Paul MN 55102
P: 651-291-4521
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13060 Lake Blvd., Lindstrom, MN 55045 <u>Office Phone</u> (651) 257-2474; <u>Fax (651)</u> 257-1498

# **CONFIDENTIAL** –

SUMMARY AND ASSESSMENT OF THE CHURCH AND COMMUNITY OF ST BRIDGET OF SWEDEN and COMMENTARY ON THE ROLE OF PASTOR FR. MARK WEHMANN Study from March 8 – September 25, 2011 – by Mary L. Bosscher, Administration Consultant

TO: Bishop Lee A. Piche, Auxiliary Bishop

Archbishop John C. Nienstedt Rev. Peter Laird, Vicar General Rev. Mark Wehmann, Pastor

**FROM:** Mary L. Bosscher, Consultant (serving as a part-time temporary employee of the parish, retained by Fr. Mark Wehmann and also requested to serve by Bishop Lee Piche and Fr. Peter Laird; supervised by Bishop Lee A. Piche at my request and Fr. Wehmann's approval. I turn in my hours and documentation of time spent to Fr. Wehmann for approval and payment; a condensed billing statement for the bookkeeper)

DATE: September 25, 2011

# **CONTENTS:**

Page 2 Process of engagement, sources of research and Actions at the parish to date – in order of timing/action

Page 3 Actions to Stabilize the Parish – taken, in process, and possibly needed.

Page 3 A brief summary of the responses to the questionnaires

Page 4 Some Observations <u>relating to the parish</u> at this time

- Environment and demographics:
- Church leadership and theology over the years at St. Bridget:
- Loss of approximately 1/3 of the parish membership including some former trustees, Council members, and staff.

Page 6 Comments on Specific Areas of Ministry at St. Bridget's: Liturgy, Education, Pastoral Care,
Community Activities, Administration including Finances, Buildings and Grounds, Personnel,
Legal, Planning. PARISH NEW ORGANIZATION CHART - STAFF

Page 9 Some Observations relating to the pastor Fr. Mark Wehmann at this time.

#### **Attachments:**

- Relating to Aspergers syndrome.
- THE MOST IMPORTANT THING I WANT TO SAY TO BISHOP LEE A. PICHE' AND ARCHBISHOP JOHN NIENSTEDT ABOUT ST BRIDGET IS These are verbatim quotes from the parishioner questionnaires which I promised to relay to Bishop Piche' Mary B.):

Respectfully submitted,

Mary L. Bosscher

Mary L. Bosscher

612-308-4207

marylb@usfamily.net

SUMMARY ANALYSIS FOR BISHOP PICHE September 25, 2011

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# PROCESS OF ENGAGEMENT, SOURCES OF RESEARCH AND ACTIONS AT THE PARISH TO DATE - in order of timing/action

- 1. Meetings with Pastor regular; and phone conversations/emails for planning
  - a. Private for the purpose of planning and leadership development/mentoring- at least once a month
  - b. With the Business Administrator for the purpose of planning and management, and conflict resolution weekly
  - c. Although content of individual meetings with people is confidential, Fr. Wehmann is fully informed of any planning and/or proposed actions I suggest as a Consultant. It has been a very fruitful, respectful working relationship for both of us
- 2. Meetings with Trustees Christy Helps and Greg Ostertag
  - a. Regular updates by phone and in person
  - b. Concerns re finance committee and other issues pastor serving as chair ...
- 3. Parish staff meetings attendance and education on employment, issues, etc. A request for help in understanding and healing the parish. About one per month
- 4. **Provided hiring process** to facilitate the writing of a job description, recruitment of a Search Committee, posting the position of Coordinator of Faith Formation (FT), fair process for review of resumes and interview/selection of candidate for hire. I did not attend any of these meetings as I was engaged in another hire at another parish at those times.
- 5. Arranged a liturgy and parish dinner with Bishop Piche around the feast day of St. Bridget of Sweden July 16, 5 pm. Liturgy; parishioners very grateful! Good attendance! Gave a great motivation to clean facility and regenerated some hope.
- 6. Questionnaires to staff 2; Individual Meetings with parish staff based on questionnaires
  - a, Strengths and Concerns at St. Bridget? What is your experience at the parish? Etc.
  - b. Personnel performance document, personnel review and an opportunity to reflect on your current job description
- 7. Introduction of my consulting presence to parishioners via Parish Bulletin and website by pastor.
- 8. Questionnaires to parishioners 3 weeks to complete. (If no written questionnaire, then no individual meeting about *Strengths and Concerns at St. Bridget? What is your experience at the parish?* Etc. **87** written confidential responses. Some had message for me to relay to Archbishop Nienstedt and Bishop Piche. Verbatim responses attached to this document.
- 9. Individual meetings with parishioners most ½ hr duration 37
- 10. Discussions with Chancery re Fr. Wehmann escorting teens on 4 day mission trip I request not, among other reasons because we needed him at the parish during this period
- 11. Attendance at Parish Meetings at the request of volunteer chairs or staff:
  - a. Pastoral Council (for pastoral care)
  - b. Befrienders
  - c. Parish Council
  - d. Baby Blanket volunteer leadership
- 12. Attendance at Parish Festival: Block Party in Sept 10/11
- 13. Other meetings at various individual's request:
  - a. Personnel issues / concerns with some parish staff
  - b. Personnel issues / parish issues with a few parishioners
- 14. **Negotiation (local process) of the** *Justice in Employment claim* made by Business Administrator and Director of Liturgical Music Karl Kornowski relating to his work relationship with Fr. Wehmann
- 15. Regular communications as needed with Chancery officials to ensure good direction with Bishop Piche, attorney)
- 16. Regular communications as needed and for updates with Dennis Merley (attorney) especially relating to Justice in Employment local process.
- 17. Written Materials studied: Website and all materials on it; bulletin; various email communications; brochures for all programs and ministries, Personnel Manual; Job descriptions of all staff (which were

incomplete); Internal Control Guidelines – requested annotation for compliance at the parish by the Business Administrator.

# ACTIONS TO STABILIZE THE PARISH: those listed above, and also in process at this time:

- 1. Work with Pastor and Business Administrator to write and finalize accurate job descriptions for all staff positions, and an accurate ORG chart for publication and information by end of September
- 2. Have job descriptions signed off by employees, and information letters re pay issued to all along with JIE and Employee Code of Conduct by Oct. 1 (then we can begin supervision based on solid job descriptions)
- 3. Second personnel review process with employees early November.
- 4. **No raises at this time will consider in January** once budget is planned and analyzed, and work performance has been reviewed as it relates to the job description (staff had no raises last fiscal year due to Reduction in Force process in the parish.)
- 5. Provide an organized budget process to the parish so they can build for the future
  - a. Assist staff and B. Administrator with the training in organization to the Pastoral Care Department in the areas of programming:
  - b. Baby Blanket guidelines volunteering, finances, intake, etc.
  - c. Family Pathways child care
  - d. Parish child care guidelines and procedures
- 6. Assist Pastor, staff and B. Administrator with the organization of the
  - a. Maintenance Department (custodial and repairs) currently very difficult situation ...
  - b. Support Staff Department a new approach to the issue of getting help for all staff
  - c. Policies and procedures especially work request forms and timeliness and supervision
  - d. Guidelines for Youth Ministry programs and boundaries
  - e. Communication to the parish and staff on what / how the parish will develop ....
  - f. Training of Volunteer leadership and committees currently not sure how they fit, if they are needed and are gun-shy of volunteering in many cases due to past bad experience

### A BRIEF SUMMARY OF THE RESPONSES TO THE QUESTIONNAIRES:

- 1. Out of 87 responses: responses included:
- 2. All ages some current parishioners, some have left the parish. About 3/4 were active volunteers
- 3. 6 towns: Lindstrom, Forest Lake, Chisago, Center City, Hugo, Taylors Falls, out of town.
- 4. <u>Strengths of the parish included the following most listed:</u> the community, the people, the location, opportunities to give and get help, Fr. Wehmann, the traditional Catholic teachings, Faith Formation and Youth Ministry, focus on the Eucharist, the uplifting music at liturgies
- 5. <u>Greatest challenges include</u>: Fr. Wehmann, Karl Kornowski, need for communication, pastor and administrator conflict and lack of respect for each other, staff turnover (RIF and 4 staff additional voluntarily leaving), the great number of parishioners leaving the parish, unrest, liberal theology to very conservative theology, Fr. Wehmann's treatment of volunteers and erratic responses with control, concerns regarding some strange treatment or statements from the pastor to young people
- 6. <u>Is the parish united, divided or both</u>: mostly people found the parish divided, or both.
  - a. Main causes for <u>unity</u>: Fr. Wehmann's teaching and liturgy, music, Karl Kornowski, welcoming atmosphere, Faith Formation
  - b. Main causes for <u>division</u>: Fr. Wehmann's over-control, erratic behavior, and treatment of people; abortion question; less social justice and outreach opportunities and focus than before; friends and staff have left; music seems a performance rather than worship and Dir. of Music and pastor seem in conflict with each other; church teaching; sadness at having to leave parish home for various reasons.
  - c. <u>Greatest needs for communication improvement:</u> pastor and BA; confidentiality from pastor; information on programs; less lecturing focus by pastor on sin, hell, confession and a bit more emphasis on the love of God and community; info on finances; we are tired and losing hope!
- 7. Some helpful ideas were proposed that I will list and give to Fr. W, Karl, trustees, staff and leadership.

# SOME OBSERVATIONS RELATING TO THE PARISH AT THIS TIME

<u>Environment and demographics</u>: Lindstrom is located near various other communities, all of which are quite independent of each other. The heritage in the area is predominantly Swedish. The population is a mix of farming, trades, business including commuters. There were predominantly Protestants in the area, and a very active group that participates in Eaglebrook Church; Catholics attend St. Bridget, or St. Peter Forest Lake, or Taylors Falls. Many residents of the area — and parishioners of St. Bridget — have been residents and members of the church all or most of their lives; so leaving the parish in dissatisfaction is like losing their spiritual home.

### Church leadership and theology over the years at St. Bridget:

- <u>Fr. William O. Whittier</u> was pastor for many years and focused on a more liberal approach to church and sacramental teachings, with a heavy emphasis on social justice and action. Fr. Whittier was very bonded personally to many of the staff who were part of the Reduction in Force last year, and he has been vocal about questioning finances, staff, RIF, etc. in public (I have spoken with him of his responsibility to stay out of parish business! He agreed and has been very respectful and supportive of the process since then.)
- <u>Fr. Charles Brambilla</u> succeeded him and was not a hands on pastor particularly, and so caused no major change to my knowledge; he was well liked.
- <u>Fr. Al Bachmann</u> brought many changes that led toward more orthodox Church teaching including the elimination of Form 3 confessions, kneeling during Mass, recitation of the Act of Contrition during the Sacrament of Reconciliation, etc. this seemed to some people rather offensive and like he was implying that they were morally wrong ---- BUT he was not highly offensive since he had a fatherly, pastoral approach in working with people and a pretty self-determined method of administration.
- <u>Starting with Fr. Bachmann and continuing with Fr. Wehmann, some ultra-liberal people chose to leave</u> as they were not able to stand up and consecrate with the priest, use gender neutral language, continue the Form 3 reconciliations, etc. THESE PEOPLE ACCOUNT FOR PART OF THE PARISHIONER BASE THAT DEPARTED.
- It is my understanding, from listening to staff and parishioners, that when Fr. Wehmann arrived as pastor, many were sorry to see Fr. Bachmann leave as they liked his pastoral approach. But, in addition, they became shocked and alienated at Fr. Wehmann's increasing of extreme orthodoxy control issues, micromanaging style of administration, frequent lack of pastoral approach to people, corrective and controlling attitude with volunteers and children, frequent focus on sin-hell-confession, and strange attitudes about the facilities: for example, no talking to him in the sacristy, padding the inside of the confessional with black sound-proof foam, emptying the narthex of all activity and decorations - plants posters - tables for volunteers to communicate about programs - boxes for the collection of food (a long tradition in the parish) and relocating food collecting volunteers outside the parish in the cold. He has a seeming inability to understand the importance of communication before change and of understanding what it means to a person when you demean or eliminate the volunteer activity they have been asked or accustomed to do for many years, or if you holler at them in public and physically push them to another place on the altar when you are trying to train them into new routines as liturgical ministers. In addition, Fr. W. can show facial expressions and affects that are very distracting and intimidating to people – at times he stares or loses eye contact, and they wonder what he is staring at on them or on others, or why he will not look at them when they talk. He seems to forget to follow through frequently on promises made.
  - There is a significant difference in his behavior his first and second year. He is improving the second year, has been willing to engage with the community at large in the area, and has started a weekly cook-out after Tuesday evening Mass-inviting any parishioners who want to come.

#### <u>Staffing and personnel at St. Bridget's – a source of conflict and confusion:</u>

- There have been concerns over the years apparently Tom Gagliardi served as a consultant with Fr. Brambilla in the past.
- Staff under Fr. Bachmann expanded too quickly in that he added various people. Fr. Bachmann demoted
  Vicki (who had been secretary, promoted to Business Administrator by Fr. Whittier) to Events Coordinator
  and appointed Karl Kornowski (the Director of Liturgical Music) the Business Administrator by giving him
  additional salary in addition to the music job and rearranging his priorities in a verbal discussion. This

SUMMARY ANALYSIS FOR BISHOP PICHE September 25, 2011

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caused great hurt for some, division in staff, accusations of malfeasance on both sides, etc. Vicki in fact had only a high school education so did not have qualifications for a BA job – but had done it for over 30 years. Vicki was and is a long-time resident of the community ---- so the pain caused during the RIF when Vicki was let go was deep and is gossiped about still. Fr. Whittier still champions the return of Vicki to the job – and has publicly questioned the management of finances. I have spoken to him about that topic and the inappropriateness of his involvement in it.

- Many in the parish and staff refer to the employees in the RIF as being "gagged" by the administration, since they were not allowed to discuss their termination (which included severance.) In addition to the RIFfed employees, various other staff members have resigned including a 20- year Faith Formation Coordinator, bookkeeper, etc.; some are more liberal in their theology than Fr. Wehmann, and also are more compassionate communicators in general. They allegedly resigned due to direct arguments with Fr. W. and being unwilling to tolerate his treatment of them and of parishioners. (
- After the RIF, Karl as BA said he was in process of producing revised job descriptions, etc. per requirements but Fr. Wehmann forbade him to continue. This has come up during the JIE local process.
- There is conflict also around Karl in the parish the accusations and grounds of complaint are similar in nature to those about Fr. W (controlling, does not respond, rude to employees, talks about the pastor, etc.) and also that he is too much of a presence and too loud with music during the liturgy. Also, some staff and parishioners say that he can be harsh, unresponsive, micromanaging, etc. NOW THAT WE HAVE A JOB DESCRIPTION, WE WILL BE ABLE TO SUPERVISE HIM he has in many areas done an excellent job as administrator, but staff are not used to policies and procedures (which I am working with.)
- We are this week presenting revised job descriptions to the employees. Several of them have been hired for jobs they are not qualified to do and the parish is trying to educate them enough to perform properly.
- When I came, there was a terrible and visible conflict between the BA and the Pastor on supervision of
  employees and control of administration. I have broken the responsibilities into appropriate categories and
  included it as a basis for the local process resolution of the JIE claim. There has been disrespect on both
  sides between Pastor and Administrator (absolutely no disrespect to me ever!)

CLARIFICATION OF THE ROLE OF THE PASTOR AND THE BUSINESS ADMINISTRATOR

PASTOR	BUSINESS ADMINISTRATOR	SHARED
Setting the Vision.	Personnel/Human Resources	Stewardship, volunteer
Liturgy	management;	management, decision on what
Faith Formation	Legal issues management:	programs /project to support and
Pastoral Care.	Buildings/grounds/facilities oversight;	implement, and other areas.
Personnel: Supervision of Business	Long-Range Planning detail planning;	
Administrator, Liturgist, Faith Formation	Financial oversight.	1
Staff, Pastoral Care Staff	Consult with pastor on projects	

# <u>Loss of approximately 1/3 of the parish membership – including some former trustees, Council members, and staff.</u>

This is a great sadness for the parish and for the parishioners who have had to leave their parish home. In addition, it is a loss for the parish which is needing participation and resources to maintain its stable position. My analysis is that the figure of 1/3 who have left can be broken down further into three categories:

- 1/3 of the 1/3 have left due to natural attrition, sad the former pastor left, etc.
- 1/3 of the 1/3 have left due to a disagreement with either the change of content or the rigidity of the theology
- 1/3 of the 1/3 have left directly due to an interaction or interactions with Fr. Wehmann, or concern for their children in his impulsiveness, or his intransigence in some positions, or other causes.

This is not to say that there are not a significant group of parishioners who greatly support Fr. Wehmann, his teaching style, and his care for the parish (probably a good ¼ of the current population.) Others are just neutral (probably ½.) And still others are considering leaving – largely based on whether the consulting process and the outreach from the Archdiocese brings some relief and help.

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COMMENTS ON SPECIFIC AREAS OF MINISTRY AT ST BRIDGET – Many of these areas have fairly good operating status – so I will <u>only</u> comment on the areas that are out of proportion seriously enough to be causing significant conflict and division in the parish.

<u>LITURGY AND SACRAMENTS</u>—(Fr. W. does have excellent well prepared homilies, in general) Concerns: <u>Music</u>—Conflict between the Dir. of Lit. Music (*music is a prayerful expression*) and the pastor (*the role of music is to accompany the actions of the pastor*.) We are going to study some documents and have some suggestions from Michael Silhavy. Loss of participation of choir; people feel it is too loud and performance-like rather than prayerful. Style of music. Dir. of Music needs more liturgical training.

Style of Celebration by Fr. W: length of time the host and chalice are held up is extremely long (38 seconds timed...), how ministers at the altar are trained and treated and corrected by Fr. W; parishioners are not allowed to make announcements re festivals or events – pastor makes all announcements; Mass <u>must</u> be out in one hour – so cut music etc. short to meet people's expectation;

Confession and Confessional – very creepy environment, say quite a few. At one point Fr. W. allegedly <u>required</u> all children to go to confession, rather than encouraging and inviting. He wanted every 2 weeks. Lack of prudence sometimes in things he shares in the confessional – although well intended to be helpful.

**Funeral Celebrations** – whether or not to involve Dir. of Music in planning; who is point person to work with family (priest, music, Pastoral Care).

Mass attendance dropped significantly in last 2 years – less parishioners!

What is missing from the Sacramental Registry – responsibility of staff <u>prior</u> to Fr. Wehmann. (a reply from the Business Administrator to my request for information)

- Confirmations from 1998-2004 not complete
- First Communions from 2000-2001 not complete
- Both have been reconstructed as needed through bulletin articles and other detective work from what I've gathered (prior to my tenure)

<u>EDUCATION</u> - Fr. W. is seen by most as an excellent teacher, especially in the adult education area. Sometimes his comments and behavior with students is a bit imprudent and impulsive. Sometimes people believe he needs to understand the primary role of the parents and the need for age-appropriate education for children (he insists on older version of Act of Contrition with the pains of hell language rather than the one in their class book ...) Happily, enrollment in Faith Formation for children and adults is increasing!!!

**YOUTH MINISTRY** – potentially good program; needs more guidelines and boundaries. Good involvement.

<u>PASTORAL CARE</u> – Excellent work with Fr. W and staff. Sometimes not enough communication. Sometimes Fr. W. does not include staff – but I think it is often because the family requests privacy. Need more process and procedures to manage Baby Blanket, emergency assistance, child care, etc.

<u>COMMUNITY ACTIVITIES</u> - Fr. W. has greatly improved his willingness to attend festivals, community activities, etc. Much better the second year than the first. Was hesitant about attending Ministerial association. Some conflict regarding what community activities and fundraisers can be supported at the parish – need a policy. The Business Administrator has started several fund-raising and community activities, with the goal of giving them over to parish leadership: Block Party in September, Fish Fries in Lent, facilities rental or rent-free use to agencies to do health screening, Red Cross bloodmobile, etc. Fr. Wehmann is very uncomfortable with the Administrator doing programming instead of just administration – a source of contention...

# **ADMINISTRATION:**

1. Fr. W. works well with Trustees.

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- 2. Corporate Record Book: mere was none to be found in the files when arl K. took over as Business Administrator and business files were either non-existent or in disarray. So prior to a couple of year ago, the parish has no corporate records. Karl has a book up to date from his start as BA.
- 3. Struggle for power and clarification of boundaries between Pastor and Administrator affect efficiency and accomplishments and achievements in all areas. Pastor is generally shutting down the BA BA is sometimes not timely with reports and rude to the pastor, at times in public.
- 4. Triangulation pattern between those two with staff and with parishioners. MUCH IMPROVED OF LATE!
- 5. Need recruitment, orientation and training, for volunteers to serve in leadership roles.

# Karl Kornowski took over as Business Administrator— and actions he took as new BA since January 2009 quote from Karl in response to Fr. Wehmann and my questionnaire:

Since starting my role here as Parish Business Administrator I have conceived and implemented many systemic changes to this Parish including:

- Establishing of Employee files
- Writing of employee handbook
- Streamlining work flow
- Dealt with abrupt resignation of our bookkeeper and decision to not re-hire
- Had an audit performed
- Change of trustees
- Setting up actual chart of accounts, establishing financial controls and processes
- Managing rentals for profit after years of substantial losses. Took over role from paid staffer who allowed us to get \$6000 behind in collecting rental revenues.
- Negotiated Easement from \$18K to \$50K form Xcel energy without having to retain counsel or go to court.
- Established capital expense schedule identifying almost one half million dollars in needed repairs.
   Allocated \$30K annual budget for needed repairs. Capital repairs had not been done for over 10 years prior to my tenure.
- Successfully enrolled us in PACE/PRISM program by having crucial requirements met such as HR best practices and legal compliance.
- Proposed to Fr. Bachmann, and then implemented reduction in force to correct the financial course of our Church
  - o Restructured office, workflow and job responsibilities in response to RIF.
  - Established strategic planning group to address long term campus goals and needs. 111
     Laying groundwork for condemnation case with MNDot and subsequent major changes to campus.
  - o Actively manage pay process, workflow and other employee issues.
  - o Manage cash flow, bills of parish
  - o Establish, maintain and renegotiate vendor contracts
  - Manage campus improvements and planning.
  - o Conceiving and establishing a large-scale annual festival. This included all necessary permits. O Established policies for facilities usage for outside groups
  - o Conceiving and establishing a Lenten fish fry and upgrading our facilities to accommodate it. This included all necessary permits.

#### **Finance:** The parish carries no major debt.

- 1. Pastor wanted to be chair of Committee now changed as I requested he find some names and we selected an excellent chair.
- 2. LOGOS production of reports in an accurate and timely manner a problem LOGOS is difficult, and the bookkeeper has no experience in bookkeeping and minimal training. We have used Randy Bauer some.
- 3. Parishioners are not receiving enough, timely and accurate info on finances some have questioned about this.
- 4. Fr. W. still has some issues with collections we need a Fundraising policy for the parish. He can be caught by parishioners and staff who want the parish to support everything and I sympathize with him when he has to take a clear position. But sometimes he does not communicate clearly why.

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- Maintenance Department needs to get working toward the efficient cleaning and maintenance of the facilities.
- 2. Parish owns, manages and rents four rental homes.
- 3. Parish owns about 40 acre parcel purchased for the purpose of eventually building a new facility.
- 4. Many responsibilities to get resolution on Xcel Energy and MNDot condemnation project will have great effect on parish long-term. Andy Eisenzimmer and Trustees are involved with this. Parish will receive about \$1million to help effect changes.

# Note from Business Administrator Karl Kornowski: MNDot Summary (brief):

A condemnation action taken by MNDot will be taking the following from us:

- 1. A section of parking lot
- 2. Access directly from HWY8 as well as one-way access to our main parking lot via Elm Street.
- 3. All existing street parking

This will have VERY substantial effects on the campus for several reasons including but not limited to the need to:

- 1. Expand the parking lot to replace all the lost spots
- 2. Develop a 100yr water management plan currently not in place
- 3. Adhere to modern zoning including but not limited to impervious surface restrictions. A. This will inevitably cause us to demolish our adjacent properties to the east to expand
- 4. Reconfigure the main entrance of the campus and move everything to Olinda Trail
  - b. 4-way stoplight will be added to the intersection
  - c. We would need to change the front entrance of the campus
  - d. We would need to acquire additional non-owned land from a property to our North
- 5. Our "main" entrance off of HWY 8 will become moot
- a. reconfigure main/ceremonial entrance to north side will leave not enough space and MAJOR mechanical barriers to expanding the entrance... a LOT of \$\$\$\$\$\$\$
- 6. Retrofitting the campus to current zoning/codes may be necessary -- e.g. sprinkling the building, adding an elevator, etc...

Currently we have a team assembled that works with us well:

- 1. Howard Rosten (Malkerson Gunn and Martin) Top condemnation attorney in MN
- 2. Bob Strahkota (Shenehen Group) Appraisal company
- 3. Opus Group engineers, architects and planners

# **HUMAN RESOURCES AND PERSONNEL:** This has been addressed quite a bit in previous segments of the document.

- It is necessary to make the job description of the BA reasonable after Fr. W. had him as Dir. of Liturgical music and then he was appointed to serve as Business Administrator (both full-time jobs, theoretically. We are talking about going 18 hrs and 30 hrs...)
- There will be a separate section in this summary to address the role and abilities of Fr. Wehmann as pastor.

#### **LEGAL ISSUES:**

- MnDOT condemnation
- A restraining order on a parishioner
- A possible brewing issue with a parishioner fixated on BA
- Personnel Policies, procedures, supervision; JIE
- Fr. Wehmann and his role with children and women a potential liability; not intended on his part, I
  think. Due to impulsivity, inappropriate comments, and personal affects.

**LONG RANGE PLANNING:** Needed in the future. For right now we are doing what is needed to cope with and plan for the MNDot condemnation.

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# SOME OBSERVATIONS RELATING TO THE PASTOR FR MARK WEHMANN AT THIS TIME

# PROFESSIONAL LEVEL – information gained through input from staff, parishioners, and my observation

- 1. I find Fr. Wehmann to be an intelligent, humble, prayerful, grateful person and priest; he acts with truthfulness and integrity.
- 2. It is impressive that Fr. Wehmann took the initiative to hire a consultant and asked for help on the personal level with counseling, and on the professional level with leadership training and with administration management of the parish.
- 3. At times Fr. W. focuses too much attention on following the advice of what other priests have done, and less on the process of thinking something through with his staff and parishioners which can make people feel demeaned or ignored. Fr. W. does not mean that, he is just not confident of the answer and wants to get it right.
- 4. Fr. W. makes extremely sincere and consistent efforts to learn and yet often the lesson from one situation that should be taken the next day over to another does not transfer.
- 5. Fr. W. is very humble and genuine in making an apology when he understands how he has hurt someone or done the wrong thing. It is hard for people to believe it sometimes because he is likely to repeat the same offence the next day without realizing the similarity of actions.
- 6. Fr. W. works well with those he trusts but it is hard for him to know whom to trust in the parish, especially when others triangulate around him or gossip in front of him.
- 7. When he trusts a parishioner, it has been brought to me that he can tend to get fixated for a period of time and then withdraw suddenly (probably thinking maybe he is too involved??) causing problems and confusion in both circumstances.
- 8. Fr. W. has a great need to make sure that everything is done right! Liturgy, where you stand, what is said, etc. etc.. He can become intractable in some situations ex. use of the narthex, use of funds, whether he can be chair of Finance, etc.
- 9. Fr. W. makes an effort in this second year as pastor to be hospitable to parishioners:
  - a. Cook out after Tuesday evening Mass which he pays for and invites all to
  - b. Attendance at some of the youth events, ball games, etc.
  - c. Attendance at dinner and invitations with parishioners
  - d. Outreach to the sick, bereaved, and those who have questions on the faith and education
  - e. Work with the Ministerial Association of the area
  - f. Excellent and respectful work with the Trustees and Parish Council

# 10. Pastoral style:

- a. Erratic sometimes very caring and compassionate, sometimes quick and harsh. Sometimes in stress he can holler at people and not even realize it.
- b. Can be judgmental regarding people's adherence to church teaching. Can also have difficulty limiting the conversation to the topic at hand. Baptism preparation does not appropriately lead to a conversation by the priest with the couple of how they are going to manage their sexuality after the baby is born and how they should use natural family planning.

# 11. Professional work style:

- a. Organization of materials in his office a problem we will work on
- b. He has a very short attention span at times can at times be talking to a person and his eyes are fixated on some distant location disconcerting to the person he is speaking with.
- c. When Fr. W. is intense on a subject or is being challenged, he can appear angry and intimidating. (although in some situations I think anger quite justified!)
- d. Follow-through on promises made and remembering decisions often a problem
- e. Arbitrariness and seemingly controlling attitude with staff in individual meetings with some staff; with others, quite the opposite.
- f. Repetitive behavior, sometimes verging on the obsessive (manner of cleaning of sacred vessels?)

- g. Observed sitting two tables in front of a public speaker at an important Archdiocesan presentation and playing games on his cell phone during the presentation. Parish staff was also present at the same table observing the behavior.
- 12. <u>Involvement with youth</u>: Fr. W. wishes the best for young people and really seems to enjoy the interaction with them. He also finds in them kindred spirits and finds it easy to trust young people. He can, however, make very inappropriate comments and probably not even realize how they sound to the parent or the recipient; or he can take inappropriate and childish actions in the excitement of the moment. (Examples Reported to me by staff and parishioners alike: *girl and her shirt; racing the boy peeing in the bathroom; junior high girls hanging around and he is teasing with them at a youth level; commenting to a staff member that her son is so good looking he would certainly be interested in him if he himself were gay; little 2 year old wanting to ask a question —and Fr. W. sternly telling him by the sacristy This is not the appropriate time; connecting the parish rectory hose and squirting the kids when they were having a water-fight with pistols; holding on to the hands and arms of girls who bring up the gifts.)*
- 13. <u>Involvement with women</u>: there are some women who think Fr. W. is looking at their breasts; one woman's husband asked that he call less there; going in the dunk-tank in his full clerics; then coming out and sitting on the lap of a woman at the Festival (she is dressed in all white attire...) One woman told me that she and her friends monitor him when he is out with young people to prevent him from being in the rest room too long with them or whatever. (I think that is some disordered on the part of the woman!) He made a joke with a woman on a topic she had shared with him previously, and because it was in a public setting she said she slapped him on the face in public. That is inappropriate to say the least!

<u>PERSONAL LEVEL – In short, Fr. W. is an outstanding human being and priest – with what I believe to be some very serious behavior / health issues. It has been an honor and pleasure to work with him, and a challenging experience to see how to help him and the parish.</u>
Some interesting points of reflection:

- 1. Fr. W. announced to the community and to everyone he works with that he has a hard time reading beyond a fourth grade level. And yet.... He made it through college ... this puzzles me.
- 2. A few weeks ago Fr. W. was very stressed on a topic, and I noted his left eye ball bulging much further out than the right one. I did mention it to him and said I think we need to request a complete physical. He said he had his annual physical but I think this needs a more comprehensive approach.
- 3. In the process of meeting with parishioners, 5 different professionals in the teaching or psychology field came to me and spoke of their concern to help Fr. W. They did not come together; they do not know each other as they are different ages, different towns and different groups. One of them, a psychologist by profession, came with his wife --- they have left the parish, but he came to speak with me about his deep concern for Fr. W he said "I think it is remarkable the level at which he is working and the responsibilities he is carrying considering that I think he is having to deal most likely with Asperger's (a level of autism that manifests in high functioning individuals.) This man was actually teary-eyed in his presentation, and request that somehow Fr. W. be offered some help and support. I asked him for materials and research on the topic. I have personally done research on this topic since then. As I look at the symptoms, there are so many that fit Fr. W.'s behavior. I have also studied a great deal in the last two weeks on the topic "What do learning disabilities that are found in children look like in the adult person?"
- 4. I spoke with Fr. W. and told him what I had learned; he thanked me for the courage and honesty to speak with him directly about this, and he actually took the question to his counselor Paul Ruff. Paul said he is unable to perform the testing for a diagnosis; he wondered if I would come in and meet with him and Fr. W. and tell him what people have shared with me regarding their observations. Fr. W. and I think that it is premature for me to do this.
- 5. I now believe and recommend that it is essential for Fr. Wehmann to receive a full physical (to check on the bulging eye problem) and a full psychiatric examination to determine the possibilities of Aspergers or some other syndrome.

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- a. I think that Fr. Whis working to a high level of effort to learn and pastor well, but when there are frustrations I do not think he has the skills to manage a prudential judgment sometimes.
- b. I think that Fr. W. would never want to hurt a child or be inappropriate with a man or woman, but I am concerned that his impulsivity and blurting out of comments that are not appropriate are going to get him in a terrible situation where he is accused and cannot even defend himself. This will ruin his career and effectiveness as a priest and affect him personally on a deep level.
- c. I believe that Fr. W. is the last person to want to hurt others but his mannerisms and abrupt controlling behavior have damaged and intimidated many, and have resulted in people leaving both St. Bridget's and the Catholic Church.
- d. I believe that if there is some form of counseling or treatment or medication that Fr. W. could receive to mitigate the effects of whatever disorder he has, he should have the right to explore these avenues.
- 6. If someone says to you "why did they not see this in the seminary? Or in the other parishes?" I would reply that the short term behaviors were seen but the comprehensive picture was not assembled. In the seminary you are concerned with doing the right thing and learning and not having to deal with criticism, and lack of trust, and people triangulating, and feeling on display and shy as you stand before a potentially critical group of lay people whether at liturgy or wherever. I believe that Fr. W. is in a hard situation with a parish that is divided theologically, that has some unqualified staff, that has opinionated parishioners, etc. But they are also in a hard situation in that they cannot reason with him sometimes or expect a consistent response.
- 7. I firmly recommend that Fr. Wehmann not ever be allowed to chaperone any overnight youth trips. I believe that the excitement with the youth, the lack of sleep on the trip for both young people and chaperones, and potential situations of need will present a potential recipe for stress for Fr. Wehmann, leading to a fairly high risk of bad judgment and subsequent accusations and interpretations by youth, parents and other chaperones. This will be a very painful decision for Fr. Wehmann to hear and have to observe, if that is your decision Bishop Piche, because Fr. W. is very dedicated to young people as the future of the church, loves to be with them, share faith with them and is very uplifted by their presence.

Dear Archbishop Nienstedt, Bishop Piche, and Fr. Laird,

I am proud to stand behind Fr. Mark Wehmann and mentor him to the best of my ability – and am humbled by his trust. I promised to always tell the truth and to protect the reputation of the priest, of the diocese, and to do right by the parish I am serving. I can continue to help Fr. W. and the parish to stabilize in administration, leadership, etc. as you decide is best to do. But I am totally convinced that justice and compassion demand a full medical and psychiatric work-up for Fr. Wehmann, and a long – range plan for him and for his ministry that takes into account the results of those findings.

In addition, THE PARISH NEEDS TO KNOW WHAT IS GOING TO HAPPEN AND TO HAVE AN INVITATION TO HEAL AND A PROCESS TO DO SO. I have a group of professionally trained parishioners who would come forward and work as a Team to accomplish the communications and planning on this project. Stewardship needs to be taught as a concept – but volunteers and staff must be treated with respect and care – by leadership and each other.

I look forward to your recommendations and will continue in service at the parish to achieve the structuring needed at this time unless I hear otherwise from you. Thanks to you and to Fr. Wehmann for the trust vested in me to work with the parish of St. Bridget of Sweden.

Sincerely,

Mary L. Bosscher

Monday, September 26, 2011

SUMMARY ANALYSIS FOR BISHOP PICHE September 25, 2011

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Autism Helpline Number: 0808 800 4104

Last updated: 22/08/2011 10:49:21



## What is Asperger syndrome?

#### Choose language:

English 🐷

Here we explain more about Asperger syndrome - a form of <u>autism</u> - including the three main difficulties that people with Asperger syndrome share, how many people have the condition, and what may cause it.

As soon as we meet a person we make judgements about them. From their facial expression, tone of voice and body language we can usually tell whether they are happy, angry or sad and respond accordingly.

People with Asperger syndrome can find it harder to read the signals that most of us take for granted. This means they find it more difficult to <u>communicate and interact</u> with others which can lead to high levels of anxiety and confusion.

## About Asperger syndrome

Asperger syndrome is a form of <u>autism</u>, which is a lifelong disability that affects how a person makes sense of the world, processes information and relates to other people. Autism is often described as a 'spectrum disorder' because the condition affects people in many different ways and to varying degrees. (For more information about autism, please read our leaflet <u>What is autism?</u>)

Asperger syndrome is mostly a 'hidden disability'. This means that you can't tell that someone has the condition from their outward appearance. People with the condition have difficulties in three main areas. They are:

social communication

social interaction

social imagination.

They are often referred to as 'the triad of impairments' and are explained in more detail on page 3.

While there are similarities with autism, people with Asperger syndrome have fewer problems with speaking and are often of average, or above average, intelligence. They do not usually have the accompanying <u>learning disabilities</u> associated with autism, but they may have specific learning difficulties. These may include <u>dyslexia</u> and <u>dyspraxia</u> or other conditions such as <u>attention deficit hyperactivity disorder</u> (ADHD) and <u>epilepsy</u>.

With the right support and encouragement, people with Asperger syndrome can lead full and independent lives.

## Three main areas of difficulty

The characteristics of Asperger syndrome vary from one person to another but are generally divided into three main groups.

Difficulty with social communication

http://www.autism.org.uk/asperger

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If you have Asperger syndrome, understanding conversation is like trying to understand a foreign language.

People with Asperger syndrome sometimes find it difficult to express themselves emotionally and socially. For example, they may:

have difficulty understanding gestures, facial expressions or tone of voice

have difficulty knowing when to start or end a conversation and choosing topics to talk about

use complex words and phrases but may not fully understand what they mean

be very literal in what they say and can have difficulty understanding jokes, metaphor and sarcasm. For example, a person with Asperger syndrome may be confused by the phrase 'That's cool' when people use it to say something is good.

In order to help a person with Asperger syndrome understand you, keep your sentences short - be clear and concise.

#### Difficulty with social interaction

I have difficulty picking up social cues, and difficulty in knowing what to do when I get things wrong.

Many people with Asperger syndrome want to be sociable but have difficulty with initiating and sustaining social relationships, which can make them very anxious. People with the condition may:

struggle to make and maintain friendships

not understand the unwritten 'social rules' that most of us pick up without thinking. For example, they may stand too close to another person, or start an inappropriate topic of conversation

find other people unpredictable and confusing

become withdrawn and seem uninterested in other people, appearing almost aloof

behave in what may seem an inappropriate manner.

#### Difficulty with social imagination

We have trouble working out what other people know. We have more difficulty guessing what other people are thinking.

People with Asperger syndrome can be imaginative in the conventional use of the word. For example, many are accomplished writers, artists and musicians. But people with Asperger syndrome can have difficulty with social imagination. This can include:

imagining alternative outcomes to situations and finding it hard to predict what will happen next

understanding or interpreting other peoples thoughts, feelings or actions. The subtle messages that are put across by facial expression and body language are often missed

having a <u>limited range of imaginative activities</u>, which can be pursued rigidly and repetitively, eg lining up toys or collecting and organising things related to his or her interest.

Some children with Asperger syndrome may find it difficult to play 'let's pretend' games or prefer subjects rooted in logic and systems, such as mathematics.

http://www.autism.org.uk/asperger

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## Characteristics of Asperger syndrome

The characteristics of Asperger syndrome vary from one person to another but as well as the **three main areas of difficulty**, people with the condition may have:

love of routines

special interests

sensory difficulties.

#### Love of routines

If I get anxious I get in a tizz. I have a timetable; it helps me to see what I have to do next, otherwise I get confused.

To try and make the world less confusing, people with Asperger syndrome may have <u>rules and rituals</u> (ways of doing things) which they insist upon. Young children, for example, may insist on always walking the same way to school. In class, they may get upset if there is a sudden change to the timetable. People with Asperger syndrome often prefer to order their day to a set pattern. For example, if they work set hours, an unexpected delay to their journey to or from work can make them anxious or upset.

#### Special interests

I remember Samuel reciting the distances of all the planets from the sun to a baffled classmate in the playground when he was five. Since then he has had many obsessions, which he loves to talk about at length!

People with Asperger syndrome may develop an <u>intense</u>, <u>sometimes obsessive</u>, <u>interest</u> in a hobby or collecting. Sometimes these interests are lifelong; in other cases, one interest is replaced by an unconnected interest. For example, a person with Asperger syndrome may focus on learning all there is to know about trains or computers. Some are exceptionally knowledgeable in their chosen field of interest. With encouragement, interests and skills can be developed so that people with Asperger syndrome can study or work in their favourite subjects.

#### Sensory difficulties

Robert only has problems with touch when he doesn't know what's coming - like jostling in queues and people accidentally brushing into him. Light touch seems to be worse for him than a firm touch.

People with Asperger syndrome may have <u>sensory difficulties</u>. These can occur in one or all of the senses (sight, sound, smell, touch, or taste). The degree of difficulty varies from one individual to another. Most commonly, an individual's senses are either intensified (over-sensitive) or underdeveloped (under-sensitive). For example, bright lights, loud noises, overpowering smells, particular food textures and the feeling of certain materials can be a cause of anxiety and pain for people with Asperger syndrome.

People with sensory sensitivity may also find it harder to use their body awareness system. This system tells us where our bodies are, so for those with reduced body awareness, it can be harder to navigate rooms avoiding obstructions, stand at an appropriate distance from other people and carry out 'fine motor' tasks such as tying shoelaces. Some people with Asperger syndrome may rock or spin to help with balance and posture or to

http://www.autism.org.uk/asperger

help them deal with stress.

## Who is affected by Asperger syndrome?

There are over half a million people in the UK with an autism spectrum disorder - that's around 1 in 100. People with Asperger syndrome come from all nationalities, cultures, social backgrounds and religions. However, the condition appears to be more common in males than females; the reason for this is unknown.

#### Causes and cures

#### What causes Asperger syndrome?

The exact <u>cause</u> of Asperger syndrome is still being investigated. However, research suggests that a combination of factors - genetic and environmental - may account for changes in brain development.

Asperger syndrome is not caused by a person's upbringing, their social circumstances and is not the fault of the individual with the condition.

#### Is there a cure?

There is currently no 'cure' and no specific treatment for Asperger syndrome. Children with Asperger syndrome become adults with Asperger syndrome. However, as our understanding of the condition improves and services continue to develop, people with Asperger syndrome have more opportunity than ever of reaching their full potential.

There are many approaches, therapies and interventions, which can improve an individual's quality of life. These may include communication-based interventions, behavioural therapy and dietary changes. Information about many of these can be found at: <a href="https://www.autism.org.uk/approaches">www.autism.org.uk/approaches</a>

## Diagnosis

Because Asperger syndrome varies widely from person to person, making a <u>diagnosis</u> can be difficult. It is often diagnosed later in children than autism and sometimes difficulties may not be recognised and diagnosed until adulthood.

The typical route for getting a diagnosis is to visit a GP. He or she can refer an individual to other health professionals who can make a formal diagnosis. Most frequently they will be psychiatrists or clinical psychologists and, in the case of children, paediatricians.

Some people see a formal diagnosis as an unhelpful label; however, for many a diagnosis:

helps the individual, families, friends, partners, carers, professionals and colleagues to better understand and manage their needs and behaviour is the key needed to open the door to specialised support, eg supported living or finding suitable employment.

There are diagnostic differences between conditions on the autism spectrum. Sometimes people may receive a diagnosis of autism or autistic spectrum disorder (ASD), high-functioning autism (HFA) or atypical autism instead of Asperger syndrome. Alternatively, they may be given a diagnosis of pervasive developmental disorder - not otherwise specified (PDD-NOS) or semantic pragmatic disorder. However, people who have been given these diagnoses will have similar difficulties and similar support needs to those who have Asperger syndrome.

You can find more information about diagnosis and how to get one here.

If you would like to read more about the different types of autism (including Asperger syndrome) and the diagnoses that people get, see:

High-functioning autism and Asperger syndrome: what's the difference?

The use and misuse of diagnostic labels.

http://www.autism.org.uk/asperger

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#### Anderson, Lorna

From:

Mary Bosscher [marylb@usfamily.net]

Sent: To: Monday, September 26, 2011 4:28 PM Piche, Most Reverend Lee A.; Laird, Fr Peter

Cc:

Anderson, Lorna; Haselberger, Jennifer

Subject: Attachments:

REPORT ON ST BRIDGET OF SWEDEN - for Bishop Piche on Monday evening What is Asperger syndrome.pdf; REPLIES TO BISHOP PICHE.doc; ORG CHART ST BRIDGET OF SWEDEN \_5\_.pdf; SUMMARY ANALYSIS FOR BISHOP PICHE SEPT 26

2011.doc

Importance:

High

Good Afternoon, Lorna and Jennifer -

Attached please find the report for Bishop Piche and Fr. Laird. It would be great if you could print the material off and maybe ring-bind it or put it in a folder in the following order:

**SUMMARY ANALYSIS** 

**ORG CHART** 

REPLIES TO BISHOP PICHE

WHAT IS ASPERGER SYNDROME

I will get a copy to Fr. Wehmann. We will see you on Wednesday, 2:30 pm at the Chancery.

Thanks, Mary

Mary L. Bosscher (612) 308-4207 CELL



## JIE RESOLUTIONS OF WORK RELATED ISSUES AGREED UPON OCT 2011 — Fr. Mark Wehman and Karl Kornowski

## AGREEMENTS REACHED DURING AUGUST 2011 PERSONNEL PERFORMANCE REVIEWS and DURING JIE LOCAL PROCESS DISCUSSIONS - witnessed by Mary L. Bosscher

To be used in JIE monitoring discussions. - see Agenda of JIE meetings.

#### 1. Ensure constant review and follow-through in management and behavior based on the following CLARIFICATION OF THE ROLE OF THE PASTOR AND THE BUSINESS ADMINISTRATOR

PASTOR	BUSINESS ADMINISTRATOR	SHARED
Setting the Vision. Liturgy Faith Formation Pastoral Care. Personnel: Supervision of Business Administrator, Liturgist, Faith Formation Staff, Pastoral Care Staff	Personnel/Human Resources management; Legal issues management; Buildings/grounds/facilities oversight; Long-Range Planning detail planning; Financial oversight. Consult with pastor on projects	Stewardship, volunteer management, decision on what programs /project to support and implement, and other areas.

## 2. PROFESSIONAL BEHAVIOR — These standards are to be followed by Fr. W. and Karl; they are based on the document distributed to all staff:

**PERSONAL BEHAVIOR:** Employees and parishioners are members of an institution whose main work is spiritual – therefore, we must strive always to exhibit Faith, Hope, and Charity.

#### IT IS OUR GOAL TO RESPECT EACH OTHER and THE INSTITUTION FOR WHICH WE WORK.

- 1. We will each maintain confidentiality at all times.
  - 2. Be open, honest, affirming, and be encouraging to those we encounter.
  - 3. We will work as a team there will be no "lone rangers" on staff or in volunteer leadership roles.
  - 4. We all have job descriptions and specified roles we will work to complete those roles to the best of our ability. We will strive to gain a clearer understanding of our job and how it relates to the whole, to clarify the boundaries of the job, and to not step over into other people's jobs.
  - 5. We will maintain a professional work environment at all times.

#### PERSONAL STANDARDS FOR COMMUNICATION ON A PROFESSIONAL LEVEL:

- 1. Be objective.
- 2. Be respectful in speech.
- 3. Take a professional (objective) rather than personal approach to issues.
- 4. It is important that things are done well, with deliberation and not impulsivity.
- 5. Be friendly and welcoming.
- 6. Keep written records, properly filed.
- 7. Give the benefit of the doubt to each person-presume the best of the other person's intentions.
- 8. Never publish something about another Department without first notifying the Department Chair and providing a written copy of the material.

#### **CONFLICT RESOLUTION:**

- 1. We will work to put an end to rumors and gossip.
- 2. We will go directly to the person with whom we have difficulty.
- 3. If the issue is unresolved then we go to our supervisor. Parishioners and other staff members will not be put in the middle of personnel disputes.
- 4. We will encourage each person to speak for him/herself.

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- 3. A COLLABORATIVE AND RESPECTFUL RESOLUTION OF CONCERNS REGARDING FINANCES AND REPORTING—Review of Internal Control Guidelines document by Karl; discussion on planning a budget and reports with Finance Council and staff. Fr. W. will stop stating in public that we simply have terrible financial records/no idea of our finances, etc. thereby leaving in question the reputation of the Business Administrator. Karl will ensure that the following are met, with the assistance of the Finance Committee Chair and parish staff. (summary below is from June 28 Administration meeting)

  FINANCIAL EXPECTATIONS FROM FR W:
  - Finance Committee is 4<sup>th</sup> Monday of Month
  - Need reports from bookkeeper to Fr. W. and Karl by 3<sup>rd</sup> Monday of month for discussion (or Tuesday due to Monday stresses??) NEED TO DETERMINE ...
  - Need reports sent to Finance Council members by Thursday prior to Finance Comm. Meeting NEED TO DETERMINE ...

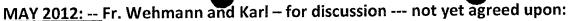
#### **Need reports for Finance Council:**

- Income statement current
- Balance Sheet reflecting the LAST DAY OF THE PREVIOUS MONTH
- Cash Flow statement current
- Variance report where are major variations from expectations when compared to previous year and/or budget <u>Reports for Department Chairs</u> – and setting department budgets; a budget process (Mary B?)
   QUESTION:
  - What is the role of the Business Administrator relative to Finances
  - What is the role of the Pastor relative to Finances
  - What is the role of the Finance Chair relative to Finances
  - What is the role of the Finance Committee relative to Finances
  - What is the role of the Trustees relative to Finances
- 4. JOB DESCRIPTION CONCERNS: Karl has been doing 3 jobs: Business Administrator, Director of Liturgical Music, Choir Director. These need to be clarified, a clear job description made out for each, and then Karl's job needs to be clarified to be reasonable and supplemented in appropriate areas. FR W. AND KARL WILL CLARIFY ITEMS LISTED IN HIS PERSONNEL REVIEW AND IN THE JOB DESCRIPTIONS.
- 5. Parish payment of ¼ of Karl's cell phone bill will be considered approx. \$25/mo.
- 6. AREAS DISCUSSED AS NEEDING ACTION AND RESOLUTION BETWEEN KARL AND FR WEHMANN REGARDING <u>DIRECTOR OF MUSIC JOB read the documents obtained from Michael Silhavy and set a processs</u>:
  - a. Need to come to an agreement on What is the role of liturgical music Karl sees as sung prayer, Fr. W. sees as accompaniment to priest's actions. We will speak with Bishop Piche and Michael Silhavy for materials on this topic Mary B. will start process.
  - b. Need to meet and select acceptable songs/music for all liturgical seasons.
  - c. Defer selection of new hymnals till 2012-13, after discussion and appropriate study.
  - d. Develop/ restore role of choir and children's choir in the future.
  - e. Karl will attend some symposiums on church music, new Roman Missal, new hymnals; parish pays tuition.
  - f. Collaboration and respect must be active and visible to the congregation between pastor and Director of music this is currently often an issue.
    - Monthly meeting to be held between pastor and D of M. for planning.
    - More reflective and quiet music at certain times in the mass
- 7. AREAS DISCUSSED AS NEEDING ACTION AND RESOLUTION BETWEEN KARL AND FR WEHMANN REGARDING BUSINESS ADMINISTRATOR JOB:

JIE OF WORK RELATED ISSUES MAY 2012

- a. Fr. W. and Karl, as Pastor and BA, need to set regular weekly meetings and consult with each other and communicate effectively together and to staff and parishioners. <u>Tentatively, meetings are Tuesdays 10-12 noon.</u>
- b. No more triangulation with staff and parishioners.
- c. Observe proper boundaries as supervisor and employee. Exhibit respect in attitude and language between each other, about each other with staff and parishioners. It is hard for others when staff or parishioners observe public disrespect or arguments between the two main supervisory persons on staff and also leads to fear for their own jobs.
- d. Karl needs to be accountable for his work and able to do it without undercutting and interference and criticism. He also needs to be timely in this work so having a process stopped is difficult for him, but also it is hard for Fr. W. if materials and reports are not on time.
- e. We need a process for handling complaints that will be productive, consistent and effective and not blaming of each other or other staff.
- f. We need effective and continuous communication with staff and volunteers and each other.
- g. We need to clarify what the role is for the BA in helping with programs but <u>not</u> planning ministry; serving as a resource in the 5 areas of responsibility of a BA but not as a chair of committees or controller of a ministry.
- h. We need to develop various documents on policy and procedure ex. wedding, funeral, etc.
- i. We need to clarify with staff and volunteers the process and who is authorized to speak in the name of the parish in contractual and financial agreements.
  - 1) We need to develop a process for staff and pastor to deal with events and questions for example: When must I interact or check with the pastor or BA before making a decision?
  - 2) What are boundaries in the job? What are areas that affect each other and how should we communicate?
  - 3) What about confidentiality?
  - 4) What about attitudes and inconsistency each of us and other staff and volunteers.
- 8. <u>FROM THIS DAY FORWARD FOR ALL EMPLOYEES</u> (information to be given to all employees on polices, procedures, and follow-through on proper supervision by Fr. W. and Karl based on their job descriptions (no triangulation, no stopping of each other in proper work areas.)
- 9. RESPECT FOR EACH OTHER AND PRIVACY IN THE RESOLUTION OF CONFLICTS HOW WILL WE SET A PROCESS, ENSURING STAFF AND PARISHIONERS ARE NOT PUT IN THE MIDDLE OF OUR DISAGREEMENTS.

PLEASE NOTE ON YOUR AGENDA WHAT DATES YOU HAVE WORKED WITH WHAT TOPICS, AND MAKE NOTES BELOW ON ANY RESOLUTIONS ARRIVED AT IF YOU WISH. Mary L. Bosscher



- 1. When I met with Fr. Wehmann in April 2012 he suggested a clarification on issues/infractions of agreed upon rules to be based on the principle of:
  - <u>Is it a "just life" kind of a situation</u> i.e. there was no malice intended and it is an occasional infraction -- which both of you (and all people) will make upon occasion **OR IS IT**
  - A regularly repeated type of violation or disrespect which occurs often in a pattern (for example, not getting meetings set regularly, or not attending meetings set up without notifying the other person, or not referring a matter that applies to the other person to that person for process and making sure that supervisees do the same –ex. insurance, permits for building and for events, etc.
- 2. I had promised to give you a chart for all staff members for you each to share with your supervisees similar to the chart which sets out the areas of responsibility you each hold by virtue of your positions as Pastor or Business Administrator in the parish. Having thought about it further, I think it is more productive to keep using the same chart that you each use, and make sure you give that to your supervisees. SO, you will bear some responsibility if your supervisee does not check with the appropriate leadership person (Pastor or Business Administrator) when scheduling events, running programs, etc. You might make a simple hand-out for staff and place the chart on the website so that there is clarity for all. HERE IS THE CHART AGAIN but expanded a bit for use with staff and volunteers. The two of you should edit its content and then publish it to staff, as they have already seen the basic in the Staff orientation meetings. You may also wish to publicize it for volunteer leadership.

<u>Dear Staff Member and Volunteer:</u> Our leadership of our parish is focused in the Pastor and Administrator. Please ensure that you check with the appropriate person in advance if you are planning a program or event or have concerns. We are all responsible to ensure constant review and follow-through in management and behavior based on the following <u>CLARIFICATION OF THE ROLE OF THE PASTOR AND THE BUSINESS</u>
ADMINISTRATOR

PASTOR	BUSINESS ADMINISTRATOR	SHARED
Setting the Vision for the parish, and	Personnel/Human Resources	Stewardship, volunteer management,
teaching the Mission.	management;	decision on what programs /project to
Liturgy and Sacramental matters	Financial oversight.	support and implement, and other
Faith Formation oversight	Legal issues management	areas.
Youth Ministry outreach	Buildings/grounds/facilities oversight;	Collaborate with the Lindstrom
Pastoral Care and outreach oversight	Long-Range Planning detail planning;	Community
Personnel: Direct supervision of	Consult with pastor on projects	RESPONSIBILITY TO TREAT EACH
Business Administrator, Liturgist, Faith	Personnel: Direct supervision of	OTHER WITH RESPECT IN PUBLIC AND
Formation Staff, Pastoral Care Staff,	Maintenance Staff, Secretarial Staff,	IN PRIVATE, AVOIDING SCANDAL AND
Youth Ministry staff	any outside contractors in technology	CONFLICT FOR STAFF AND
Ensure compliance with legal and	or buildings and grounds	VOLUNTEERS. Responsibility to meet
financial process by consulting the	Ensure compliance with liturgical and	privately by appointment to work out
Business Administrator in the	sacramental process by consulting and	differences, and never reprimand or
appropriate areas	assisting the Pastor in the appropriate	shame each other in public or talk
Work with Trustees, Corporate Board,	areas	about each other with disrespect.
and parish leadership in areas of	Work with Trustees, Corporate Board,	
responsibility (Finance, Parish Council,	and parish leadership in areas of	
Liturgy, Faith Formation, Youth	responsibility (Finance, Parish Council,	
Ministry, volunteer groups)	Buildings and Grounds, Legal,	
	volunteer groups)	

JIE OF WORK RELATED ISSUES MAY 2012

ASSIGNMENTS

#### Piche, Most Reverend Lee A.

To: Subject: Mary Bosscher

RE: FIRST DRAFT OF TENTATIVE ISSUES AND PLANNED SCHEDULE FOR CHURCH OF

ST BRIDGET

Thank you Mary,

This looks quite detailed and comprehensive. I will follow the progress with interest and support it with my prayers. I will wait to hear more about the proposal of a Mass (or other form of prayer) for healing that might involve my coming to the parish.

Also, since the document mentions Father Laird, I will forward it to him as well for his comment.

Again, thanks for all you are doing.

+BLP

From: Mary Bosscher [mailto:marylb@usfamily.net]

Sent: Thursday, October 06, 2011 11:04 AM

**To:** Piche, Most Reverend Lee A.

Cc: Anderson, Lorna

Subject: FIRST DRAFT OF TENTATIVE ISSUES AND PLANNED SCHEDULE FOR CHURCH OF ST BRIDGET

Good morning - here is the first draft as promised to Bishop Piche. I will share in part with trustees tomorrow, and with Fr. Wehmann on Oct. 12 when he returns.

Any input from Bishop Piche is great.

Thanks, Mary

Mary L. Bosscher (612) 308-4207 CELL

#### **CHURCH OF ST BRIDGET OF SWEDEN**

13060 Lake Blvd., Lindstrom, MN 55045 <u>Office Phone</u> (651) 257-2474; <u>Fax (</u>651) 257-1498

#### **CONFIDENTIAL** –

## PLAN OF ACTION REGARDING THE CHURCH OF ST BRIDGET OF SWEDEN and ITS PASTOR FR. MARK WEHMANN

#### First Draft -Thursday, October 6, 2011- by Mary L. Bosscher, Administration Consultant

For review with Bishop Piche, Fr. Laird, Fr. Wehmann, Parish Trustees

**CONTENTS:** 

Page 2 Proposed Actions/Process to Stabilize the Parish – in order of timing/action

Page 3 ITEMS NEEDING URGENT RESOLUTION – described in detail in Summary Analysis document

(9/25/2011). Their resolution will bring improvement to the parish and a restored sense of openness and

hope

ACTIONS/PROCESS - MARY BOSSCHER WORKING WITH FR. MARK WEHMANN CONFIDENTIAL

October 12 Mary meet with Fr. W. to review this document, discuss options for willingness to resolve some

of the issues and communicate with the parish

October - November Leadership training for Fr. Wehmann and Business Administrator Karl Kornowski (Mary

B do some; some set up at outside source.)

Setting up Pastor's filing system - template provided by Mary B. to bring order to Fr.W

office

October 13, Thursday 1 pm

October-November

Early November

Mary B. attend appointment with Fr. Wehmann to see Dr. Paul Ruff

Follow-through on recommendations from Paul Ruff et al.

Report and meeting with Bishop Piche and Fr. Laird – Fr. Wehmann and Mary B.

Respectfully submitted,

Mary L. Bosscher

Mary L. Bosscher

612-308-4207

marylb@usfamily.net

DATE	ACTION	HE PARISH — in order of timing/action  DETAILS	PERSON/S RESPONSIBLE
By Oct. 12	Work Request forms for	Need to make available to all,	Business Administrator Karl
•	maintenance and secretarial	communicate with staff and parishioners	Kornowski
	work	how to use	
Oct. 10	Maintenance staff meeting	Set outline and process to build team	Karl
Oct. 12	List of all Volunteer groups	Complete with group, department,	Karl and Denise
	and staff liaisons	chair, phones, email address	
Oct. 14	Letter to volunteer leaders	Use Volunteer list – send letters/emails;	Mary B and Karl or Kathi
	re orientation on Nov. 7	Bulletin, web, pulpit announcements,	
	Mon 6:30-8:30	emails?	
Oct. 17, Mon	All Staff meeting - From this	Orientation #3 on employment, team	Mary B. consultant
9-10:30	day forward#1	work, job descriptions	With Karl
		Parish policies – Manual	
		Work hours, vacation etc.	
		Consultant work with Pastor and BA	
		Concerns re working relationship with	
	:	supervisors	
		Ethics in communication with each other	
		and parishioners; timely replies!	
		Introduce Work Request Forms – Steve	
		for Facilities and Jessa for Support staff	
Oct. 24, Mon	All staff meeting #2	Some Information on parishioner	Mary B. consultant
9-10:30	, dean d	responses to questionnaires	With Fr. Wehmann and Karl
		Some ideas on the plan for the parish	
		Staff input on healing of the parish	
		Questions?	
Nov. 7, Mon	Volunteer Leadership –	#1Trustees, Finance, Parish Council,	Mary B, Fr. W, Karl
6:30- 8:30	orientation and input	Pastoral Council, Faith Formation Board,	Trustees
	Invite All members of group	#2 Baby Blanket, Youth Ministry Board,	All staff liaisons required to
	#1, reps from groups in #2	New Pathways, Liturgy and Music,	attend
	AGENDA include: Thanks to all	Knights of Columbus, Maintenance,	
	from Fr.W. and from Bishop	Kitchen Comm., Funeral Comm., ACCL,	
	Piche, orientation on church	other???	
	and leadership roles with		
	handouts, some response on		
	questionnaires and plan for the parish, new communication		
	tools (work request forms,		
	check requests) how to		
	publicize your events, parish	`	
	policy, Other?		
• Nov 7/8	CONSISTENT	<ul> <li>State of the parish, questionnaire,</li> </ul>	Mary B, Fr. W, Karl, Trustee
<ul> <li>Nov 14/15</li> </ul>	COMMUNICATION:	new communication tools, apology as	
• Nov.	Bulletin, web etc: articles of	needed	
21/22	communication to the parish	What we have done – more of above	
	at large on various topics	The plans for the future	
	Visit from Bishop Piche?	Maybe Mass of healing and	
	After direction for parish	reconciliation?	
	and pastor is set somewhat		

PLAN OF ACTION – first draft 2

ITEMS NEEDING URGENT RESOLUTION — described in detail in Summary Analysis document (9/25/2011). Their resolution will bring improvement to the parish and a restored sense of openness and hope

CATEGORY	ITEM/TOPIC	PROCESS PROPOSED	TIMING
Administration/ Personnel	Job descriptions for staff; org chart	Completed – now <u>communicate</u> to parish and all staff; staff second Personnel Review process	October – November
Administration/ Personnel	Leadership and supervision training with Fr. W. and Karl Kornowski	In – house meetings – Mary B start; then outside source	October - November
Administration/ Finance	Budget process, reporting to the parish Clear, timely reporting formats for Finance Committee Building Fund Donations have for many years and now continue to go into general collection – how handle? (Karl will write recommendation for evaluation by John Bierbaum)	MLB will provide budget process for use; communicate info to parish on status monthly Mary and Fr. Wehmann, Trustees, Chair of Finance and Karl work on policy and decision  (Karl will write recommendation for evaluation by John Bierbaum)	End October – annual report; monthly thereafter in bulletin  November
	Resolution of fundraising policy and disposition of large Community Giving collection fund		
Administration/ Structure	Visibly improve <u>Maintenance and</u> <u>cleanliness of facilities and grounds</u> <u>Plants and other décor in church</u> <u>removed by Fr. W</u>	Staff supervision; volunteer assistance through B&G group and Knights Discuss décor and plants and resolve policy	In process – October on
	Calendaring process	Mary B. will provide annual calendar planning process to include all departments and volunteer groups	
Administration/ Communication	Clarify invitation to parishioners to access communications	Bulletin, Website, announcements	ASAP – mid October and on
Volunteer orientation, training, appreciation	Volunteer orientation, training, appreciation – leadership and others	Orientation meeting with leadership of all committees List of all committees with staff liaisons	November 7 tent and on
Communication and service	Fr. Wehmann's policies and permissions regarding various-quite restricted since he came:  Use of the Narthex, pulpit announcements, bulletin inserts, presentations, vetting speakers, etc. How and where can volunteers publicize parish events? Now largely shut down	Develop policy with Fr. Wehmann; publicize and implement. OPEN SOME RESTRICTIONS PLACED BY FR WEHMANN	By November 7 leadership orientation meeting
Liturgy	<ul> <li>Music issues between Fr.W and Karl that affect the congregation in liturgy</li> <li>Choir no longer sings as before</li> <li>Volume of sound in church, loudness of piano and vocalist addressed in many parishioner</li> </ul>	<ul> <li>MARY SET OUT CONCERNS – FR W AND KARL Work with Michael Silhavy and church documents</li> <li>Invite Choir to return on a regular basis</li> <li>Evaluate the volume of sound system in the church and provide</li> </ul>	Third week of October start  – continue during Advent

PLAN OF ACTION – first draft  $\,3\,$ 

	concerns	for various changing settings with sound modification	
Liturgy	<u>Liturgical Ministers</u> – healing, appreciation, apology as needed from Fr. W		
Sacraments	Confessional appearance – creepy with black foam		By start of Advent
Sacramental Registry	Some years incomplete	MLB, Fr. W and Jessa check with Jennifer Haselberger re process of resolution	
Funerals - Management by staff	Conflict / lack of clarity between pastor, BA, pastoral care dept on roles and responsibilities. Affects the bereaved!	Meeting with all involved, under the direction of Fr. Wehmann with assistance from Mary B.	
Communication	Timely information, Follow through on promises made; addressing gossip.	Training in communication – Mary B will provide  Work request forms for staff and parishioners to use for timely management and tracking and follow-through of work requested.	ASAP and continued
Baby Blanket and New Pathways plans	Conclude structure and organization of these groups	Planning with Heidi, Karl, Fr. W, Mary as needed	October/November
Faith Formation	Clear communications and planning with Pastor and Coordinator Policy collaboration – youth active.		Fr. W and Theresa and Jackie, help of Karl as needed

PLAN OF ACTION – first draft 4

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# DECISION TO RETAIN GREG VASTERLING, CPA, at St. Bridget to consult/set up financial systems with LOGOS and reporting

Mary Bosscher [marylb@usfamily.net]

Sent: Friday, October 21, 2011 3:41 PM

To: Piche, Most Reverend Lee A.; Laird, Fr Peter

Cc: Anderson, Lorna; Hall, Jennifer

Hi - FYI - I recommended to Fr. Wehmann and he will be retaining Greg Vasterling (former Admin. at Cathedral, current temp admin at St. John/St. James, CPA) to help sort out some financial reporting and Logos setup at St. Bridget. Fr. Wehmann and Bus Admin are very pleased - I will oversee the work and the contract.

It will be helpful to get some strong clear reporting out to parishioners who have concerns about lack of info on finances. Will have finance chair and trustees in on the loop. (Contract will be probably around 40 hrs of work and then the system will be pretty automated and set up, and lessen tension between pastor and BA and bring some more education for the bookkeeper.)

Have a great weekend - Mary

Mary L. Bosscher (612) 308-4207 CELL

## CONFIDENTIAL - Bp. Piches eyes only.

November 2, 2011

#### Dear

Thank you for your letter posted on November 1, 2011, which I received today. You requested that I keep your letter confidential "from Father Wehmann, Mary Boussard, and others." (I assume that you are referring to Mary Bosscher.) I respect and will certainly abide by your request.

Since I am not permitted to share the contents of your letter with anyone, I am quite severely restricted in what I can do to help make the situation any better. I can and will certainly pray for a favorable resolution to the concerns that you raised.

If at some future time you would like me to intervene directly in the matter, please feel free to contact me and release me from the confidentiality restriction. At that time only and not before, I will consult with our staff here at the Chancery on the most efficacious approach.

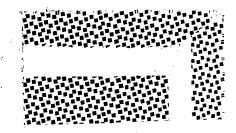
What Mary Bosscher told you is also true: at all times, you have recourse to the provisions of the Justice In Employment policy, which is specifically designed to protect employees from any form of retribution. If you feel that your position is in jeopardy, I would encourage you to contact our Chancellor's office to learn more specifically what your rights are as an employee of the parish.

Sincerely yours in Christ,

Most Reverend Lee A. Piché

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The Most Reverence Bishop Piche Archdiocese of St. Paul and Minneapolis Chancery Office 226 Summit Ave. St. Paul, MN 55102

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## "Peace is My Gift to You."

The Most Reverend Bishop Piche Archdiocese of St. Paul and Minneapolis Chancery Office 226 Summit Ave. St. Paul, MN 55102

Dear Bishop Piche,

Peace. Please know that I do not write this letter easily to you. I have prayed about this entire situation for a long time now. I have spoken to Fr. Wehmann and the consultant, Mary Boussard. I am the newest hire at St. Bridget of Little Sweden. My title is Coordinator of Faith Formation. I came to the parish in the later part of July. I come with almost thirty years experience working in parish ministry, writing for the Evangelization Initiative for the Archdiocese and with a MA in Theology from St. John's University, Collegeville, Minnesota.

I also come with a passion for Church ministry. I have a deep , deep love for the Catholic Faith and have been committed to Catholicism all my life. The faith means everything to me – it is my life's work. I have a spiritual director and give great dedication to ministry.

I am writing this letter asking you to please keep it confidential from Fr. Wehmann, from Mary Boussard and others. I was told very early on from the Pastor that I was not to talk about things in the parish to anyone outside the parish. About a month ago I was told by the Pastor not to talk to the consultant, Mary Boussard without first talking to Fr. Wehmann. I carry a big heaviness inside of me with concerns for how faith is presented here. I want, with all my heart to continue working at St. Bridget. I feel called to ministry here. I am a person of peace and I am totally dedicated to only teach the truths of my Catholic Faith. I do not want to lose my job. Among other disturbing things if this happened, in this economy, I would probably lose my home. I need income and this ministry is what I am trained to do and be with a firm sense of call.

Mary, did tell me not to go to the Bishop with concerns. Rather she said go to the "justice in employment." I respect her but this is not an employment issue of mine and I have no indication at this point of losing my job. I do not want to take up these issues in that manner. I feel a right to share with you as Bishop. Read no further if this is not my right. I truly love this ministry.

Honestly I am writing out of my heavy heart and with concern. Please Bishop Piche do not put my job in jeopardy for coming to you. Please assure me of this.

#### This is what concerns me:

Mary Boussard has been working hard with the parish to make organization issues in the parish strong. This is good. When I talked with Mary I am not sure she understands some of the gravity of how theological positions affect how a parish develops unity, communion with Christ and one another. It is the theological issues that I bring to you with some other observations.

1. Teaching on the Eucharist. I have spoken with Father Wehmann and Correen, the former Coordinator of Faith Formation (who still has a part time position there and Father is close to) about the emphasis in the parish on Eucharistic miracles which are taught to Confirmation candidates and 7th/8th graders and which Correen showed me a book in which she thought was going to be the curriculum for First Eucharist. I said to both of them that these were matters of private revelation and therefore we are not required to believe them. They disagreed with me. In one of the books, it is spoken about a child being sacrificed by an angel coming from heaven with a sword. The child was cut into pieces and the priest when coming to the altar received "bleeding flesh." (From Little Catechism on the Eucharist) From my theological background and catechetical background this is not age appropriate material for second graders and the teaching of this is private revelation. I suggested that we teach about how Mother Teresa would meet with her Sisters every morning before doing ministry in the streets to adore Christ in the Eucharist and to celebrate Eucharist. How the Sisters' work flowed from this deep Eucharistic devotion might be a better example of helping children, youth and others believe in the real presence of Jesus in the Eucharist. I was surprised by their lack of knowledge that this was private revelation (the hosts turning to flesh).

I continue to hear Father talk about the Miracle of Lanciano, Italy and he has engaged parishioners to keep pushing this miracle, in particular. Parishioners who teach children who are preparing for Sacraments show pictures of the host turning to flesh.

From my studies, spiritual direction, and my own dedication to the Eucharist I know that Eucharist has so much more to give to us about living life in God. Truly we receive Eucharist the real presence of Jesus in Eucharist and we are called to live Eucharist.

The Church promotes in her catechetical and liturgical documents that teaching needs to be age appropriate. I have raised questions about this. Especially I have raised questions about it about material a seminarian wrote for Fr. for the 7th/8th grade which does not have an imprimatur on. An administrator from the school spoke with me about concerns regarding age appropriateness of this material. I directed him to Father. Father became very defensive. I do believe some credibility needs to be given to him since he is an administrator of an entire school system. However, I referred him to Father. I further spoke with Father about age appropriateness of the material. He becomes very defensive.

2. I recently was at a session on the new Roman Missal in which Fr. Wehmann spoke of the difference between priest and laity. Yes there is a difference and I will teach this. But what was stressed was how he felt "priesthood was under attack." He stated this in a tone that I noted as angry and he proceeded to say how he was not going to adhere to this any longer and was going to "raise priesthood above others." Then he said in a stern tone how Marriage was also "under attack." I was bothered because of the stern tone in which he publicly made these assertions.

- 3. As you may have heard there is a lot of emphasis on "sin" in the parish and also "guilt." The first principle in theology is that God always makes the first move to call us back to himself and to love us with a radical, unconditional love. Without this first principle being taught, it becomes hard to teach on sin and guilt. Believe me Bishop, I do believe in the reality of sin and guilt that is healthy. But one begins to push people away when it is overly emphasized. Jesus' greatest message was true repentance and return to God's love. When a mother, close to Fr., questioned me if I was orthodox in my teaching, I tried my best to explain to her what I had said. What was really most disturbing was when he told me, as a professional person that I "should feel guilty, guilt is good." I walked away not being offended but concerned that this attitude was so prevalent in him.
- 4. I have talked with Mary Boussard about his "affect" problems and his showing of immaturity and insecurity. He is very controlling and very defensive when I as a staff person simply want to have a conversation about theological issues. I try to work with this but am concerned about how he would be addressing others.
- 5. Recently I received a call from a woman who questioned my orthodoxy. It was someone very close to him again. Believe me Bishop Piche, both Archbishop Flynn and Bishop Pates who I wrote extensively for and used documents of the Church as a basis for discussion, have affirmed me. (Evangelization) My orthodoxy is strong. What actually concerned me more was the talk of people before me in leadership positions, whom she said was "teaching paganism." Over and over I keep hearing about presentations that included in their words "worship of the environment" over "worship of Jesus in the Blessed Sacrament." They wanted to make sure I wasn't teaching this. Fr. Wehmann has on numerous occasions brought up that religious education was not positively presented in the past and that "classes had nothing." I believe we must respect the work of the priests and leaders who went before. Putting them down is not creating unity.
- 6. I want to include concern over Fr. and his relationship with youth. We know how particular we are about these issues in the Church. Yes, both staff and other people have come to me with concerns about his behavior. I have referred them to Mary and asked them to talk with her. I became especially alert to this on my own the first month I was here and saw Fr. at a local park bring a hose and hose down children, young teens and then at one point turn the hose to some of us women. Theologically, this is not how I would end a week of learning about Christ with children and teenagers. I don't think he meant anything wrong but it caused a great deal of chaos to pursue and as a leader I became very concerned about harm or hurt that could come to these children and young people as they became very chaotic in the midst of it.

I conclude by begging you not to tell him nor Mary that I wrote to you. I want to work at St. Bridget's but in the last few months, I have felt terrific inner anxiety around Father. I have prayed about this and last night I decided to do one last thing that I thought I could do to help the situation and that is contact you. I contact you with a concern for the parish, for the beautiful, faith filled people that are part of this parish. My love for the people has grown. I want this job of ministry. In conscience, I felt I had to take the risk of writing to you. When people begin silencing one, red flags go up. I love this ministry at St. Bridget. Please Bishop Piche assure me that you will tell no one I spoke to you about this. I want all

people to be protected. In all ways I uphold him as Pastor with respect. I couldn't hold these theological things in any more.

Please pray that I will have the grace I need to minister here.

In Christ,

**Coordinator of Faith Formation** St. Bridget of Sweden

#### CHURCH OF ST BRIDGET OF SWEDEN

13060 Lake Blvd., Lindstrom, MN 55045 Office Phone (651) 257-2474; Fax (651) 257-1498

Fr. Mark Wehmann, Pastor

651-257-2474

frwehmann@stbridgetofsweden.org

Karl Kornowski, Business Administrator

612-703-7570

email:

kkornowski@stbridgetofsweden.org

Mary L. Bosscher, Administration Consultant

phone:

612-308-4207 c; h 651-426-5260

marylb@usfamily.net

Jessa Peloquin, Bookkeeper

phone:

email:

Greg Vasterling, Financial Consultant

Phone 651-459-1724 E-mail

Gvasterling@msn.com

email:

Mark ??. Chair of Finance Committee

phone:

#### FINANCIAL NEEDS - CONSULTATION WITH GREG VASTERLING

#### **GENERAL INFORMATION:**

We manage finances on a cash basis, accrual or modified cash basis – which? Karl, please comment

#### FINANCIAL EXPECTATIONS REGARDING REPORTING FROM FR WEHMANN:

Need reports for Finance Council:

- Income statement current
- Balance Sheet reflecting the LAST DAY OF THE PREVIOUS MONTH
- Cash Flow statement current
- Variance report where are major variations from expectations when compared to previous year and/or budget
- TIMING:
  - Finance Committee is 4th Monday of Month in the evening
  - o Need reports to Fr. W. and Karl by 3rd Monday of month for discussion (or Tuesday due to Monday stresses??)
  - Need reports sent to Finance Council members by Thursday prior to Finance Comm. Meeting

Reports for Department Chairs – and setting department budgets/ monitoring them quarterly

A budget process (Mary B has provided a template for consideration – to date department chairs have not been involved in a pre-planned budgeting system.)

OTHER NEEDS OR COMMENTS FROM KARL KORNOWSKI: LOGOS began here in 2007 (migrated from Peachtree) and was implemented very poorly. 5 users had full GL access and would add accounts/sub-accounts on a whim with no concise or logical COA. I consolidated the COA 2 seasons ago quite a bit, however not completely. The goal was to migrate slowly to a "clean" COA in fiscal 2010. With the new Pastor,

some different changes were made in order to track I & E for specific projects and departmental needs. As the department codes in the COA are locked and restricted by the Archdiocese, the only two options were have separate cost/revenue centers tracked using unused/open accounts. I would like someone with LOGOs experience to look at how we can best setup our accounts. Currently we use custom reports in LOGOs and their stock P&L:

## OTHER NEEDS OR COMMENTS FROM FR WEHMANN: Fr. Wehmann has listed the following as requests:

- 1. I would like accurate and consistent reporting in two areas:
  - a. Why are August 2010 financial summary different when I look at it in 2011 somehow the figures are different and were adjusted, and so I am never sure which version is correct. Perhaps if we make adjustments we need to send the final version of that month to finance council and label it as final.
  - b. Where is the breakdown in our processes that is leading to inconsistent and not timely reporting?
- 2. I would like the procedures that are driven by Internal Controls document looked at:
  - a. For example, the combination on the safe is the factory given one..
  - b. When we do money collections at mass and other events, usually we have 2 people but not always, and they do not sign the tamper-proof bags. It seems to me that we have 2 people about 1/3 of the time.
  - c. Maybe we should have Jessa number and sign the bags, so they could not be opened and then the money transferred to another tamper-proof bag by a volunteer.
  - d. Are the auditors recommendations being followed?
  - e. Does Greg have any other suggestions to help us?
- 3. I would like some evaluation from Greg and Karl of Jessa's skills and recommendations for her development in the area of bookkeeping.
- 4. I would like to meet with Greg in private at the end of his consultation to hear his recommendations first with Karl and me, and then with me alone as pastor.

## AGENDA FOR MEETING ON THURSDAY, NOVEMBER 3, 2011 AT CHURCH OF ST BRIDGET; 1 PM

1-1:30INTRODUCTIONS

PRAYER

DISCUSSION OF NEEDS WITH FR WEHMANN (Mary B. present)

- 1:30-2DISCUSSION OF NEEDS AND SCOPE OF THE PROJECT WITH KARL and FR WEHMANN (Mary B. present). Any questions or clarifications from Greg
- 2-3:30KARL AND GREG (Greg, please email Karl if there are items that you would like to have provided at the outset.)

2

#### **Meeting Jessa Peloquin**

FROM NOW ON, KARL AND GREG WILL SET THE PACE OF THE CONSULTATION It might be a good idea for Greg to meet with Finance Chair Mark .... at some time.

## AGREEMENTS REACHED AFTER DISCUSSION – fulfill lists on needs placed on agenda above:

- 1. Fr. Wehmann has given full access of financial information, records and audit to Greg for his work.
- 2. Jessa provided Greg a copy of the audit, green sheet, and financials
- 3. Grea was interested in the trends of contributions
- 4. **THE SCOPE OF GREG'S WORK WILL INCLUDE:** Reporting, Budgeting, Review of Logos setup, Best Practices, Guidance for Jessa, recommendations on accrual or modified accrual accounting

#### **GOALS:**

- a. Get the best chart of accounts within LOGOS for our parish
- b. Provide for response to need for Budgeting in advance and for providing Departmental Budgets/lines
- c. Questions for staff on what changes they anticipate this year in first step of doing a Budget Process provided by Mary Bosscher (to be started October 2012). We will establish a baseline with Greg now. (Mary will prepare sheet for Karl to send to staff in November.)
- d. Develop Reports requested by Fr. Wehmann and an easy formatting to pour figures into them monthly.
- e. Review Financial Procedures in the parish, and check base to provide written procedures for all matters that need to comply with the Internal Controls Document.
- f. Work to develop further our standards of "best practices."
- g. Develop what are the 5 driving elements in income and expenditures for the parish on a quarterly basis.
- 5. Meet with Mark Welle, Finance Chair, and do an orientation with Finance Committee if needed.
- 6. Greg will be available to help us via computer in January/February if we need.

Submitted by Mary L. Bosscher on Tuesday, November 08, 2011 – based on notes of our meeting



November 4, 2011

The Most Reverend Bishop Piche Archdiocese of St. Paul and Minneapolis Chancery Office 226 Summit Ave. St. Paul, MN 55102

Dear Bishop Piche,

Peace and God's grace and blessing to you.

Thank-you for responding so quickly to my letter sent to you on November 1, 2011. Please forgive me for spelling Mary Bosscher's name wrong. As I wrote the letter here at home I could not recall the correct spelling.

I want you to be able to act on the issues I raised and therefore I do release you from confidentiality with Mary Bosscher and any other staff who would constructively deal with these issues. However, I do ask that you not let Fr. Wehmann know that I wrote the letter. Please understand, I don't feel comfortable with him knowing I wrote and am frightened that this would jeopardize my job with him. His personal struggles that I note, I believe would greatly affect his response to me and all his warnings to me to not talk with others.

I recently spoke with him about the 7<sup>th</sup>/8<sup>th</sup> grade material he would want me to teach next year. So far he has been running the program. I don't know what will happen as time goes by this year with my relationship to it. I really would want the program looked at (both year I and year II) before I would engage with it. My concern is that it is not age appropriate, hard to connect with faith and real life of a young person and it is written from a defensive mode. Catechetical documents do warn against this type of presentation. Also, recent catechetical directories have pointed out the need to "evangelize" young people before burdening them with this heavy approach.

I am weary with the issues I spoke of to you. There have been some wonderful moments of faith formation and growth with the people at St. Bridget of Sweden. I was taught well at St. John's by professors who were there to prepare us for doctoral studies. I know that the first theological principle is that God makes the first magnanimous movement of love into our lives – this is an incredible love that surpasses all loves. Without this basis there at St. Bridget and an over emphasis on sin and guilt how can we help children, youth, men and women come to fall in love with God and out of that love serve? Believe me, I am well aware of teaching the Christian message in its entirety and not watering down sin or the need for reconciliation. I have thirty years experience and excellent studies. I want to be treated respectfully for what I have to offer. I feel a call to work in this parish and my heart grows more deeply in love with the ministry.

Thanks for doing what you can to remedy this situation. If you wish to talk with me further please contact me.

In Christ. <

Coordinator of Faith Formation
St. Bridget of Sweden
'Listen with the ear of the heart." (St. Benedict)

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The Most Reverend Bishop Piché
The Most Reverend Bishop Piché
Archdiocese of St. Paul and Minneapolis
Chancery Office
226 Summit Ave.
St. Paul, MN 55102

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## RE: URGENT THOUGHTS ON ST BRIDGET - NEED YOUR DIRECTION

Piche, Most Reverend Lee A.

Sent: Friday, November 04, 2011 4:56 PM

To: Mary Bosscher [marylb@usfamily.net]; Laird, Fr Peter

Hi Mary and Father Laird,

Before I can respond fully, I would like to know what results we have from the evaluation by Paul Ruff.

If Father Wehmann is dealing with a disfunction that can be mitigated through counseling and/or medication, it may be possible for him to continue as pastor. Otherwise, he may need to be reassigned to a position of parochial vicar, with a strong supervising pastor.

+LAP

Most Reverend Lee A. Piché Auxiliary Bishop Archdiocese of Saint Paul and Minneapolis

From: Mary Bosscher [marylb@usfamily.net]
Sent: Thursday, November 03, 2011 8:07 AM
To: Piche, Most Reverend Lee A.; Laird, Fr Peter

Cc: Anderson, Lorna; Hall, Jennifer

Subject: URGENT THOUGHTS ON ST BRIDGET - NEED YOUR DIRECTION

Good morning Bishop Piche and Fr. Laird,

The meeting with staff yesterday went well and was very difficult. I realized how absolutely draining and labor intensive any resolution or training is going to be there. Fr. W. did apologize to staff for his actions and mistakes, and made a good presentation - until he started in with comments on the fundraising policy that he agreed we could

work on (and how unfortunate it is that the Arch. takes 11 collections each year so since he does not want to do any extra collections because people are already over-asked, we can do very few or no extra collections!! and did the same speech at Finance Committee.) I have not addressed the issue with him yet.

This is on top of staff/parishioners making an effort last week to meet with Fr. Laird on issues, and then sending a letter about teaching on the fleshy host and the Coordinator being totally unable to balance out the content of some of this teaching which equates church doctrine to private revelation.

So, if you reread my entire report given to you in late September summarizing the situation - it should wash over you with a realization of the magnitude of the situation and the constant volatile change. I can train Fr. W. in supervision - but is it going to stick? is this fair to employees? will you have another JIE filing within a month or two? The level of impulsiveness is pretty shocking - and there is a new goodie to discover every day; but then the effort he puts forth is also impressive on a day to day basis.

I NEED TO CONSULT WITH YOU BOTH ASAP - I DO NOT THINK THAT I SHOULD GO ON AT ALL BEYOND DECEMBER 15 WHICH IS THE DATE I HAVE GIVEN TO CLOSE WITH THE PARISH. For me to continue mentoring would give an impression that things are being monitored and contained, and they would not be as Fr. W. does not see as problematic some of the stuff he does so he would not even ask me about it. Likewise, a consultant is not a supervisor --- and supervision and oversight on a very regular and close basis I believe is the only way for Fr. W. talents and priesthood to be successful.

I CAN CONTINUE TO SET STABILITY AND COMPLETE THE TASKS IN THE PLAN I SENT YOU - BUT NO POLICY CAN BE DEVELOPED UNDER A PASTOR TO MAKE CHANGE IF HE DOES NOT WANT TO DO SO. AND I CANNOT INVITE THE PEOPLE

# BACK TO FULL PARTICIPATION IN LEADERSHIP COMMITTEES IF THEY ARE NOT GOING TO BE ABLE TO DEVELOP AND PUBLICIZE PROGRAMS AND SERVICES WITHOUT A CONSTANT UPHILL BATTLE.

Fr. W. fully intends to be there for 12 years - and maybe that is the right thing and maybe not - it is not mine to decide. But when I am gone, you will continue then to get letters from staff and parishioners, and parishioners will continue to leave. Bishop Piche and Fr. Laird, I have tremendous staying power, but also the integrity to be honest and direct with you when I feel like I am beginning to swim in deep waters. Perhaps you can guide me further - but in addition you need to look at the long-range plan and include Fr. W. I can share more in person if you wish. I HAVE NOT SHARED THIS EMAIL OR INFORMATION WITH FR WEHMANN YET - I will be at St. B. today to introduce Greg Vasterling, but will wait for your guidance. May God guide us and give us wisdom in working with a good parish and a good human being, Fr. Wehmann.

Respectfully, Mary Mary L. Bosscher (612) 308-4207 CELL Fr. Wehmann's Rle, please

#### Piche, Most Reverend Lee A.

From: Sent: Mary Bosscher [marylb@usfamily.net] Friday, November 11, 2011 8:30 AM

To:

Piche, Most Reverend Lee A.

Cc: Subject: Laird, Fr Peter; Erickson, Fr John Paul
DISTRIBUTION OF COMMUNION AT A NURSING HOME and other liturgical concerns

Good morning - I have a liturgical issue needing immediate resolution with Fr. Wehmann, and ask your input but also want you to see the kinds of dilemmas that are arising regularly. The situation:

Fr. W. told me about the following situation: Fr. W. was asked by a woman attending the Communion Service at Parmly Nursing Home why he only distributes Communion on the tongue to people. He said that is his decision, and he will only give it on the tongue "since I do not want to discriminate at all and some people drop the host and that is irreverent, so I will give it to everyone on the tongue to prevent any possibility of the host being dropped by a person into their wheelchair or the floor and having to be retrieved." The woman, a family member of a resident, stated to him that she looked up the matter and that people in the U.S. have a right to chose whether they wish to receive in the hand or in the mouth - he replied that is true, but he thinks it better in this nursing facility to only place it on the tongue so as not to discriminate. If she insists on receiving it in her hand, she will have to go to the back of the room and he will come to her there.

Then I hear from the Pastoral Minister that really, there are few dropped hosts in the two years she has served with Fr. W., that it is important for the residents to be able to exercise as much autonomy as possible in their disabled condition, that many place their hand up to receive the host only to have it placed in their mouth by Fr. W.

Fr. W asks me: what is my right to impose my will and judgment - and how does that weigh against the people's right to receive in either their mouth or their hand.

SO - Any advice for me is greatly appreciated on this Communion in the hand vs. in the mouth issue.

But I also think you need to see the kinds of liturgical determinations/issues that constantly arise for staff and parishioners to deal with, some of which I have clarified and dealt with, including:

- . <u>Baptism certificate</u> Fr. W. was refusing to list the non-Catholic person who is a godparent in addition to the Catholic one on the certificate because our certificates say "godparent." So I ordered new certificates with *sponsor* and instructed him to put (Christian Witness) after the name of the non-Catholic (per instruction by Jennifer Haselberger) and gave him a copy of the Canon Law relevant. Even then he refused to fix the previous Baptism one and correct the registry book but I have told him he will and must do so.
- . Reception of the Sacrament of Reconciliation by children second grade on they must be prepared, says Fr.W. and must memorize the Act of Contrition and may not bring anything in to the Confessional with them. If they forget or are nervous he will help them but they are forbidden to bring anything with them parents are asking for a small card with the prayer to be available. I told him he cannot force children to confess ... it is a sacrament to be offered and encouraged, and his work is with the parents (who are the prime educators of their children) to help them understand and love the sacrament and encourage their children. Fr. W. certainly may and should provide the sacrament every Advent and Lent for all Rel. Ed. children.
- . <u>Disrespect during liturgy by cutting in on music by simply praying loudly over it</u> or hollering at musicians, or distributors, or whoever makes a mistake in his view (this is beginning to diminish after some serious talking to him) we are working on solution of music issues with Michael Silhavy. I asked Fr. W. how many tracks he can run in his head during liturgy one for himself as celebrant, and also one to hear the music and be aware of

other happenings? He replied that he simply does not hear or listen for the music and the congregation singing ---- he simply starts to pray when his internal clock makes him aware that if he does not move things along the liturgy will not end in <u>one hour</u> (which is the maximum allowable time he believes a liturgy should and/or may last at St. B. for the convenience of people, etc.)

. Re holding the host up at consecration for 38 seconds ---- He holds it long enough to slowly recite two Hail Mary's. He is aware that is longer than other priests may do, and that at time the congregation is starting to count seconds....

Many thanks to Fr. Erickson for his guidance and help on several matters which I am in the process of summarizing and determining a resolution on - will copy you all later.

Have a blessed weekend. Mary

Mary L. Bosscher (612) 308-4207 CELL

### OFFICE OF AUXILIARY BISHOP LEE A. PICHÉ

ARCHDIOCESE
OF
SAINT PAUL &
MINNEAPOLIS

### CONFIDENTIAL MEMORANDUM

Date:

November 22, 2011

To:

Most Reverend John C. Nienstedt

Cc:

Very Reverend Peter A. Laird

+ Lar

From:

Most Reverend Lee Piché

Re:

Father Mark Wehmann, Saint Bridget of Sweden, Lindstrom

Archbishop, as you know, Mary Bosscher has been working very closely with Father Mark Wehmann with regard to his administrative decision-making, staff relations, parish conflicts, and now also liturgical issues.

She informed me today that things are "coming to a head" with him. He is exhibiting paranoia about a psychological evaluation which he agreed to undertake, and is resisting Mary's advice on some administrative and liturgical matters. Mary has had to work with him closely on virtually every practical issue about which he has had to make decisions – he appears to lack even the most fundamental prudence necessary to lead a parish – nor does he seem to be learning from his experience. Given the situation at present, it seems that for him to succeed as a pastor in the long run he would need on-going immediate supervision, and could not be trusted on virtually any of his administrative or pastoral decisions. Mary is at a loss. She says that she has never seen a more difficult case.

I gave Mary permission to confront him on the most recent issues under contention (namely, his refusal to distribute Holy Communion in the hand to residents of the local nursing home, and his insistence that the administrator sign a contract that has not been vetted by Catholic Mutual). She thinks that it is possible that at this point he may be close to giving up, and might submit his resignation. She will contact me with further news as it happens, and if necessary I will ask Father Wehmann to come meet with me.

I will keep you advised of any developments.

### Piche, Most Reverend Lee A.

From: Sent:

Mary Bosscher [marylb@usfamily.net] Wednesday, November 23, 2011 7:51 AM

To:

Piche, Most Reverend Lee A.

Cc:

Laird, Fr Peter

Subject:

CONFIDENTIAL - RE FR WEHMANN - LOCATION OF MEDICAL DIAGNOSIS AND

**TESTING** 

**CLINIC FOR ATTENTION, LEARNING AND MEMORY** located in Minneapolis; this was a referral from Paul Ruff, I think. <a href="http://www.calm.us/">http://www.calm.us/</a>

I have a release signed by Fr. Wehmann to speak with Dr. Johnson. Guidance from Atty. Dennis Merley is to first ensure that Fr. Wehmann has <u>released to Dr. Johnson the report</u> I wrote to Bishop Piche and Fr. Laird, secondly <u>to get clarity of his questions/requests in writing</u>, reply in writing if needed or in person if appropriate and there is not level of hostility with the patient.

I will only provide input - <u>I will NOT receive any information on the results of the assessment or diagnosis -</u> so that is up to the patient (Fr. W) to provide or not to his supervisors. The HIPPA law impacts on this (Health Initiatives Privacy Act). So Fr. W. has a choice whether or not to share the results --- and he has stated to me that he would probably do so as he is looking to get as much as possible help for himself.

M Mary L. Bosscher (612) 308-4207 CELL

November 23, 2011

Dear '

Thank you for your letter dated November 4<sup>th</sup>, 2011. I apologize for the delay in responding to you; I was away all last week for the fall meeting of the U.S. bishops.

I appreciate your willingness to lift the condition of confidentiality in regard to the concerns you expressed in your previous letter. You have given me permission to speak with Mary Bosscher about the issues around Father Mark Wehmann's approach to sacramental formation at the parish of Saint Bridget of Sweden.

As it happens, I have learned from Mary Bosscher herself that she is well aware of these issues, and has begun to address them. So, at this time, it might be better for me to keep your letter on file for future reference, in case the current initiatives fail.

I continue to keep the parish of Saint Bridget of Sweden, its pastor, staff, and the faithful in my prayers each day. I pray also that you will have the graces you need to carry out your important formation work with a peaceful heart.

Sincerely yours in Christ,

+ Lar

Most Reverend Lee A. Piché Auxiliary Bishop of Saint Paul and Minneapolis

### Piche, Most Reverend Lee A.

To:

Subject:

RE: Fr Wehmann

Dear

Thank you for your message and for your encouraging words about your pastor, Father Mark Wehmann. I know that he appreciates your support very much.

May God bless you with many graces during this holy Advent Season.

Sincerely yours in Christ,

+Bp. Lee Piché

Most Reverend Lee A. Piché | Auxiliary Bishop Office of Bishop ARCHDIOCESE OF SAINT PAUL AND MINNEAPOLIS

T: 651.291.4400 | F: 651.290.1629

bishoppiche@archspm.org

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----Original Message-----

From:

Sent: Tuesday, November 29, 2011 9:39 AM

To: Piche, Most Reverend Lee A.

Subject: Fr Wehmann

### ARCHDIOCESE OF SAINT PAUL AND MINNEAPOLIS CONTACT US EMAIL

First Name:

Last Name: Email Address: (

Phone Number:

Church: St Bridget of Sweden

City: Lindstrom

State: MN	
Send To: Most Revere	·
Subject: Fr Wehmann	
said I should w years now, and am 69 ye Father just beams as he Virgin are obvious to any	member of our parish this morning and the subject of Fr Wehmann came up. Mrs rite to you and tell her what I said, so I am. I have been a member of St Bridgets for 2 ears old. I told her that I have never seen a priest so happy and devoted to the Mass. looks at his people while saying the Mass, his devotion to the Mass and the Blessed one watching him. I have heard that some are saying negative things about our only good deeds. He is a pious, godly, goodly man.

Contacted From URL: <a href="http://www.archspm.org/bishops/bishops-detail.php?intResourceID=977">http://www.archspm.org/bishops/bishops-detail.php?intResourceID=977</a>

## RE ST BRIDGET OF SWEDEN - CONFIDENTIAL

Mary Bosscher [marylb@usfamily.net]

Sent:

Tuesday, November 22, 2011 10:59 PM

To:

Piche, Most Reverend Lee A.; Laird, Fr Peter

Cc:

Anderson, Lorna; Hall, Jennifer

Importance: High

Good evening - I sent the email below to Fr. Wehmann questioning his behavior with staff and other matters. He called to discuss it tonight - seemed repentant and will apologize to staff. I told him I think basically he does not understand or think administration, or that he is a supervisor responsible for people's jobs - but is causing conflict; that he basically simply does not really understand what he did wrong or out of order, so he will do it again next week and the week after. He does not follow process, nor does he remember what the process is. In the situation below, he did not even read the contract that he was asking Karl to sign-which was not even filled in, nor did he follow process with a check request form.

He did state that I did the right thing in telling the Bishop of his appointment, because I thought it was the right thing. He says he can't meet next week to learn supervision as next week he will have two 4 hrs each of testing with Dr. Johnson of the CALM clinic for diagnostic purposes. So results should be in a couple of weeks I hope!

I will keep you posted on the progress. Thanks for the conversation today, Bishop Piche.

Sincerely, Mary

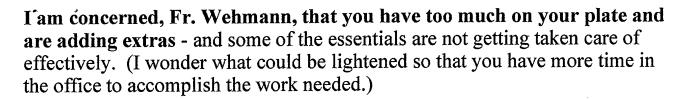
---- Original Message -----From: Mary Bosscher

To: Fr Wehmann

Sent: Tuesday, November 22, 2011 7:35 PM

Subject: Re: meeting together re learning supervision

Hi, Fr. Wehmann - at this point 5, 6, 7, 9 of Dec. are somewhat open - let me know what will work for you.



We must conclude planning for the parish by Dec. 15 when I will formally end work. I will be sending you a list of liturgy and sacramental items to take care of by then - with Bishop's approval and Fr. Erickson review. If not totally done, then at least these resolutions must be in the works including a plan to sort out the sacramental records some of which have been in arrears (prior to your coming).

I sent you a detailed email about Communion distribution at Parmly, and Fr. Erickson's ruling on this topic - I asked you to please send information on how you will proceed with Communion distribution at Parmly and with the homebound and hospitalized, and have heard no response on that topic at all. I will re-send you that email.

Fr. Wehmann, I cannot keep from my supervisor Bishop Piche the information that you had a release of information sent to me from CALM and Dr. Johnson. That is unethical on my part not to be open with the Bishop who is my supervisor and yours. I will not have the results of the testing - but the information of a release I had to give him in order to receive his permission to respond to the Dr. if he calls after you have given him the report. So I did let Bishop know that I had received a release - and he is ok if I am asked to reply by your and the Doctor. I have to tell you that it bothered me that you asked me not to inform the Bishop and would then close off for me the ability to get his permission or refusal, and so I did what I needed to do - and am letting you know. I know you said you would inform him when you decided the time to be right - and that still holds for the results - but he does know that the release was issued to me.

On another topic: I spoke with Karl today regarding the contract you asked for him to sign and Jessa to send a check for a performance at the parish who knows when, as it was not on the contract. When Denise wrote you a note that Karl would like to touch base with you, you simply wrote a response not asking him to sign the contract and then gave the contract to Jessa and told Jessa to release a check on Tuesday Nov. 22. Fr. Wehmann,

you know WE ARE FORBIDDEN IN THE ARCHDIOCESE TO SIGN ANY CONTRACT THAT HAS NOT BEEN REVIEWED AND APPROVED BY CATHOLIC MUTUAL, YOU ASKED KARL TO SIGN A BLANK CONTRACT WITHOUT INFORMATION IN IT ABOUT WHEN THE PERFORMANCE IS SUPPOSED TO BE, WHAT THE PERFORMANCE IS, HOW MUCH IT COSTS..... HOW CAN A CHECK BE WRITTEN WHEN THERE IS NO COST LISTED? THERE ARE MANY LEGAL AND FINANCIAL AND FACILITIES ISSUES INVOLVED WITH THIS CONTRACT - AND YET YOU HAVE NOT DISCUSSED IT WITH THE BUSINESS ADMINISTRATOR.

Your actions in this situation caught Denise and Jessa as employees between you as Pastor and Karl as their supervisor. You asked Karl to sign something that he simply should not sign - it is a blank contract! You asked a check to be cut - with no detail on the amount, and apparently no check request filled out. You put Karl in the position of having to go against you in front of an employee - or to violate his responsibilities as Business Administrator. I AM NOT TRYING TO BE BLAMING OF YOU, JUST FACTUAL.

In addition, Fr. Wehmann, there was an issue in the last two weeks regarding St. Bernadette Guild and its event - again, staff was put in the middle between you and the Business Administrator - the Guild's requests impact on financial policies and procedures, liability in working with a third-party group, calendaring and space use. Karl spoke with you at your Admin. meeting, you and Karl agreed that you would talk to Louise, and you and Karl would talk again. Karl asked staff to wait on any action until you and he had resolved the concerns; you did not speak with Karl, but told Kathi to put the event in the bulletin and you told her to tell Denise to book the room. WHAT SOLUTIONS ARE IN PLACE FOR THE QUESTIONS YOU AND KARL DISCUSSED AT YOUR ADMIN MEETING?

I thought we had gotten more understanding in place on following policies, procedures, protocol - not pitting staff against each other ... WHAT IS HAPPENING FR WEHMANN? What have we been working on negotiating Justice In Employment Resolution of Work Related Issues for, if you are going to make decisions and orders like these, and not follow process.

Please let me know what is going on .... maybe there is something I am not understanding. You must not be angry or retaliatory on Karl as he is following proper procedures - he has been unable to achieve process with you in these matters and therefore is asking for direction from the consultant hired by you and supervised by Bishop Piche.

May God bless and guide us in our work and the parish in its future.

Sincerely, Mary

---- Original Message -----

From: Fr Wehmann
To: 'Mary Bosscher'

Sent: Tuesday, November 22, 2011 4:01 PM

Subject: RE: meeting together re learning supervision

Mary

Next week I have to many meetings on my schedule. What does your week of Dec 5-8 look like?

**Thanks** 

Fr. Wehmann

From: Mary Bosscher [mailto:marylb@usfamily.net]

Sent: Monday, November 21, 2011 9:33 AM

To: Fr. Mark Wehmann

Subject: meeting together re learning supervision

Importance: High

Hi, Fr. Wehmann - We are having to reschedule the JIE meeting with Karl at St. John's tomorrow due to the funeral. **SO JIE is moved to Tuesday 29th, 11 - 1 or 1 - 3** (Karl prefers 11-1 as he has a dental appointment with one of his kids in late afternoon after school)

So when are you and I going to meet for supervision topic and planning - POSSIBILITIES FOR ME:

Tuesday 29th 1-3 (after JIE with Karl) at St. Johns;

Wednesday Nov. 30 - 10-12 at Perkins White Bear Lake (I have a meeting at 1 at St. Johns after)

Mary

Mary L. Bosscher (612) 308-4207 CELL

No virus found in this message.

Checked by AVG - www.avg.com

Version: 2012.0.1872 / Virus Database: 2101/4630 - Release Date: 11/21/11

Most Rev. Lee A. Piché 239 Selby Avenue Saint Paul, MN 55102



11/27/11

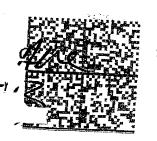
Dear

Mank you very much for the special prayers you offered for me - the decade of the Rosary in the presence of our Enchantic Lived. I deeply appreciate your kindness.

May God bless you.

Invierely yours.

+ Bp. Lee Piche



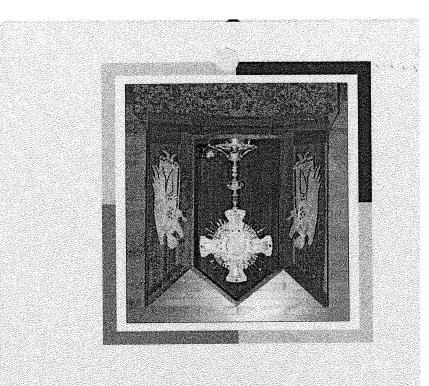
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bishop kicke Arch. of It land/mpls. 226 Lummit Ave It land Mn 55102

42121

GOD BLESS YOU! Bishop Riche, Jam unfortunate to have St. Johnson my way to work to stop & pray. Rlease Know I pray for you, Arch. Wienstackt,
lope benedict offen. Thanks for
tour visit in July to St. Bridget's
un Lindstrom, 24 for their feast day,
I was blessed to have their blessing
of my momes wasay. The went to the Cathedral growing up Parents were morred Here in 1956. Both have passed away. I have offered delade of sosary a holy hour of prayer in His Presence Thanks for you. Call to serving a knowled to We are pleased to have Fr. Wehmen at 5t. Bridgets.



### St. John the Baptist

835 2<sup>nd</sup> Avenue NW New Brighton, MN 55112-6842

Phone: (651) 633-8333 Fax: (651) 633-7404

Email: stjohnsnb@pclink.com Website: www.stjohnnb.com



#### Piche, Most Reverend Lee A.

From:

W - M

Mary Bosscher [marylb@usfamily.net]

Sent: To: Saturday, December 03, 2011 6:50 PM

Subject:

Piche, Most Reverend Lee A. UPDATE ON FR WEHMANN

Hi, Bishop Piche - I hope your trip was good. I will send you an update on Fr.W. tomorrow afternoon after I hear how weekend Masses went. But briefly for now:

He did comply with the distribution of Communion directives at the nursing home, but apparently was and is very visibly stressed out both just walking around, in meetings and in liturgy. Several staff members (4 of 8) have called me in confidence to wonder if he is at a breaking point and telling me I need to help now! I am just telling them to do their jobs, and pray for all of us and the parish, and that Fr. W. is some stressed about the new liturgy etc and that I am doing my best. They are saying "please do not leave us on Dec. 15 because then there is no recourse for help for him or us." I am staying the course for now so that Fr.W. understands that he needs to deal with things. I have not even completed or given him the document of things needing to be accomplished yet!

RE his psychiatric /behavioral testing: Last week he did 2 sessions of testing at the CALM clinic ---VEEEERY stressful for him, he said: first they changed the doctor on him, and that made him frustrated and stressed. Then he had to prepare for the testing by having no stimulants (coffee, sugar or liquor) and was stressed as he had a party the day before and had to comply with dietary preparations ----- but then they told him he has to do it again next week! Again very frustrated and stressed out. I wonder why having to give up coffee, sugar and liquor is so stressful...... is it a dependence on one of them, or is it the frustration of being controlled??? I said to him, Fr., I am so sorry it is so hard for you --- and scary ---- and he replied: "BUT I CAN JUST GET THROUGH THIS - THIS IS WHAT I HAVE TO DO TO GET THE HELP...." So I am checking in with him every three nights or so and leaving him an encouraging message.

I did leave Lorna a message that I think she should set up either a face to face meeting or a phone meeting with you and him just as a supportive check in either next week toward the end of the week or the week after early in the week. Just to check signals.

I will be meeting with him on Tuesday 1-3 of this week, and Wed. in afternoon with Karl and him for Justice In Employment supervision.

**Several of the staff are afraid of his blowing up** --- he has a very agitated and angry look about him, apparently. In total confidence, I give you some summary of what the Pastoral Minister relayed to me about his behavior at liturgy at Parmly Nursing facility - she is afraid if Fr. W. knows she is reporting to me that he will be very angry with her. I don't think so - but for now let's just keep it between us, Bishop Piche - as I think you need to know what people are seeing, Says the Pastoral Minister - and I take it as one observation because it is not the right or responsibility of members of staff to psych out the feelings and stress level of the priest, which they do like to do at St. B's because of Fr.W.'s oddity in affects, facial expressions, angry appearing interactions, etc.:

I felt that communion distribution went well on Thursday as far as people receiving. There were 2 people that need to only have a small piece of the host. I had volunteers sit with them and remind Father, and give assistance if needed.

I felt there was still an issue that day. I told you last week that I have been observing Father becoming very anxious and stressed. This showed up in his behavior on Thursday. He came in hurried and stressed looking...and he went to

the front of the room with out greeting anyone which is not unusual. He started getting out his stuff and putting on his robes. I know it is hard for him to count the people who are receiving communion...so I had a volunteer counting for me. Before I could tell him I had someone with the count...he started counting himself...he was having a hard time staying focused or something...and people are moving around so it is not the easiest thing to get the number correct. Anyway...he started over counting to himself a number of times...each time his face grew more frustrated and angry looking...he was poking at the air with his finger in a very harsh way each time he was counting someone...he came out from behind the alter to count and the behavior continued and grew more intense until he had his count. His body language was really angry and scary to me. I felt like I did not want to approach him cause he was in melt down mode...and I was afraid he was going to explode right there during mass. He started mass...he did OK...and we got through it...but his disposition was so bad when he started that I also felt stressed and anxious all through the mass.

I have felt concern for him. I can see that he seems to be at some kind of breaking point emotionally. He has lost alot of weight...he has this look on his face all the time...the look of a lost boy...a look of fear and insecurity. A look that tells me he is afraid to fail...and he is overwhelmed by his circumstances. Of course he has not told me how he feels...I am just giving you my opinion. I do know the new mass is stressful for him...and he also has many other things he is needing to change about himself...I feel like he is melting down. I don't think he is doing well...I wonder if he is asking for help...I think he needs it but I am not sure he will ask for it...I think something could easily happen that would tip him over the edge. I don't know what that would be, or what it would look like...but I feel afraid for him as well as for whoever may be around when it may happen.

Mary L. Bosscher (612) 308-4207 CELL

MISC. ITEMS

### Piche, Most Reverend Lee A.

From:

Mary Bosscher [marylb@usfamily.net]

Sent:

Tuesday, December 06, 2011 7:43 PM

To:

Piche, Most Reverend Lee A.

Cc:

Fr. Mark Wehmann

Subject:

UPDATE ON ST BRIDGET AND FR WEHMANN

Importance:

High

Good evening, Bishop Piche' -

Just a brief update: I had a very enjoyable lunch with Fr. Wehmann today and a very productive meeting on planning for actions to be taken at St. Bridget to successfully resolve some of the concerns and help with some planning. I will send you a report and the plan by early next week as I am working to bring much of the work to a conclusion by mid- December.

Fr. Wehmann appears to have finished his testing with the clinic and will be getting results soon, I expect. He will be sharing the report with Paul Ruff and I am sure will keep you in the loop also - he would have to address the timing of when he will receive the report etc. with you as I am not sure.

I was also concerned for Fr. Wehmann in that he has had a serious and chronic cough for the past two months - it makes preaching, eating, speaking etc. rather challenging. He told me he went to the doctor today to have it checked out and has some remedies provided, but will not have much relief for at least another month. Fr. Wehmann has a positive attitude about this and other things and much courage and determination to get what help he needs. I asked him about a noticeable weight loss - he says he is exercising and getting in better shape! Maybe I should copy his methods and become a shadow of my former self! Just kidding....

I will again meet with Fr. Wehmann tomorrow with Karl on the Justice in Employment monitoring, and next week we will all work with Greg Vasterling on a final summary of his recommendations for Financial Management at St. Bridget and with Michael Silhavy re a final summary of his recommendations for Liturgical Music.

More soon. May you have a blessed week.

Sincerely, Mary

Mary L. Bosscher (612) 308-4207 CELL

# While You Were Out

Date	12/6/2011
Time	9:20:22 AM
Phone1	612-308-4207
Phone2	
From	Mary Bosscher
То	Bishop Piche
Action  Market Telephon	ed RYC Please Call Stopped By
	a phone call from Mary, she wanted to up to speed regarding Father Wehmann.
physically. last couple weaker. F	, Mary found out that Father is very ill, Father has had a horrible cough for the of months, which has lead to him getting ather was going in to see the doctor, and to Mary he will advise on the outcome.
200. QUE PRODUCT CONTROL (1900) (1900) (1900)	s she does not want to drop the plan in t now. Please call her if you have
	Created By andersonl

### <sup>\*</sup>Piche, Most Reverend Lee A.

To: Subject: Mary Bosscher

RE: SCHEDULE FOR MY WORK AT ST BRIDGET - conclusion mid to end January; last 2

weeks of December=vacation time

Hi Mary,

I just received word that

was scheduled for his third surgery today. He is in my prayers! (You are also.)

Please stay there for as long as you feel it is necessary and helpful to your son – there is nothing like a mother's presence and comfort.

I had waited on your last memo concerning the extension of your involvement with Saint Bridget of Sweden and Father Wehmann, until I had conferred with Father Laird – you were probably trying to avoid thinking about all of that while you are there (sorry). Father Laird and I are in agreement that it would make good sense to extend the contract through January 15, or even to the end of January if needed.

In the meantime, don't worry about things back here - you have enough to think about being there.

God be with you!

+BLP

Most Reverend Lee A. Piché | Auxiliary Bishop
Office of Bishop
ARCHDIOCESE OF SAINT PAUL AND MINNEAPOLIS
T: 651.291.4400 | F: 651.290.1629
bishoppiche@archspm.org

#### PERSONAL AND CONFIDENTIAL COMMUNICATION

The information contained in this electronic communication and any document attached hereto or transmitted herewith is confidential and intended for the exclusive use of the individual or entity named above. If the reader of this message is not the intended recipient or the employee or agent responsible for delivering it to the intended recipient, you are hereby notified that any examination, use, dissemination, distribution, or copying of this communication or any part thereof is strictly prohibited and may be subject to penalties under the Electronic Communications Privacy Act, 18 U.S.C. §§ 2510-2521 and other applicable laws. If you have received this communication in error, please immediately notify the sender by telephone or reply e-mail and destroy this communication. Thank you.

From: Mary Bosscher [mailto:marylb@usfamily.net]

Sent: Sunday, December 11, 2011 7:40 PM

To: Fr. Mark Wehmann

**Cc:** Piche, Most Reverend Lee A.; Laird, Fr Peter; Karl Kornoswski; Christy Helps; Greg Ostertag **Subject:** SCHEDULE FOR MY WORK AT ST BRIDGET - conclusion mid to end January; last 2 weeks of

December=vacation time **Importance:** High

Good evening,

I had hoped that my work at St. Broget would be concluded by December 15. However, it has become clear that to reasonably conclude the work and tie up loose ends, it would be more prudent for me to state that I will conclude by mid- end January for the following reasons:

#### WEEK OF DECEMBER 12-16: We have

- -- closing meeting with consultants Greg Vasterling on Finances,
- -- closing meeting with Michael Silhavy on Liturgical Music,
- -- Mary B. on work with Fr. Wehmann on filing,
- -- Personnel Review discussions with employees,
- -- further development of Fundraising and Facilities /publicity policies with trustee Christy Helps.
- -- I need to continue the drafting of the Plan for the next 6 months for the parish.
- -- We have input from parishioners compiled for review with Fr. W. and Karl and staff, and then distribution to leadership committees.

<u>DECEMBER 21 THROUGH DECEMBER 29</u> - <u>Personal vacation time for Mary B</u>.: My son arrives from for the holidays, and I really want and need to not work during that period, and enjoy family time with my sons.

#### FIRST WEEK OF 2012 -

- -- I need to conclude the plan, get approval on it from Bishop Piche, and review it with Fr. Wehmann and Karl;
- -- I need to give help for Fr. Wehmann re filing and organization, and review the topic of supervision,
- -- We need to implement portions of the Plan for the parish, and distribute suggestions to parish leadership for their committees.
- -- Final meeting to review that we have an effective communication plan for Fr. Wehmann and Karl, for liturgical music, and for finances.

### Tr. Wehmann and I then need to make a final report to Bishop Piche and Fr. Laird.

Therefore, it seems prudent to consider closure of my work with the parish to be mid to end of January. Please let me know if any of you have concerns on this schedule.

Sincerely,

Mary

Mary L. Bosscher (612) 308-4207 CELL

### Piche, Most Reverend Lee A.

From:

Mary Bosscher [marylb@usfamily.net]

Sent: To: Monday, December 26, 2011 3:00 PM Gary Johnson - CALM

Cc: Subject: Fr. Mark Wehmann; Piche, Most Reverend Lee A. CONFIDENTIAL -- REPORT RE FR MARK WEHMANN

Attachments:

SUMMARY ANALYSIS FOR BISHOP PICHE SEPT 26 2011.doc

Importance:

High

Dear Dr. Johnson,

Fr. Mark Wehmann signed a release for me to speak with you. I received a call from Keyer, your intern, on Saturday asking for me to speak with him about Fr. Wehmann before he writes his report which is due on Friday Dec. 30 I think. I told him it was Christmas Eve and could not speak with him until Monday. I left him a message that I will not speak with him unless you have read the report regarding Fr. Wehmann and his work at St. Bridget, and have specific questions regarding that report. I also told him I wanted some idea of your questions in writing, so that I could think ahead deliberatively about helpful answers. Otherwise, I could meet with you with Fr. Wehmann present - but that now becomes difficult due to the fact that my son has had a and I am possibly travelling there again to help him.

So, after hearing again from Keyer this afternoon, and he not having the report or any written list of questions for me to address, I spoke with Fr. Wehmann and asked if he had given you the report which I wrote for Bishop Piche, and which Fr. Wehmann had shared with his counselor Paul Ruff and which provoked the referral for testing at CALM clinic. Fr. Wehmann said he had not given you the report - that it was his understanding that I would have sent it to you - that was not my understanding, as he gave a copy to Paul Ruff himself, so I am sorry if I made a mistake and did not send it sooner although it is not my practice to email a report of this sensitivity.

Anysay, I just spoke with Fr. Wehmann this afternoon and have his permission to release the report to you via email. I will <u>not</u> email it to Keyer, since he is an intern, since his email is a personal one and this is a very confidential document. He did offer to let me send it to his email at Hennepin County where he works, but again that would be inappropriate and a breach of confidentiality on many counts - especially since there is no understanding of privacy between Hennepin County and the private emails sent to employees there.

Therefore, I am now forwarding the CONFIDENTIAL report to you with Fr. Wehmann's permission - and you can speak with Fr. Wehmann about it if you wish, or ask me questions which you would advise me of in advance so that I can think ahead a bit. Although at the beginning Fr. Wehmann agreed with the report, he says he now does not agree with some portions - but I have not discussed that any further with him.

Dr. Johnson, the first page of the report gives you an table of contents and an understanding of why I am serving as Consultant at the parish - some of the business matters of the parish are covered along with the impact of Fr. Wehmann's leadership, and toward the end PAGE 9 are specifics re Fr. Wehmann.

I hope this is of assistance in your work - and will give you a clear understanding of why a referral for testing was made. Perhaps your conclusions of Fr. Wehmann's testing should be independent based on your work/testing and examination of Fr. Wehmann, and not reference this report - other than its use as providing

you an understanding of why the referral was made and its giving you some insight into the effects in the workplace of some of the behaviors.

I wish you the best in your summary analysis, and in your ability to assist Fr. Wehmann whom I greatly respect. It will be inportant for Bishop Piche and Fr. Wehmann to have an understanding of your findings in order to assist him in the future.

Sincerely,

Mary

Mary L. Bosscher (612) 308-4207 CELL

### hi AND VARIOUS RE ST BRIDGET

Mary Bosscher [marylb@usfamily.net]

Sent: Thursday, December 29, 2011 5:23 PM

To: Piche, Most Reverend Lee A.

Cc: Laird, Fr Peter; Anderson, Lorna

Hi, Bishop Piche - I am sorry to hear you are under the weather! hope you feel better soon.

I worked a bunch on st. bridget - but all related to Fr. Wehmann and Dr. Johnson and replies to questions, etc. -- and therefore am still at 1/2 of completion of the plan. Hopefully tomorrow will be the magic day. I find my energy lags pretty quickly - even though I am with all the stuff with home resting. As Fr. DeGrood says - It must be in God's providence, so just take it one day at a time!

REGARDING THE BILLING FOR DENNIS MERLEY TO REVIEW THE QUESTIONS FROM DR JOHNSON of CALM Clinic evaluating Fr. Wehmann, AND HELP ME WITH BOTH WRITTEN AND VERBAL REPLIES: I asked him to send the billing to the chancery c/o Bishop Piche since I cannot have this bill go to the parish and have to explain to Admin. or bookkeeper the consultation with the CALM Clinic due to preserving confidentiality for Fr. Wehmann. I also could not involve Andy Eisenzimmer since he is out of town and also would be put in a compromised position due to the Justice in Employment situation - which is resolved and just needs its final summary. THE BILLING FROM FELHABER FOR THIS CONSULTATION WILL BE ABOUT 2-3 HOURS.

Update on

Thanks for asking. M

Mary L. Bosscher (612) 308-4207 CELL



Hall, Jennifer

Sent: Thursday, December 29, 2011 4:02 PM

**To:** Laird, Fr Peter; Piche, Most Reverend Lee A.

Cc: Anderson, Lorna

### Good Afternoon:

Mary Bosscher called with two additional points vis a vis Fr. Wehmann:

- 1. She would like Dennis Merley's office to process the invoicing for Fr. Wehmann's consultation (approx. 2 hours) so it does not route through the parish.
- 2. She would like to reiterate that Dr. Johnson feels Father Wehmann is very good at concrete sequential processes such as mathematics or accounting.

Thank you,

Jennifer Hall | Administrative Assistant
Office of The Vicar General and Moderator of the Curia
ARCHDIOCESE OF SAINT PAUL AND MINNEAPOLIS
T: 651.291.4430 | F: 651.290.1629
hallj@archspm.org

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

NAME IN FULL Mark Hopkin	ns Wehmann
DATE OF BIRTH 2/25	169
PLACE OF BIRTH Minneau	ablis
/	re in Kinfall, MN (around 3/9/69)
NAME OF FATHER	
MAIDEN NAME OF MOTHER	
	<del></del>
ADDRESS OF PARENTS	
THEIR TELEPHONE NUMBER	
CLASSICS STUDIED AT	
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THEOLOGY STUDIED AT 51	- Paul Seminar
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### **CHURCH OF ST BRIDGET OF SWEDEN**

13060 Lake Blvd., Lindstrom, MN 55045 Office Phone (651) 257-2474; Fax (651) 257-1498

### **CONFIDENTIAL**

PLAN OF ACTION AND REPORT REGARDING THE CHURCH OF ST BRIDGET OF SWEDEN and ITS PASTOR FR. MARK WEHMANN - Final -Tuesday, January 2, 2012

By Mary L. Bosscher, Administration Consultant 612-308-4207; marylb@usfamily.net

Supervised overall by Bishop Lee A. Piche'; on some parish matters by Fr. Mark Wehmann

Report for Bishop Lee A. Piche', Fr. Peter Laird, Fr. Mark Wehmann

Summary in future (except confidential portions) to: Parish Trustees and Business Administrator Karl Kornowski

- The report is in a chart format, with areas listed, issues/concerns under the area, actions done or needing
  to be done, comments on timetable if appropriate. On pages 8-9, there is a commentary on development
  needs for main administrators: i.e. Fr. Wehmann as Pastor, Karl Kornowski as Business Administrator.
- 2. Consultation obtained from:

Administration Policy: Andrew Eisenzimmer, Chancellor; Dave Waller, Catholic Mutual Insurance Finances: Greg Vasterling, CPA (hired to assist with Chart of Accounts, financial reporting, LOGOS management and training of bookkeeper)

<u>Liturgy, Sacraments, Liturgical Music</u>: Fr. John Paul Erickson, Michael Silhavy, Jennifer Haselberger <u>Legal & Justice In Employment Matters</u>: Attorney Dennis Merley of Felhaber, Larson, Fenlon and Vogt <u>Educational Matters and Policy</u>: Fr. Peter Laird, Vicar General; Bishop Lee A. Piche'

#### **CONTENTS:**

#### Page

- 1-2 Introduction to Report, Four main recommendations, Relevant Documents, Summary of Process dates
- 3 ON SUMMARY AREAS OF ACTIONS/PROCESS TO STABILIZE THE PARISH in order, listing
- 3 Liturgy and Liturgical Music
- 4 Sacramental matters
- 5-6 Education youth and adults; Youth Ministry
- 6. Pastoral Care and Social Ministry Outreach Programs
- 7. Administration: Finances; Buildings and Grounds; Planning; Personnel/Human Resources; Policies
- 7. Communication and volunteer involvement/re-involvement
- 8-9. Comments/suggestions and concerns regarding help for Administrators: Fr. Wehmann; Karl Kornowski

### FOUR PRINCIPAL RECOMMENDATIONS FOR 2012-2013:

- a. <u>No new programs to be considered/allowed/implemented until July 2013</u>, since there are many areas in process at present that must be considered, planned for and implemented prior to that.
- b. A need for understanding of stewardship by parish, staff and pastor: it is a gift from each individual of time, talents and resources given to God and the community in gratitude and service. The respect that would come from such an understanding will go a long way toward the healing and reconciliation of the community and staff, and help in the writing of effective, deliberative, fair policies and procedures that serve as a basis for common ground understanding and action.
- c. Every decision and program has a basis of content broader than the individual wishes of staff or parishioners; this must be clarified and then practice/process should follow upon that. (For example, What does the Church say about music in the Liturgy? Study Sing to the Lord document then plan. Or: What do the religion standards require per grade level? Then we determine what text to use.) Process, policies and practice must be determined after the appropriate content or basis for action is defined, clearly communicated and discussed. I do not find this to be the case often at St. Bridget.
- d. There needs to be a process defined by the Bishops for helping to ensure continued implementation of appropriate changes that have been made during this consultation after the Consultant and liaison to the Bishop is not regularly active in the parish. It needs to provide a method to seek assistance from the Chancery to resolve conflict and redress grievances as they develop. This plan needs to be clear, refer to a specific individual to call, and communicated to pastor and staff and probably parish as a whole.

### RELEVANT DOCUMENTS RELATING TO THIS PROCESS OF CONSULTATION - March 2011—January 2012

Fr. Wehmann has been included in preparation and review of all materials.

1. Initial report to Bishop Lee A. Piche' by Mary L. Bosscher

September 26, 2011

2. First Draft of Plan for parish

October 6, 2011

- 3. Advisory Documents on:
  - a. movement of Tabernacle (Bishop Piche')
  - b. Distribution of the Eucharist to the homebound /nursing home residents (Fr. John Paul Erickson and Mary B.)
  - c. Use of dedicated funds (one envelope, with monthly decision by Pastor) Mary B, approval by Bishop Piche'
- 4. Sing to the Lord basis for discussion of music in the liturgy
- 5. Summary written by Michael Silhavy re approved music for use in the liturgy
- 6. Various Archdiocesan documents including
  - a. Justice in Employment, with focus on Resolution of Work Related Issues
  - b. Internal Financial Control Guidelines
  - c. Standards for Religion and for Youth Ministry
- 7. Chart of accounts and reporting developed by Greg Vasterling, CPA
- 8. Budget Call process for the parish provided by Mary B.
- 9. Calendar Call process for the parish provided by Mary B.
- 10. Orientation documents for Trustees, Finance Committee, Pastoral Council etc summary based on Clergy newsletter information provided by Mary B.
- 11. Job descriptions are all revised, distributed and approved as of September 2011; Personnel Reviews done Sept. 2011, update Dec. 2011. Next reviews are due March 2012, and raises may be considered as of July 1, 2012 if performance is satisfactory.
- 12. Various policies are in development for the parish (Mary B, trustees, Bus. Admin.) including:
  - a. Fundraising policy
  - b. Facilities use policy
  - c. Communications policies to open
- 13. Suggestions document compiled from parishioners responses to questionnaires in Sept. 2011; suggestions will be divided into appropriate areas, reviewed with the Pastor and Business Administrator, and then distributed for consideration and action to the various committees.
- 14. Final Report to Bishop Piche'

Mary L. Bosscher

January 2012

### ACTIONS/PROCESS - MARY BOSSCHER WORKING WITH FR. MARK WEHMANN CONFIDENTIAL

October 12

Mary meet with Fr. W. to review this document, discuss options for willingness to resolve some of the issues and communicate with the parish

October 13, Thursday 1 pm

Mary B. attend appointment with Fr. Wehmann to see Dr. Paul Ruff

October-November

Follow-through on recommendations from Paul Ruff et al.=

November-December

Consultation and Testing for Fr. Wehmann (referral by Paul Ruff to Minneapolis CALM Clinic,

Dr. Michael Johnson)

November

Report and meeting with Bishop Piche and Fr. Laird – Fr. Wehmann and Mary B.

December/January

Report from Mary L. Bosscher to Bishop Piche

Report from CALM Clinic to Fr. Wehmann

End January

Planned meeting with Bishop Piche and Fr. Laird and Fr. Wehmann Planned conclusion of Mary Bosscher work at parish; follow-up plan set by Bishop Piche' and

Fr. Laird

## SUMMARY AREAS OF ACTIONS/PROCESS TO STABILIZE THE PARISH LITURGY AND LITURGICAL MUSIC

Topic	Action/Concern	Recommendations	Timing/Comment
Music issues between     Fr. Wehmann and Karl that affect the congregation in liturgy-i.e. what acceptable for liturgy, Fr. allow choir to complete hymns; Fr. allow use of overhead to train in new music     Choir no longer sings as before      Volume of sound in church, loudness of piano and vocalist addressed in many parishioner concerns     Organ is no longer functional	<ul> <li>MARY SET OUT CONCERNS         <ul> <li>FR W AND KARL Work</li> <li>with Michael Silhavy and church documents</li> </ul> </li> <li>Director to Invite Choir to return on a regular basis</li> <li>Determined Volume of sound system in the church is optimum for set up; in future provide for various changing settings with sound modification</li> </ul>	Follow the recommendations of Michael Silhavy (document provided and approved)      Invite more participation, offer training for cantors     Volunteers /liturgical ministers need to be invited, trained and appreciated by pastor. No more anger at errors of volunteers, but gentle correction in private	<ul> <li>Fr. Wehmann will need to come to a trust level; pastor and Lit. Musician meet at least quarterly to plan liturgical seasons</li> <li>Offer an annual liturgical ministers training along with a ministry fair</li> <li>Consider repair or new organ in conjunction with plans for church after MNDot condemnation issues are resolved</li> </ul>
Liturgical celebrations:	<ul> <li>Concerns regarding rigidity of one hour timing, length of consecration actions,</li> </ul>	•	•
Liturgical environment:	<ul> <li>Flowers and décor</li> <li>Moving of the tabernacle</li> <li>Adding wiring in church and lighting the statues – yolunteers want this done</li> </ul>	Let Environment     Committee plan and add     plantings     Fr. W. and committee are     considering – should be     part of an educational     process per     recommendations of     Bishop Piche'     ??? but be aware not to     invest too much prior to     MN Dot action	No move made until at least July 2013 and MN Dot condemnation consequences are clearer and the community has engaged in an understanding of the role of the tabernacle etc.
Use of pulpit for announcements, and the Narthex for volunteer projects, etc.	Clear policy is needed and is being developed	Policies need to be reviewed by proper committees, communicated to all and followed	Policy should be written by mid February, reviewed by committees in March, implemented in April
Funeral liturgies, planning and procedures	Conflict / lack of clarity between pastor, BA, pastoral care dept on roles and responsibilities. Affects the bereaved!	Meeting with all involved, under the direction of Fr. Wehmann with assistance from Mary B.	ASAP
<u>Liturgies in Care Facilities</u>	I think going well.	Pastor must continue     allowing people to receive     either in mouth or in hand	
•	•	•	

### SACRAMENTAL MATTERS

Topic Topic	Action/Concern	Recommendation	Timing/Comment
Issues around the	Room is currently not inviting	Get foam padding tastefully	Immediately give covering
celebration of the sacrament	due to black padding on walls	covered with fabric, look at	and décor of room to
of Reconciliation	and doors, and some disorder	issue of door with padding.	Environment Committee to
	on floor. Parents have stated	<ul> <li>Install a window in the door</li> </ul>	work on with review by
	they find it creepy for their	in order to ensure safety	pastor
	children	and visibility with priest and	Immediately ask Business
	Act of Contrition is a point of	children alone	Administrator to install a
	contention – do not know if		small window in the door;
	there is a card available for		Fr. John Paul Erickson has
	adults in the room. Pastor		approved that this does
	does not wish to allow any		Make final resolution of
	card available to children and		availability of Act of
	there is a dispute over which		Contrition cards for adults
	Act of Contrition for children		and for children
	to use (text book has one, but		Clean the room up
	Pastor wishes the one that		
	speaks of the pains of hell)		
Issues around the	Sacramental Registry: need to	Make sure that the registry is	<ul> <li>Immediate action, as this is</li> </ul>
celebration of the sacrament	ensure that Catholic and Non-	corrected on this matter from	a sacramental matter
of <u>Baptism</u>	Catholic sponsors are both	when Fr. Wehmann became	
	listed (one as sponsor, the	pastor, and that secretaries	
	other as Christian witness)	are trained.	
	both on certificate and in	Ensure that certificates are	
	Registry	sent to parents in timely	
		manner.	
	If Fr. Wehmann is away,	Recruit and train a volunteer	
	parents are expected to pick	Baptism Host Liaison (similar	
	up a key and get sacramental	to wedding liaison) to help	
	materials out and let	get out materials, open	
	themselves and visiting priest	sacristy, and host Baptism	
	into the sacristy	especially in the absence of	
1	Canada	the pastor	- ACAD
Issues around <u>Sacramental</u>	Some years incomplete	MLB, Fr. W and Jessa check	• ASAP
Registries		with Jennifer Haselberger re	
Have any an arrangements of		process of resolution	
How are sacraments of			
Reconciliation and Anointing			
offered in Care Facilities?			

EDUCATION – YOUTH AND ADULTS; YOUTH MINISTRY

Topic	Action/Concern	Recommendation	Timing/Comment
it must be an understood	Various:	Pastor needs to	ASAP
principle that the parents	Conflict with parents over	Come to an understanding	
are primary educators of	which Act of Contrition to	of flexible options	Adults have found Fr.
their children, and	use and refusal by Pastor to	Understand age	Wehmann to be very helpful
therefore to be included in	provide a child a prayer card	appropriateness of	and effective in his teaching
planning, invited to give or	in the Confessional	materials	of adult Faith Formation
refuse permission for	Requirement to confession	Be understanding of various	areas; he offers many
certain materials for their	to adults and children needs	levels of abilities of	programs at convenient times
children, etc.	to be kept in check, and	children, ensure good	and is very diligent and
Content/texts – scope and	spoken of as an invitation to	preparation of children for	interested in people's
sequence in keeping with	reconciliation and a	sacraments, and not feel	questions and spiritual
Arch. Rel. Ed. Standards	requirement	that St. Bridget children are	development.
and with Imprimatur and	Charging home schooling	less able or prepared based	
Nihil Obstat	parents full RE tuition to	on feeling – i.e. set some	Faith Formation Coordinator
Privately written 7-9 <sup>th</sup> grade	obtain texts to teach their	standards of what is	needs to meet at least
program for Confirmation -	children, rather than just	adequate preparation	monthly with Pastor to set a
based on apologetics	the cost for the text	Require all volunteers and	direction; she needs to be
approach, guest speakers,	Recommend a standard	staff to follow parish	more concise in her
and skits	Confirmation preparation	policies and procedures and	presentations.
<ul> <li>Approval of speakers and</li> </ul>	text be selected for 7-9 <sup>th</sup>	consult with Bus. Ad. Re	Wante Maintakas haa
programs -ex ultrasound	grade <u>OR</u> that the privately	permissions. This needs to	Youth Minister has
for 6-8 <sup>th</sup> grade students	written program be	be a supportive	resentment against
with pregnant parishioner	submitted to Fr. Laird for	requirement – not one	Administrative regulations or
is not appropriate as it is a	review	stated with an edge of	guidance which the Pastor is
medical procedure, should		frustration. It is, after all,	working to resolve through
require parental	Pastor, Youth Ministry staff	for the good of the children	supervision.
permissions, etc. – If a Pro-	and volunteers must submit	and the families!	Youth Minister is asked to do
Life person believes it will teach that a pregnancy is a	their speakers and	Youth Min: fund raising	more teaching and planning
baby, it will be scheduled	programs to Administrative	guidelines, permissions,	of skits for 7-9 <sup>th</sup> grade
(Films available for teaching.)	review before scheduling,	supervision guidelines need	program than she is trained
Youth ministry events and	paying and marketing.	to be followed	for or wishes to do. Guest
trip planning must take into	Some are questionable in	Relationship between  Coordinator and Poster as	speakers are often selected
account a needed consult	age appropriateness or in that they focus on a side	Coordinator and Pastor as supervisor needs to	late and given topics to teach
re practicalities of trips and	aspect of sacrament or life	develop in trust – pastor	for which they may or may
management of money or	issues, while not necessarily	valuing input of	not be qualified need
fundraising, insurance	covering the core issues first	experienced educator as at	improvement in this area
guidelines and adequate	Pastor can tend to follow	least as important as that	•
supervision of youth trips	the enthusiasm of the	input given by volunteers,	
and background checking	group, and forget to require	and Coordinator trusting	
of leaders	the needed consultation	the pastor	
Role of Education Comm.	with Administration and	• Factor	
Adding of programs as	compliance with insurance	-	
Totus Tuus, Blue Knights/	requirements and		
Little Flowers- often	permission forms.		
volunteers are planning with	F3		
pastor approval and not			
consulting regarding liabilities, Charter for the Protection of	Staff and pastor are often		
Children requirements; then	caught in a triangulating		
group has to be stopped -	relationship with volunteers		
leaves Admin. looking	demanding programs and		
controlling and not pro-life!	activities.		
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PASTORAL CARE AND SOCIAL MINISTRY, OUTREACH PROGRAMS

Topic	Action/Concern	Recommendation	Timing/Comment
Policies and procedures, Mission statements, and volunteer recruitment and training is being held for the	Conclude structure and organization of these groups	Need to invite more volunteers into participation in this area.	Outstanding outreach to people in the parish by the pastor and pastoral minister.
following programs  ✓ Baby Blanket (help pregnant parents)  ✓ New Pathways (help homeless)  ✓ Fund raising (food shelf, etc)	We are developing a <u>fundraising and facilities</u> <u>use policy</u> – it needs to be followed when finished and communicated		Continue good outreach ministry to Parmly Care Facility.
Outreach – decide on ecumenical organization participation and on various requests for contributions     Prison Ministry: the pastor has assumed visiting the Chisago County Jail every Monday – taking over from Deacon in Forest Lake	Who should be assigning the Prison Ministry to a parish or individual in the area? Should there be training? Is this weekly visit a heavier load than Fr. W. should carry at this time? (It was being done by deacon from St. Peter, Forest Lake)		Resolve Prison Ministry issue ASAP

ADMINISTRATION: FINANCES; BUILDINGS AND GROUNDS; PERSONNEL/HR; POLICIES PLANNING;

Topic	Action/Concern	Recommendation	Timing/Comment
GENERAL			Overall effectively managed
ADMINISTRATION ISSUES			by Business Administrator
FINANCES	Trustee Christy Helps is		
Pastor was chair of Finance -	assisting in writing of policies,		
no longer so.	due to her experience in this		
Budget - will have the first	area		
budget process this year			
Financial Reporting: Fr. W.	Greg Vasterling, CPA, hired as		
was concerned that reporting	consulting accountant to		•
was not timely, consistent, at	develop reporting, chart of		
times accurate or timely.	accounts, and train		
Parishioners want more	bookkeeper with accounting		
reporting.	and LOGOS. He will continue		
Fundraising Policy – being	at least till start of FY 2012-13		
written at this time - much			
conflict around who can raise			
funds, how to decide, and			
how will the funds be used	·		
Building Fund – what do with			
dedicated moneys that have			
been placed in general fund			· · · · · · · · · · · · · · · · · · ·
for years? Decision will be			
written up and approved by			
Finance		·	
MN Dot moneys – plan to			
reserve until needed			

			I
MN Dot condemnation action     Small Window in prayer room and in Reconciliation Room doors     Maintenance Committee and staff Department Team     Maintenance Plan and Cleaning Plan -in process of development     Repairs – only necessary being made due to MD DOT     Parking liabilities for us due to cars that Park and Ride in our lot?	MN DOT: This is a reality that will impact any planning, finances, maintenance, and upkeep of the facilities now and in the future. Business Administrator is very involved in monitoring, is consulting with Chancellor Andrew Eisenzimmer, and has hired various appropriate planners and attorneys. Fr. W. needs to take more interest in the process.		
PERSONNEL/HR Job Descriptions Reviews Raises in July 2012	Job descriptions all revised, as of September 2011; Personnel Reviews done Sept. 2011, update Dec. 2011.  Next reviews are due March 2012, and raises may be considered as of July 1, 2012 if performance is satisfactory.	Pastor and employees need regular ongoing training on supervision.  Need to develop Volunteer ministry descriptions	Justice in Employment Resolution of Work Related Issues process concluded — will resurface if changes and good supervision does not happen.
POLICIES AND PROCEDURES  – for all staff and parishioners To establish common ground understanding	Parish decisions, staff and volunteer actions need to be guided by clearly written policies and procedures that are developed consultatively and communicated effectively and regularly. They must be based on content of the church and best practices.	Volunteers and Staff need to receive an annual orientation on policies and procedures, and regular updates or focus bullets over the year.	Pastor, Business Administrator, staff and parish leaders are responsible to be committed to implement policy and procedures, rather than acting impulsively or without consultation.
PLANNING	Will need to have long-range planning committee as campus is impacted by MN DOT and as we go into future		

COMMUNICATION AND VOLUNTEER INVOLVEMENT/RE-INVOLVEMENT

Topic	Action/Concern	Recommendation	Timing/Comment
<ul> <li>Ministry Fair in future</li> <li>Open parish up again by invitation to stewardship</li> <li>Website Development</li> <li>Define through discussion the parish its Catholic identity and its relationship to the Lindstrom community at large</li> </ul>	Effective, consistent communication is one of the most stated needs in staff and parishioner questionnaire responses.  Mary B., with Pastor — trustee- Bus Ad approval - will share lists of suggestions from questionnaires with appropriate committees for consideration and development.	Need to create and manage an effective annual calendar which invites all in May to make known their space/time requests and records them for all.  Annual Volunteer orientation, training, appreciation — leadership and others Annual Orientation meeting with leadership of all committees	Administrator is working on Website development, budget process, and calendar process.  List of all committees with staff liaisons

### RECOMMENDATIONS FOR KARL KORNOWSKI, BUSINESS ADMINISTRATOR AND DIRECTOR OF LITURGICAL MUSIC:

1. Continue to collaborate with Pastor on agreements reached in JIE resolutions, especially the chart below:

PASTOR	BUSINESS ADMINISTRATOR	SHARED
Setting the Vision.	Personnel/Human Resources	Stewardship, volunteer management,
Liturgy	management;	decision on what programs /project to
Faith Formation	Legal issues management;	support and implement, and other
Pastoral Care.	Buildings/grounds/facilities oversight;	areas.
Personnel: Supervision of Business	Long-Range Planning detail planning;	
Administrator, Liturgist, Faith Formation	Financial oversight.	
Staff, Pastoral Care Staff	Consult with pastor on projects	

- 2. Continue to develop professionalism and skills in finance, time management including priorities to avoid overload, supervision skills and communication. Consider attendance at U of St. Thomas Business Administrator certification course in May of 2012 and 2013.
- 3. Set up a more developed accountability structure of meetings of BA and trustees, especially during the MD Dot issues and creation of new policies and procedures.
- 4. Continue meetings as established:
  - a. Weekly with pastor for Administration
  - b. Quarterly with pastor for Liturgy planning
  - c. Monthly or as needed with Maintenance Staff Department for planning
  - d. Monthly or as needed with Support Staff Department for planning
- 5. Implement Budget Call Process in January April 2012, and annually thereafter in January April. Orient and oversee staff in this process.
- 6. Implement Calendar Call Process in March- May 2012, and annually thereafter in March-May. Orient and oversee staff in this process.
- 7. Ensure update of Corporate Record Book

#### **RECOMMENDATIONS FOR FR MARK WEHMANN:**

1. Continue to <u>collaborate with Business Administrator</u> on agreements reached in JIE resolutions, especially the chart below: <u>CLARIFICATION OF THE ROLE OF THE PASTOR AND THE BUSINESS ADMINISTRATOR</u>

PASTOR	BUSINESS ADMINISTRATOR	SHARED
Setting the Vision.	Personnel/Human Resources	Stewardship, volunteer management,
Liturgy	management;	decision on what programs /project to
Faith Formation	Legal issues management;	support and implement, and other
Pastoral Care	Buildings/grounds/facilities oversight;	areas.
Personnel: Supervision of Business	Long-Range Planning detail planning;	
Administrator, Liturgist, Faith Formation	Financial oversight.	
Staff, Pastoral Care Staff	Consult with pastor on projects	

- 2. Continue to follow recommendations of Bishop Piche', counselors etc.
- 3. Work on learning the following skills:
  - a. Supervision of employees
  - b. Delegation of tasks
  - c. Time management especially consider being on campus <u>at your desk</u> in a consistent time schedule, for approximately 25 hrs per week, so that you can keep up with mail, email, parishioner visits, etc.
  - d. File organization (Mary B. will help)
  - e. Policy and procedures understanding and writing
  - f. Management of stress and conflict
- 4. Continue parish business meetings as established:

- a. Weekly with Business Administrator for Administration (Tuesday)
- b. Quarterly with Coordinator of Liturgy for Liturgy planning
- c. Monthly or as needed with supervisees for planning- Coordinator of Faith Formation, Pastoral Minister, Youth Minister
- d. Monthly or as needed with Staff
- e. Committee meetings with volunteers
- f. Monthly or as needed with trustees
- 5. I am concerned about the <a href="heavy schedule of outside commitments">heavy schedule of outside commitments</a> that add to the stress of your life including: Prison Ministry weekly on Monday afternoons, work with a teaching parish seminarian, regular support group meetings, medical meetings, educational institute meetings, guest teaching engagements at other parishes (I think these are minimal). I do not know if you are doing spiritual direction for yourself or for others at the Seminary weekly. All of these commitments involve long hours of driving, lessening available time for rest and regaining balance.

#### CHURCH OF ST BRIDGET OF SWEDEN

13060 Lake Blvd., Lindstrom, MN 55045 <u>Office Phone</u> (651) 257-2474; <u>Fax (651)</u> 257-1498

#### CONFIDENTIAL

PLAN OF ACTION AND REPORT REGARDING THE CHURCH OF ST BRIDGET OF SWEDEN
and ITS PASTOR FR. MARK WEHMANN - Final —Tuesday, January 2, 2012
By Mary L. Bosscher, Administration Consultant 612-308-4207; marylb@usfamily.net
Supervised overall by Bishop Lee A. Piche'; on some parish matters by Fr. Mark Wehmann
Report for Bishop Lee A. Piche', Fr. Peter Laird, Fr. Mark Wehmann
Summary in future (except confidential portions) to: Parish Trustees and Business Administrator Karl Kornowski

## RESULTS OF DISCUSSION OF THE PLAN WITH FR WEHMANN and Mary Bosscher-PER REQUEST OF BISHOP PICHE' Discussion only goes through Education/Youth Ministry at this time

SEE PAGES 4 ONWARD TO SEE THE PLAN AND THE TWO NEW COLUMNS: Priority set by Fr. Wehmann; Planning—set by Fr. Wehmann. Discussions with Mary Bosscher are partially complete.

- 1. The report is in a chart format, with areas listed, issues/concerns under the area, actions done or needing to be done, comments on timetable if appropriate. On pages 8-9, there is a commentary on development needs for main administrators: i.e. Fr. Wehmann as Pastor, Karl Kornowski as Business Administrator.
- 2. Consultation obtained from:

Administration Policy: Andrew Eisenzimmer, Chancellor; Dave Waller, Catholic Mutual Insurance

Finances: Greg Vasterling, CPA (hired to assist with Chart of Accounts, financial reporting, LOGOS management and training of bookkeeper)

Liturgy, Sacraments, Liturgical Music: Fr. John Paul Erickson, Michael Silhavy, Jennifer Haselberger

Legal Justice In Employment Matters: Attorney Dennis Merley of Felhaber, Larson, Fenlon and Vogt

Educational Matters and Policy: Fr. Peter Laird, Vicar General; Bishop Lee A. Piche'

#### **CONTENTS:**

- Page PAGE NUMBERS changed from original plan as this document had planning and response on it
- 1-2 Introduction to Report, Four main recommendations, Relevant Documents, Summary of Process dates
- 3 ON SUMMARY AREAS OF ACTIONS/PROCESS TO STABILIZE THE PARISH in order, listing
- 3 Liturgy and Liturgical Music
- 4 Sacramental matters
- 5-6 Education youth and adults; Youth Ministry

- 6. Pastoral Care and Social Ministry Outreach Programs
- 7. Administration: Finances; Buildings and Grounds; Planning; Personnel/Human Resources; Policies
- 7. Communication and volunteer involvement/re-involvement
- 8-9. Comments/suggestions and concerns regarding help for Administrators: Fr. Wehmann; Karl Kornowski

#### **FOUR PRINCIPAL RECOMMENDATIONS FOR 2012-2013:**

- a. No new programs to be considered/allowed/implemented until July 2013, since there are many areas in process at present that must be considered, planned for and implemented prior to that.
- b. A need for understanding of stewardship by parish, staff and pastor: it is a gift from each individual of time, talents and resources given to God and the community in gratitude and service. The respect that would come from such an understanding will go a long way toward the healing and reconciliation of the community and staff, and help in the writing of effective, deliberative, fair policies and procedures that serve as a basis for common ground understanding and action.
- c. Every decision and program has a basis of content broader than the individual wishes of staff or parishioners; this must be clarified and then practice/process should follow upon that. (For example, What does the Church say about music in the Liturgy? Study Sing to the Lord document then plan.

  Or: What do the religion standards require per grade level? Then we determine what text to use.) Process, policies and practice must be determined after the appropriate content or basis for action is defined, clearly communicated and discussed. I do not find this to be the case often at St. Bridget.
- d. There needs to be a process defined by the Bishops for helping to ensure continued implementation of appropriate changes that have been made during this consultation after the Consultant and liaison to the Bishop is not regularly active in the parish. It needs to provide a method to seek assistance from the Chancery to resolve conflict and redress grievances as they develop. This plan needs to be clear, refer to a specific individual to call, and communicated to pastor and staff and probably parish as a whole.

#### RELEVANT DOCUMENTS RELATING TO THIS PROCESS OF CONSULTATION - March 2011 – January 2012

Fr. Wehmann has been included in preparation and review of all materials.

1. Initial report to Bishop Lee A. Piche' by Mary L. Bosscher

September 26, 2011

2. First Draft of Plan for parish

October 6, 2011

- 3. Advisory Documents on:
  - a. movement of Tabernacle (Bishop Piche')
  - b. Distribution of the Eucharist to the homebound /nursing home residents (Fr. John Paul Erickson and Mary B.)
  - c. Use of dedicated funds (one envelope, with monthly decision by Pastor) Mary B, approval by Bishop Piche'
- 4. Sing to the Lord basis for discussion of music in the liturgy
- 5. Summary written by Michael Silhavy re approved music for use in the liturgy
- 6. Various Archdiocesan documents including
  - a. Justice in Employment, with focus on Resolution of Work Related Issues
  - b. Internal Financial Control Guidelines
  - c. Standards for Religion and for Youth Ministry
- 7. Chart of accounts and reporting developed by Greg Vasterling, CPA
- 8. Budget Call process for the parish provided by Mary B.

- 9. Calendar Call process for the parish provided by Mary B.
- 10. Orientation documents for Trustees, Finance Committee, Pastoral Council etc summary based on Clergy newsletter information provided by Mary B.
- 11. Job descriptions are all revised, distributed and approved as of September 2011; Personnel Reviews done Sept. 2011, update Dec. 2011. Next reviews are due March 2012, and raises may be considered as of July 1, 2012 if performance is satisfactory.
- 12. Various policies are in development for the parish (Mary B, trustees, Bus. Admin.) including:
  - a. Fundraising policy
  - b. Facilities use policy
  - c. Communications policies to open
- 13. Suggestions document compiled from parishioners responses to questionnaires in Sept. 2011; suggestions will be divided into appropriate areas, reviewed with the Pastor and Business Administrator, and then distributed for consideration and action to the various committees.

14. Final Report to Bishop Piche'

Mary L. Bosscher

January 2012

#### CTIONS/PROCESS — MARY BOSSCHER WORKING WITH FR. MARK WEHMANN CONFIDENTIAL

October 12 Mary meet with Fr. W. to review this document, discuss options for willingness to resolve some of the issues and communicate with the parish

October 13, Thursday 1 pm

Mary B. attend appointment with Fr. Wehmann to see Dr. Paul Ruff

October-November

Follow-through on recommendations from Paul Ruff et al.=

November-December

Consultation and Testing for Fr. Wehmann (referral by Paul Ruff to Minneapolis CALM Clinic, Dr. Michael Johnson)

November

Report and meeting with Bishop Piche and Fr. Laird - Fr. Wehmann and Mary B.

December/January

Report from Mary L. Bosscher to Bishop Piche

Report from CALM Clinic to Fr. Wehmann

Planned meeting with Bishop Piche and Fr. Laird and Fr. Wehmann

**End January** 

Planned conclusion of Mary Bosscher work at parish; follow-up plan set by Bishop Piche' and Fr. Laird

#### LITURGY AND LITURGICAL MUSIC

CONCERNS: WHO/HOW WILL COMMUNICATE THESE PLANS; KARL NEEDS ATTENTION TO DETAIL ON SONG BOARDS, SCHEDULING, NOTICE AHEAD FOR MUSICIANS, RECRUITMENT OF NEW VOLUNTEERS;

Topic	Action/Concern	Recommendations	Timing/Comment	Priority - set by Fr. Wehmann	Planning – set by Fr. Wehmann Who, when, how accomplish
Music issues between     Fr.Wehmann and Karl     that affect the     congregation in liturgy- i.e. what acceptable for     liturgy, Fr. allow choir to     complete hymns; Fr.     allow use of overhead to     train in new music	MARY SET OUT     CONCERNS — FR W AND     KARL Work with Michael     Silhavy and church     documents	Follow the recommendations of Michael Silhavy (document provided and approved)	Fr. Wehmann will need to come to a trust level; pastor and Lit. Musician meet at least quarterly to plan liturgical seasons	• 1	<ul> <li>Resolved concerns. Except         ensuring quarterly lit. planning         meetings with pastor and Dir. of Lit.         Music: early Nov for Xmas; Jan/Feb         for Lent; in Lent for Easter Triduum;         late April for summer; late summer         for fall and Advent.</li> </ul>
Choir no longer sings as before      Volume of sound in church, loudness of piano and vocalist addressed in many parishioner concerns     Organ is no longer functional	<ul> <li>Director to Invite Choir to return on a regular basis</li> <li>Determined Volume of sound system in the church is optimum for set up; in future provide for various changing settings with sound modification</li> </ul>	<ul> <li>Invite more participation, offer training for cantors</li> <li>Volunteers /liturgical ministers need to be invited, trained and appreciated by pastor. No more anger at errors of volunteers, but gentle correction in private</li> </ul>	<ul> <li>Offer an annual liturgical ministers training along with a ministry fair</li> <li>Consider repair or new organ in conjunction with plans for church after MNDot condemnation issues are resolved</li> </ul>	2 4	<ul> <li>Now have choir for feasts &amp; Sunday. Expand to more weekends: Ask Dir.Lit. Mus to work on by Fall 2012; do annual training recruitment of cantors.</li> <li>Lit Vol training:Discussion for Pastor and Dir. prior to Triduum and in fall</li> <li>Organ decision – after MN DOT</li> </ul>
Liturgical celebrations:	Concerns regarding rigidity of one hour timing, length of consecration actions,	•	•	1 - ok	Resolved; Fr. W. not feeling tense about liturgy any more. Seems to flow more comfortably.
Liturgical environment:	<ul> <li>Flowers and décor</li> <li>Moving of the tabernacle</li> </ul>	Let Environment     Committee plan and add     plantings     Fr. W. and committee are     considering – should be     part of an educational     process per     recommendations of     Bishop Piche'	No move made until at least July 2013 and MN Dot condemnation consequences are clearer and the community has engaged in an	3.	Done – Karl taking care of flowers and décor – with committee      MN DOT affects; when we can we will implement process described and suggested by Bishop Piche' re moving of a tabernacle

PLAN OF ACTION and REPORT final Jan 2 2012 4

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	<ul> <li>Adding wiring in church and lighting the statues – volunteers want this done</li> </ul>	<ul> <li>??? but be aware not to invest too much prior to MN Dot action</li> </ul>	understanding of the role of the tabernacle etc.	3	MN DOT affects; plan when that is resolved
Use of pulpit for announcements, and the Narthex for volunteer projects, etc.	Clear policy is needed and is being developed	<ul> <li>Policies need to be reviewed by proper committees, communicated to all and followed</li> </ul>	Policy should be written by mid February, reviewed by committees in March, implemented in April	2	Continue to work with Christy and Mary on policies and procedures, esp. for fundraising, space use, etc.
Funeral liturgies,     planning and procedures	Conflict / lack of clarity between pastor, BA, pastoral care dept on roles and responsibilities. Affects the bereaved!	Meeting with all involved, under the direction of Fr. Wehmann with assistance from Mary B.	ASAP	1	Fr. Wehmann says it is going well — there is no written policy but no problems not. BY END OF MARCH he will review with all staff affected and report at our next meeting
Liturgies in Care Facilities	I think going well.	Pastor must continue allowing people to receive either in mouth or in hand		1 OK	ISSUES RESOLVED
•	•	•		<u> </u>	

### We need to continue to write up Policy and Communicate "FOLLOWABLE" procedures in the following areas:

- PULPIT ANNOUNCEMENTS limited number, liturgical and community purposes, pre-written, short!
- FUNERAL COORDINATION Fr. Wehmann will meet with all staff and volunteer leaders affected to see if they are clear on the policy and their role in the funeral coordination. There is not a written policy right now perhaps there needs to be....

#### **REGARDING RESOLUTION IN DISPUTES:**

he parties need to determine whether the offense/infraction is a frequently repeated situation or simply an unusual mistake. We should plan around the basic, and accommodate for the unusual. Or, as Fr. Wehmann phrased it, is this:

- "Just life- and mistakes sometimes happen"
- Or a frequent infraction of policy agreed upon.

#### **SACRAMENTAL MATTERS**

CONCERNS: Need to communicate with staff and parishioners prior, during and after actions of change, esp. in church and confessional. Training for Sacristans to prepare for Bantism family. Schedule lessa's time in early summer for Sacramental Records undates if not done already.

	A STATE OF THE STA	Recommendation	Timing/Comment	Priority - set by Fr. Wehmann	Planning – set by Fr. Wehmann Who, when, how accomplish
ssues around the celebration of the sacrament of Reconciliation	Room is currently not inviting due to black padding on walls and doors, and some disorder on floor. Parents have stated they find it creepy for their children  Act of Contrition is a point of contention — do not know if there is a card available for adults in the room. Pastor does not wish to allow any card available to children and there is a dispute over which Act of Contrition for children to use (text book has one, but Pastor wishes the one that speaks of the pains of hell)	Get foam padding     tastefully covered with     fabric, look at issue of     door with padding.     Install a window in the     door in order to ensure     safety and visibility with     priest and children alone	Immediately give covering and décor of room to Environment Committee to work on with review by pastor     Immediately ask Business Administrator to install a small window in the door; Fr. John Paul Erickson has approved that this does     Make final resolution of availability of Act of Contrition cards for adults and for children     Clean the room up	• 1	<ul> <li>Plan in progress to redesign the room into 2 rooms (one for priest, other for penitent – with capability of face-to – face or behind the screen. Rooms will be adjacent with a look through but separate entrances. No window for penitent for privacy; can put window in priest section of needed but probably not. Have light to signal if penitent room in use. Mrs. LaMotte is helping to design and decorate etc. Fr. will need to check on any reconstruction etc. with Admin. for needed permits etc. VERY CREATIVE RESOLUTION. Need to communicate prior, during and after action of change.</li> <li>Mrs. LaMotte will take care also of decoration/tasteful environment.</li> </ul>
Issues around the celebration of the sacrament of <u>Baptism</u>	Sacramental Registry: need to ensure that Catholic and Non-Catholic sponsors are both listed (one as sponsor, the other as Christian witness) both on certificate and in Registry  If Fr. Wehmann is away, parents are expected to pick up a key and get sacramental materials out and let themselves and visiting priest into the sacristy	Make sure that the registry is corrected on this matter from when Fr. Wehmann became pastor, and that secretaries are trained.  Ensure that certificates are sent to parents in timely manner.  Recruit and train a volunteer Baptism Host Liaison (similar to wedding liaison) to help get out materials, open sacristy, and host Baptism especially in the absence of the pastor	Immediate action, as this is a sacramental matter	• 1	<ul> <li>Fr. Wehmann will check with Jessa to see how sacraments are being recorded (with Godparent and sponsor?) by end of March and report at our meeting.</li> <li>Certificates are given on the day of the Baptism</li> <li>No need for Baptism host as Fr. Wehmann intends to use a sacristan for this function. (trained yet? If not, when?)</li> </ul>

Registries	with Jennifer Haselberger re	have Jessa do any updates, etc. in t	he
	process of resolution	summer. Schedule with Karl for	
	l'	Jessa's time.	
How are sacraments of		1 Happening now: Monthly Mass tin	ne
Reconciliation and		in facility – sacraments after if need	d;
Anointing offered in Care		Anointing annually for parishioners	5
Facilities?		and as needed.	

## EDUCATION – YOUTH AND ADULTS; YOUTH MINISTRY

### We need to educate on any basic principle which is labeled with an E; A = action for Fr. Wehmann to take

Topic	Action/Concern	Recommendation	Timing/Comment	Priority -	Planning – set by Fr. Wehmann
				set by Fr. Wehmann	Who, when, how accomplish
E It must be an understood principle that the parents are primary educators of their children, and therefore to be included in planning, invited to give or refuse permission for certain materials for their children, etc.  E What are Archdiocesan requirements for Confirmation preparation.  CONCERN: We now have a Privately written 7-9 <sup>th</sup> grade program for	<ul> <li>Various:         <ul> <li>Conflict with parents over which Act of Contrition</li> <li>use and refusal by Pastor to provide a child a prayer card in the Confessional</li> </ul> </li> <li>Constant demanding of confession for adults and children needs to be kept in check, and the sacrament spoken of as an invitation to reconciliation and a requirement to live the faith well</li> <li>Charging home schooling parents full RE tuition to obtain texts to teach their children, rather than just the cost for the text</li> <li>A CHANGE TO CHARGING ONLY FOR TEXTS AND MAYBE SOME OFFICE FEE</li> <li>EContent/texts —</li></ul>	Pastor needs to  Come to an understanding of flexible options  Understand age appropriateness of materials  Be understanding of various levels of abilities of children, ensure good preparation of children for sacraments, and not feel that St. Bridget children are less able or prepared based on feeling — i.e. set some standards of what is adequate preparation	Adults have found Fr. Wehmann to be very helpful and effective in his teaching of adult Faith Formation areas; he offers many programs at convenient times and is very diligent and interested in people's questions and spiritual development.  A Faith Formation Coordinator needs to meet at least monthly with Pastor to set a direction; she needs to be more concise in her presentations. A FR WEHMANN WILL MEET WITH COORDINATOR & DIRECT HER TO DO HER NEWSLETTERS ON ONE PAGE. ====================================	1	Act of Contrition: two options for parents to use with their children: one in the book for kids, one is the traditional one in the prayer book We will use the traditional one (with mention of hell) in the classroom In the Confessional children may use either one.  If there is a conflict, parents may speak with Fr. Wehmann.  Fr. W. will communicate the policy clearly to the Faith Formation Coord.  Examination of Conscience- three age appropriate versions: elementary, middle school, high school/adult are all on sheet handed out.  Fr. Wehmann concerns about preparation: it is adequate. Fr. W. points out that generally grades 2, 3, 4, 5 are well prepared. Grades 6-7 have an attitude; grades 9-10 improve their understanding.  E — teach 5 steps for valid confession as standards to grades 6-12 and adults: i.e. examination of conscience, grave matter, confession, sincere repentance, fulfillment of penance.  A Fr. Wehmann will communicate Religious standards to all FF employees.  A Fr. Wehmann will submit the privately written Confirmation

# <u>Confirmation</u> – based on apologetics approach, guest speakers, and skits

 Approval of speakers and programs is annual process without educational standards review ... -ex ultrasound for 6-8<sup>th</sup> grade students with pregnant parishioner is not appropriate as it is a medical procedure, should require parental permissions, etc. - At this time, without proper guidelines, If a Pro-Life person believes it will teach that a pregnancy is a baby, it will be scheduled... (Films available for teaching.)

\_\_\_\_\_\_

events and trip planning

must take into account a

• E Youth ministry

text be selected for 7-9<sup>th</sup> grade <u>OR</u> that the privately written program be submitted to Fr. Laird for review

- E Pastor, Youth Ministry staff and volunteers must submit their speakers and programs to Administrative review before scheduling, paying and marketing. Some are questionable in age appropriateness or in that they focus on a side aspect of sacrament or life issues, while not necessarily covering the core issues first
- Pastor can tend to follow the enthusiasm of the group, and forget to require the needed consultation with Administration and compliance with insurance requirements and permission forms.
- Staff and pastor are often caught in a triangulating relationship with volunteers demanding programs and activities.
- E Programming needs to follow the Mission of the Church and Vision of the Pastor

• E Require all volunteers and staff to follow parish policies and procedures and consult Faith **Formation Coordinator on** educational content and with Bus. Ad. Re permissions on practical room setups, money collecting, etc.. This needs to be a supportive requirement - not one stated with an edge of frustration. It is, after all, for the good of the children and the families!

Adding of programs as
Totus Tuus, Blue Knights/
Little Flowers- often
volunteers are planning
with pastor approval and
not consulting regarding
liabilities, Charter for the
Protection of Children
requirements; then group
has to be stopped - leaves
Administrator looking
controlling and not pro-life
- which is not true!

 Youth Min: fund raising guidelines, permissions, supervision guidelines need to be followed

\_\_\_\_\_

E At present, Youth

Minister has resentment against Administrative regulations or guidance which the Pastor is working to resolve through supervision. Fr. Wehmann will instruct Youth Minister to comply with all policies.

Youth Minister is asked to do more teaching and planning of skits for 7-9<sup>th</sup> grade program than she is trained for or wishes to do. Guest speakers are often selected late and given topics to teach for which they may or may not be qualified ... need improvement in this area. Fr, Wehmann will instruct to follow proper policy.

program to Fr. Laird for review.

#### ADULT FAITH FORMATION:

A Fr. Wehmann will continue to teach RCIA, and invite people to attend Social Justice classes at St. Peter, Forest Lake. Reconciliation will be taught in a positive manner.

#### AT PRESENT, FF Coordinator is

- following Archdiocesan standards for Scope and Sequence in elementary grades k-6.
- 7<sup>th</sup> and 8<sup>th</sup> grade program is privately written and needs review and approval by Fr. Laird; otherwise a standard 7-8 grade text should be selected.
- 9-10 grade: elective at this time

PLAN OF ACTION and REPORT final Jan 2 2012 9

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		·	 	 
needed consult with the	=======================================	Relationship between		
Business Administrator		Coordinator and Pastor as		
and policies re		supervisor needs to		
practicalities of trips and		develop in trust – pastor		
management of money		valuing input of		
or fundraising, insurance		experienced educator as		
guidelines and adequate		at least as important as		
supervision of youth trips		that input given by		
and background checking		volunteers, and		
of leaders		Coordinator trusting the		
		pastor!		
		•		
• <b>E</b> Role of Education				
Comm.				
	=======================================			
	E Needs to be developed			
	to include a standard			
	agenda including:			1
	Annually review of the			
	Faith Formation program			
	<ul> <li>past and upcoming.</li> </ul>			
	Reviewing upcoming			
	calendar.			

#### PASTORAL CARE AND SOCIAL MINISTRY, OUTREACH PROGRAMS – TO BE DISCUSSED AT OUR NEXT MEETING

Topic	Action/Concern	Recommendation	Timing/Comment	Priority set by Fr. Wehmann	Planning – set by Fr. Wehmann Who, when, how accomplish
Policies and procedures, Mission statements, and volunteer recruitment and training is being held for	<u>Conclude structure and organization</u> of these groups	Need to invite more volunteers into participation in this area.	Outstanding outreach to people in the parish by the pastor and pastoral minister.		Set goals and Corporal and Spiritual Works of Mercy, and then we can include both Pastoral Ministry and Social Justice (Mary B)
the following programs  ✓ Baby Blanket (help pregnant parents)  ✓ New Pathways (help homeless)  ✓ Fund raising (food shelf,	We are developing a fundraising and facilities use policy – it needs to be followed when finished and communicated		Continue good outreach ministry to Parmly Care Facility.		

etc)				
✓Outreach – decide on				
ecumenical		Resolve Prison Ministry		
organization	Who should be assigning	issue ASAP		
participation and on	the Prison Ministry to a			
various requests for	parish or individual in the			
contributions	area? Should there be			
• Prison Ministry: the	training? Is this weekly			
pastor has assumed	visit a heavier load than			
visiting the Chisago	Fr. W. should carry at			
County Jail every	this time? (It was being			
Monday — taking over	done by deacon from St.			
from Deacon in Forest	Peter, Forest Lake)			
Lake				

#### ADMINISTRATION: FINANCES; BUILDINGS AND GROUNDS; PERSONNEL/HR; POLICIES PLANNING:

Topid	Action/Concern	Recommendation	Timing/Comment	Priority set by Fr. Wehmann	Planning – set by Fr. Wehmann Who, when, how accomplish
GENERAL			Overall effectively managed		
ADMINISTRATION			by Business Administrator		
ISSUES					
FINANCES	Trustee Christy Helps is				
Pastor was chair of Finance	assisting in writing of				
– no longer so.	policies, due to her		•		
Budget – will have the first	experience in this area				
budget process this year					
Financial Reporting: Fr. W.	Greg Vasterling, CPA, hired				
was concerned that	as consulting accountant to				
eporting was not timely,	develop reporting, chart of				
onsistent, at times	accounts, and train				
accurate or timely.	bookkeeper with				
Parishioners want more	accounting and LOGOS. He				
reporting.	will continue at least till				
<u>Fundraising Policy</u> – being	start of FY 2012-13				
written at this time – much				-	
conflict around who can					
raise funds, how to decide,					
and how will the funds be					
used					
Building Fund – what do					

with dedicated moneys that have been placed in general fund for years? Decision will be written up and approved by Finance  MN Dot moneys – plan to reserve until needed  BUILDINGS AND GROUNDS  MN Dot condemnation action	MN DOT: This is a reality that will impact any planning, finances,				
Small Window in prayer room and in Reconciliation Room doors  Maintenance Committee and staff Department	maintenance, and upkeep of the facilities now and in the future. Business Administrator is very involved in monitoring, is consulting with Chancellor				
Team  Maintenance Plan and Cleaning Plan -in process of development Repairs – only necessary	Andrew Eisenzimmer, and has hired various appropriate planners and attorneys. Fr. W. needs to take more interest in the				
being made due to MD DOT  Parking liabilities for us due to cars that Park and Ride in our lot?  PERSONNEL/HR	Job descriptions all revised,	Pastor and employees need	Justice in Employment		
Job Descriptions Reviews aises in July 2012	as of September 2011; Personnel Reviews done Sept. 2011, update Dec. 2011. Next reviews are due	regular ongoing training on supervision.  Need to develop Volunteer	Resolution of Work Related Issues process concluded — will resurface if changes and good supervision does not		
	March 2012, and raises may be considered as of July 1, 2012 if performance is satisfactory.	ministry descriptions	happen.		
POLICIES AND PROCEDURES – for all staff and parishioners To establish common ground understanding	Parish decisions, staff and volunteer actions need to be guided by clearly written policies and procedures that are developed consultatively and	Volunteers and Staff need to receive an annual orientation on policies and procedures, and regular updates or focus bullets over the year.	Pastor, Business Administrator, staff and parish leaders are responsible to be committed to implement policy and procedures,		

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	communicated effectively and regularly. They must be based on content of the church and best practices.	rather than acting impulsively or without consultation.	
PLANNING	Will need to have long- range planning committee as campus is impacted by MN DOT and as we go into future		

#### COMMUNICATION AND VOLUNTEER INVOLVEMENT/RE-INVOLVEMENT

Topic	Action/Concern	Recommendation	Timing/Comment	Priority - set by Fri Wehmann	Planning – set by Fr. Wehmann Who, when, how accomplish
Ministry Fair in future Open parish up again by invitation to stewardship Website Development Define through discussion the parish its Catholic identity and its relationship to the Lindstrom community at large	Effective, consistent communication is one of the most stated needs in staff and parishioner questionnaire responses.  Mary B., with Pastor — trustee- Bus Ad approval—will share lists of suggestions from questionnaires with appropriate committees for consideration and development.	Need to create and manage an effective annual calendar which invites all in May to make known their space/time requests and records them for all.  Annual Volunteer orientation, training, appreciation — leadership and others  Annual Orientation meeting with leadership of all committees	Administrator is working on Website development, budget process, and calendar process.  List of all committees with staff liaisons		

#### RECOMMENDATIONS FOR KARL KORNOWSKI, BUSINESS ADMINISTRATOR AND DIRECTOR OF LITURGICAL MUSIC:

1. Continue to collaborate with Pastor on agreements reached in JIE resolutions, especially the chart below:

#### CLARIFICATION OF THE ROLE OF THE PASTOR AND THE BUSINESS ADMINISTRATOR

onnel/Human Resources agement; I issues management;	Stewardship, volunteer management, decision on what programs /project to support and implement, and other areas.
l issues management;	, -
•	support and implement, and other areas.
D I 1 - 10 - 10 - 10 - 10 - 1	
dings/grounds/facilities oversight;	
g-Range Planning detail planning;	
ncial oversight.	
sult with pastor on projects	
ī	-Range Planning detail planning;



- 2. Continue to develop professionalism and skills in finance, time management including priorities to avoid overload, supervision skills and communication. Consider attendance at U of St. Thomas Business Administrator certification course in May of 2012 and 2013.
- 3. Set up a more developed accountability structure of meetings of BA and trustees, especially during the MD Dot issues and creation of new policies and procedures.
- 4. Continue meetings as established it is the responsibility of the Business Administrator-Liturgical Music Coordinator to ensure these happen in a timely manner:
  - a. Weekly with pastor for Administration
  - b. Quarterly with pastor for Liturgy planning
  - c. Monthly or as needed with Maintenance Staff Department for planning
  - d. Monthly or as needed with Support Staff Department for planning
- 5. Implement Budget Call Process in January April 2012, and annually thereafter in January April. Orient and oversee staff in this process.
- 6. Implement Calendar Call Process in March-May 2012, and annually thereafter in March-May. Orient and oversee staff in this process.
- 7. Ensure update of Corporate Record Book

#### **RECOMMENDATIONS FOR FR MARK WEHMANN:**

1. Continue to collaborate with Business Administrator on agreements reached in JIE resolutions, especially the chart below: CLARIFICATION OF THE ROLE OF THE PASTOR AND THE BUSINESS ADMINISTRATOR

PASTOR	BUSINESS ADMINISTRATOR	SHARED		
Setting the Vision.	Personnel/Human Resources	Stewardship, volunteer management,		
Liturgy	management;	decision on what programs /project to		
Faith Formation	Legal issues management;	support and implement, and other areas.		
Pastoral Care	Buildings/grounds/facilities oversight;			
Personnel: Supervision of Business	Long-Range Planning detail planning;			
Administrator, Liturgist, Faith Formation	Financial oversight.			
Staff, Pastoral Care Staff	Consult with pastor on projects			

- 2. Continue to follow recommendations of Bishop Piche', counselors etc.
- 3. Work on learning the following skills:
  - a. Supervision of employees
  - b. Delegation of tasks
  - c. Time management especially consider being on campus <u>at your desk</u> in a consistent time schedule, for approximately 25 hrs per week, so that you can keep up with mail, email, parishioner visits, etc.
  - d. File organization (Mary B. will help)
  - e. Policy and procedures understanding and writing
  - f. Management of stress and conflict
- 4. Continue parish business meetings as established:
  - a. Weekly with Business Administrator for Administration (Tuesday)
  - b. Quarterly with Coordinator of Liturgy for Liturgy planning
  - c. Monthly or as needed with supervisees for planning- Coordinator of Faith Formation, Pastoral Minister, Youth Minister
  - d. Monthly or as needed with Staff
  - e. Committee meetings with volunteers
  - f. Monthly or as needed with trustees
- 5. I am concerned about the <a href="heavy schedule of outside commitments">heavy schedule of outside commitments</a> that add to the stress of your life including: Prison Ministry weekly on Monday afternoons, work with a teaching parish seminarian, regular support group meetings, medical meetings, educational institute meetings, guest teaching engagements at other parishes (I think these are minimal). I do not know if you are doing spiritual direction for yourself or for others at the Seminary weekly. All of these commitments involve long hours of driving, lessening available time for rest and regaining balance.

ARCH-005289

CORRESPONDENCE

CERTIFICATE OF CANONICAL POSSESSION

**JIGNED ACKNOWLEDGMENTS** 

#### Piche, Most Reverend Lee A.

From:

Mary Bosscher [marylb@usfamily.net]

Sent:

Thursday, January 05, 2012 8:30 AM

To:

Bierbaum, John; Eisenzimmer, Andrew; Fr. Mark Wehmann

Cc:

Piche, Most Reverend Lee A.; Karl Kornoswski; Greg Vasterling; Anderson, Lorna

Subject:

FUNDS GIVEN TO ST BRIDGET FROM MN DOT RELATING TO CONDEMNATION

Importance:

High

Good morning, John. Thanks for the documents from Ruth yesterday.

I have another question regarding finances at St. Bridget, where I am consulting under Bishop Piche's supervision and Fr. Wehmann's (pastor) request. As you may know, MNDot is coming through Lindstrom with an expansion of HWY 8 etc etc. This will radically affect the parish grounds of St. Bridget -Karl Kornowski, Business Administrator, has kept Andy Eisenzimmer informed on this matter and we have attorneys etc. working with the condemnation.

My question for you involves finances: MN Dot and I think some other state agency has already provided the parish with a check for close to a million dollars, which is of course in order to reimburse/provide for repair or reconfiguration of the facilities due to the construction and highway cut through. While this is "income" to the parish, it really is not in that it is to enable restoring the parish to some wholeness after the construction or any damage that might occur (for example we will lose parking lot space and possibly one of our main entrances.)

SO how should we record this income and expenditures in order to not have it affect our budget and bottom line, since it is a unique project. Also how can we not have that money play a part in increasing our Assessment which it most certainly would if we put it in the regular chart of accounts as "income."

I recommended that we hire Greg Vasterling to help us streamline the chart of accounts, finance reporting, etc. and do some training with the bookkeeper. He has done a couple of months work with us, and is now in Florida with his wife till March. But he is communicating with us from there and so would be able to work with us in recording this money appropriately and hopefully without subject to Archdiocesan Assessment. We currently have it sitting in an asset count with a corresponding liability, with our thought being that we would make a four-sided entry when we spend the moneys - Karl Kornowski could clarify this for you further if you wish - his phone number is 612-703-7570.

So in summary we want to ensure that we will not be subject to Archdiocesan Assessment on these moneys received as they are part of a cost-to-cure instead of a liquidation of assets or assets to spend.

I look forward to your reply - please copy all of us on your thoughts. Thanks, John!

Sincerely, Mary

Mary L. Bosscher (612) 308-4207 CELL

#### Anderson, Lorna

From: Sent:

Mary Bosscher [marylb@usfamily.net] Tuesday, January 10, 2012 10:50 AM

To:

Fr. Mark Wehmann

Cc:

Piche, Most Reverend Lee A.; Karl Kornoswski; Laird, Fr Peter

Subject:

A COUPLE OF QUESTIONS

Importance:

High

Hi, Fr. Wehmann - Thanks for your support and patience in resetting appointments in view of my needing to care for and try to recuperate/heal a bit myself.

I will write a fuller document later this week - and also call to set some appointments. However two items have come to my attention that need to be dealt with ASAP - as you recall, Bishop Piche stated that the moratorium on the parish can be off at my discretion, but the moratorium is not lifted for you in initiating actions without checking. The two items are as follows, and need your collaboration right away as they have serious legal implications and are matters of prudent judgment as a pastor and leader:

- 1. Placement of incense in the church Fr. Wehmann, the Americans for Disabilities Act requires that as employers we be aware of and responsive to people's health needs, and make accomodations for the health needs of our employees and others. It is my understanding that you are determining/requiring that the incense coals and incense stay in the church during liturgy, and in fact are placed over by the choir where you have a couple of people with serious allergies including an employee who has asthma. The liturgy committee apparently suggested that the coals etc. be kept in the sacristy and just the incensor be brought in at the appropriate time ---- this is what most parishes do. It is my understanding that you are reluctant to do so ---- please let me know why and what your thinking is. However, at this point, it is my determination that the solution that must be implemented is that the coals and incense be kept out of the church proper during the mass and the incenser be brought in at the appropriate times. Your decision on placement has already required medical care for some staff and parishioners. In addition, I request that you determine one weekend/feastday liturgy per weekend that will be incense-free, and publish that to the community in the mass schedule posted in the bulletin that is also a common practice in parishes and gives those who have serious allergies and asthma an opportunity to attend liturgy and/or sit way at the back so as not to be affected.
- 2. RE your wishing to require the staff to read and discuss Rediscovering Catholicism at staff meetings --- In the job descriptions, you will remember that some descriptions require the person to be a Catholic, and the others to respect the Catholic tradition and standards. You may not require a non-Catholic to study material other than the few points that they are required to know for their effective job performance. We made that decision with not allowing you to require the custodians to attend the new Mass inservice. You may pick out a couple of points of Catholic tradition if they are relevant to an employee's job and I want to see them in writing before you implement them. BUT YOU MAY NOT REQUIRE THAT ALL STAFF READ AND PUBLICLY DISCUSS A BOOK ON CATHOLICISM.

Please let me know if you have any questions. Please also inform the community and relevant groups of the decisions or change in your direction. I make these decision based on the authority given to me by my supervisor Bishop Piche.

I wish we could have discussed this as a question for resolution in advance. Thanks, Mary

Mary L. Bosscher (612) 308-4207 CELL

Fr. Mark Wehmann meet with Dr. Paul Ruff on the following dates.

This information is for the Archdiocese of St. Paul and Minneapolis

1/12/2012	11/2/2011	9/7/2011	7/14/2011	5/26/2011	3/17/2011	1/27/2011
12/14/2011	10/13/2011	8/25/2011	6/29/2011	4/28/2011	3/3/2011	1/6/2011
11/23/2011	9/21/2011	8/10/2011	6/9/2011	3/31/2011	2/17/2011	12/16/2010
						12/1/2010

Dr. Paul Ruff

Date

Fr. Wehmann

Date

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BACKGROUND CHECK

## **CONFIDENTIAL Incident Report for January 11, 2012**

Mary Bosscher [marylb@usfamily.net]

Sent: Tuesday, January 17, 2012 9:48 PM

To: Piche, Most Reverend Lee A.; Laird, Fr Peter

Cc: Anderson, Lorna; Hall, Jennifer

CONFIDENTIAL FROM ADMINISTRATOR TO ME; REPORT GIVEN BY 2 STAFF MEMBERS TO HIM RE FR WEHMANN TEASING 2 GIRLS BY ALLEGEDLY KICKING THEIR BACKPACKS ??? I have not investigated further - will ask Fr. W. about this next week. Certainly goes to questionable prudence and maturity if it is true .... See staff member report below ---- Mary

---- Original Message --From: <u>Karl Kornowski</u> **To:** <u>Mary Bosscher</u>

Sent: Tuesday, January 17, 2012 11:46 AM

Subject: FW: Incident Report for January 11, 2012

FYI - for file...

#### Karl Kornowski

Parish Business Administrator St. Bridget of Sweden Catholic Church 13060 Lake Blvd - PO Box 754 Lindstrom, MN 55045 office-(651) 257-2474 x4 cell-(612) 703-7570 fax-(651) 257-1498 kkornowski@stbridgetofsweden.org

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From: Theresa Zlotkowski [mailto:tzlotkowski@stbridgetofsweden.org]

**Sent:** Tuesday, January 17, 2012 11:30 AM **To:** kkornowski@stbridgetofsweden.org **Subject:** Incident Report for January 11, 2012

#### Karl,

I just wanted to state my concern again about the issue which I spoke to you about regarding seeing Fr. Wehmann kicking a child in about 3<sup>rd</sup> of 4<sup>th</sup> grade in her back pack which was over her buttocks. The next day, our pastoral minister, Heidi, came to me and said that she had seen him kick another girl later that evening in her backpack which was over her buttocks. She was not aware that I had seen another incident of this sort earlier. This happened on January 11, 2012. When I saw it I had an immediate sense that this was overstepping a boundary.

Theresa Zlotkowski

Coordinator of Faith Formation St. Bridget of Sweden Catholic Church 13060 Lake Blvd - PO Box 754 Lindstrom, MN 55045 p-(651) 257-2474 x58 f-(651) 257-1498 tzlotkowski@stbridgetoffsweden.org

"Listen with the ear of your heart." St. Benedict We are held in the abundant love of God that celebrates and waits for us.

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Version: 2012.0.1901 / Virus Database: 2109/4748 - Release Date: 01/17/12

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**PSYCHOLOGICAL** 



Mary Bosscher [marylb@usfamily.net]

Sent: Wednesday, January 18, 2012 10:44 AM

To: Anderson, Lorna; Hall, Jennifer

Cc: Piche, Most Reverend Lee A.; Laird, Fr Peter; Eisenzimmer, Andrew; Tom Wieser

[twieser@mkqlaw.com]; Karl Kornoswski [kkornowski@stbridgetofsweden.org]; Fr. Mark

Wehmann [frwehmann@stbridgetofsweden.org]

#### Good morning - FYI -

- 1. we have a part-time non-exempt employee who has resigned her position at St. Bridget resignation has been accepted by the Business Administrator and he has been as required in consultation with an Archdiocesan approved employment attorney (Tom Weiser, of Felhaber Larson).
- 2. Due to some past and present unrest/difficulties in the parish, there may be questions about a staff member resignation or about the parish in general. You might receive calls or questions at the Chancery, especially since Fr. Mark Wehmann is at this time out of town.

It is important to for us to remember that matters of employment are matters between the employer and the employee, and not for discussion at large due to confidentiality. I am also still serving as Consultant at the parish, hired by Fr. Wehmann and supervised by Bishop Piche - and I would be able to take calls on this matter if needed. You can give the person my cell phone number, or take their number and give me a call (I will return their call.)

I think that the Bishops and Fr. Laird do <u>not</u> need to set appointments to meet with parishioners or other staff at this time - if they are quite insistent, then I suggest that you ask the person to put their main topics of concern into a brief document stating the purpose of a requested meeting with the Bishop or Fr. Laird, and state that you will forward that to the Bishop or Fr. Laird who will then make a decision on whether to meet personally or handle the concerns in another manner.

Thank you all for your assistance in this matter and for your service to the

Church.

Sincerely,

Mary

Mary L. Bosscher (612) 308-4207 CELL

#### CONFIDENTIAL MEMORANDUM

Date:

February 3, 2012

To:

Most Reverend John C. Nienstedt

Cc:

Very Reverend Peter A. Laird

From:

Most Reverend Lee Piché + Lan

Re:

Matters concerning priests

Archbishop, I wanted to keep you informed about conversations that I have had with and about some of our priests:

hopes to have a job offer soon. I told him that I was disappointed to learn that he had not yet met with Paul Ruff, though he does have an appointment with him next Monday. He has agreed to put in writing a summary of his activities with regard to each part of the directive regarding his leave. Once he has submitted that, I would like to suggest that he meet face to face with you again. I was pretty blunt with him about the Archdiocese not wanting to simply pay him to be on an extended vacation, and without concrete evidence of the work that he is doing on discernment, that is what the leave appears to have become. He has accepted (with pain) the refusal for additional funds for room and board, and tells me that he is receiving some help from friends to cover his expenses until he gets a job. His personal issues are too complex for me to know how to convey in a memo.

2) Father Mark Wehmann: We met for an hour this afternoon. He is holding up under the intense scrutiny and challenging intervention of Mary Bosscher. I extended Mary's work at the parish for one more month, so that she can bring a resolution to the concerns about the Business Administrator. Father Wehmann has not yet received a diagnostic report from the physician to whom he was referred by Paul Ruff, although he has received a preliminary verbal report that rules out Asperger's syndrome, and also rules out sexual attraction to children. When he gets the report (hopefully in the next week or two) he will review it with Paul Ruff, and then bring the results to me. We began to discuss implementation of the action plan developed by Mary Bosscher, one part of which is to identify the right person on site to continue with accountability supervision and reporting. The MN-DOT project is a major worry. Father Wehmann has expressed both a willingness to stay (he enjoys his parish work) or to be reassigned if that is what we think will be better for him and for the parish. I told him that my hope is that we get more clarity around that decision by April at the latest.

- , who tells me that in the : I received a call from Father 3) Father had an explosive burst of anger, presence of several other priest witnesses, Father about how to handle all the problems at Hillgenerated by a disagreement with Father Murray High School. This happened yesterday evening at the Saint Joseph rectory, during has had similar recreational get-together for a book club reading. Apparently, Father outbursts since seminary days, but never have they been so severe and hurtful as last from the rectory. I am evening's, which resulted in Father expelling Father wondering whether under the circumstances he should be relieved of his assignment to the to have an assessment with a High School. It may also be necessary to ask Father professional around anger management. I would like to speak to either Father Callaghan or someone on the SPS staff whom he would recommend to learn what, if any, actions may have been taken by them regarding related concerns. This is not a new problem: his classmates at the seminary were well aware of his temper issues. In his outburst, he said things which concern me, about how wrong it was to send him to Hill-Murray, and about how his way is the only way to effect change, and everyone else can go to hell (that kind of speech).
- 4) Father Curtis Wehmeyer: Bill Casey from Parish Services met with me yesterday to express concerns about Father Wehmeyer, namely, that under the pressures connected with the merger of his parishes, he needs some priestly support and encouragement. According to Bill Casey, a telephone call will not be enough; he needs to be met with face to face. I intend to schedule a lunch with him at the earliest opportunity, although I have reservations about my being the right person because of our rocky past. Another problem at the moment is finding time in the next week, with my road trip to Saint Meinrad midweek.
- 5) Father Leo Dehler from MKQ informed me that, in his opinion, Father probably needs an intervention to get some psychotherapy for what he perceives as signs of significant depression. I intend to call Father and ask him to come see me, and during the interview to strongly move him toward seeing Catherine Mollner for an evaluation and possibly follow up. Again, the difficulty is finding time for that interview in the next week or two.
- 6) Father Joseph Johnson (and the vacant Associate position at the Cathedral): I had scheduled a meeting with Father Johnson (and Father Laird if available) for next week, to discuss with him, as I promised, ways that we can help provide additional sacramental assistance, either ourselves or by asking help from other available priests, for the months until the end of June. By complete coincidence, I have learned that Father Johnson has already started to get coverage for the schedule. He has secured the help of Father Timothy Cloutier for many weekday confessions and Masses. Yesterday, I accidentally barged in on a meeting he was having with Father Nels Gjengdahl, apparently about scheduling him for help. It may turn out to be a pointless meeting. I wanted to ask you about Father Gjengdahl first, and also about Father John Paul Erickson; I had thought about Father Cloutier also.

226 Summit Avenue | Saint Paul, MN 55102 | T: 651-291-4521 | F: 651-290-1629 | www.archspm.org | andersonl@archspm.org

"Jesus went to her and taking her by the hand, raised her up. The fever left her and she began to wait on them." (Mark 1:31)

February 5, 2012

Dear Bishop Piche,

It is with a deeply sad heart that I write to you again. My friend (from outside this diocese) has cautioned me not to write in fear that I might be heard as "just another frustrated woman." But today at Mass for the Fifth Sunday in Ordinary Time I felt the nudge to write a letter to you that would come directly from my heart. I identified with Job. I wanted the healing of Peter's mother in law. I decided I would trust you. I see you as an authentic, pastoral and encouraging Shepherd of God's people — a Bishop who understands the heart ache of others in ministry. So I am trusting your understanding of me and your sincere encouragement. I have told you that I have worked for many years in the Church. I love the Catholic Church with all my heart. I have a deep passion for ministry in the Church especially faith formation. I am happiest when I can minister to God's people with a joyful heart. I want to continue working here at St. Bridget of Sweden.

My heart has grown wider and wider in acceptance and love of the people of this parish. Many people have affirmed my ministry in various ways. It has been beautiful to experience two Household of Faith events (a Faith community night in which families come together to grow in faith and share a meal) in which we were able to draw over 175 people both times. I've worked hard to bring leadership to these events and people have come out. I believe that people have experienced in me a welcoming, dedicated, positive faith filled presence. But my heart is still very sad. I work at St. Bridget of Sweden with a nagging fear of and hurt for a Pastor who doesn't seem to fit. I do not speak of this to the people of the parish. I want to speak with respect for Fr. Wehmann to you and others. I have prayed for him over and over. I pray that he can find a place to minister in which his gifts would match that of which is needed. I surrender him to God. I try to interact with him with professionalism and gentleness. But over and over, experiences with him bring silent cries to my heart and I am afraid.

I could go on listing things that I have stepped back from with wonder at what I've heard or seen. I have "pondered", I guess, like Mary teaches me – many of these things in my heart. But my heart has come to a point now of breaking. I can't hold them just to myself. They are too heavy. I have told God that I don't want to speak up because I might get hurt in the process but I keep wondering if I don't speak up who will. Many, many people here have grown tired and weary. Let me share just a few of these ponderings... THIS IS NOT EASY FOR ME TO DO. I WANT EVERYTHING TO BE GOOD.

Last Wednesday at our Households of Faith evening, I worked with children, parents, musicians in the parish to put together a forty- five minute reflection of Gospel stories from the life of Jesus that we celebrate in Ordinary Time. I asked Father to open the evening with a welcome and blessing. He did so and then proceeded to walk out of the Church as I came to the microphone to share my reflection and invite the children and adults to do their readings. I told myself—"it is ok—maybe there was a pressing issue he had to take care of." However, he soon returned to Church and took a seat in the back of Church and spoke to a child during some of the service and then he proceeded to go and talk, in the back of Church for almost the entire time, to a good friend of his who shares his viewpoints. Another woman later commented to me further about his laughing and behavior and its example at this time.

Now, I know people were touched and ministered to during this event. I am confident that I did my part the best I could. Others did as well and especially the children. But, I struggle with knowing why he could not pray with us and be a positive example to families of ways to enter into this reflection. I said to myself and God, as I have, over and over "I give it to you God." But another part of my being is silently crying out, "please respect the people you are called to shepherd." Please forgive me if this sounds too judgmental but it happens over and over.

A couple weeks ago, I told him at a staff meeting, who I was asking from the parish to come and teach "Out of Harm's Way" with the 5<sup>th</sup> and 6<sup>th</sup> graders. The father in this family is a of schools, the mother — a highly educated woman — the whole family — one that has been greatly involved in the Church in the past. Father told me I had to be leery of this family because "there is an error in their faith." I asked him to explain so that I could be aware and with a smile he said, "It's confidential." Now I don't know what this "error in faith" is all about. I know that in this family I have experienced the presence of God in many ways — a father who continues to be involved in his child's faith formation even after hard days at school, children who are always wanting to volunteer and a mother who is overly conscientious about how she can help. I wouldn't be startled if this was the only family he has said this about. There are more. And moreover, Fr. Wehmann, will only choose who he wants to teach in the high school and 7<sup>th</sup> and 8<sup>th</sup> grade program. Good people who have been lovingly involved before are pushed aside and spoken negatively about by him. Jesus hung out with those people who had "errors in their faith." It was to such as these that Jesus gave himself totally in love. I am confused as to who to ask to be involved and who not to ask.

Fr. Wehmann continues to want me to hand out examinations of conscience that are two pages long to children in the 2<sup>nd</sup>, 3<sup>rd</sup> and continuing on grades. He tells me that "the more sins that are listed the better." I have shown him an examen that I have written in which I have incorporated most of his sins that he wants mentioned and a statement by each commandment about God's loving forgiveness but he doesn't want this examen used because "it might confuse people." I cringe, knowing that before anyone can face their sin they have to know the incredible, unconditional love of God. The Sacrament of Reconciliation points to a God who can't stop loving us and wants us close to his heart. We have to give attention to this point – the Sacrament is about God's work more than ours. But he laughs or brings in negative humor about people who speak sincerely of God's love

Then there is that 7<sup>th</sup> and 8<sup>th</sup> grade program (which I mentioned in the past to you) that he tells me I will have to administer next year. The books are not, in my experience, age appropriate and they are written from a strong apologetics perspective. I will do what the diocese tells me to do. I have told him that I do not see an imprimatur on them and I question them. I tell him about the mother who has come to me and is struggling to know what to say to her child because she feels that she must tell her child that being Catholic is the only true faith. Yes, I know the teaching – in the Vatican II documents it does say that "the fullness of faith subsists in the Catholic Church." Yet, as a Church we have worked so hard to create a bond of caring and respect among people of other faiths. We have joined in on the prayer for Christian unity and work to build the ecumenical movement. Yes we want to teach children and young people to treasure their Catholic faith but that does not mean putting down the other – that simply is not Christian. But Father becomes defensive and doesn't seem to want to hear another way of looking at this. There are many of the same struggles with the 9<sup>th</sup>/10<sup>th</sup> grade mini-courses which someone wrote for him from this same perspective. I try my best to work with these catechists in a positive way. I have spoken with him about this.

The other day, I saw him kick a child in their back pack which was over their buttocks. I immediately thought, "how can he over step boundaries like that with this little child?" The next day I came to work and one of my coworkers asked me what I thought about what she had seen. She then went on to say that as she was leaving, later that evening, he kicked another child in their backpack which was over their buttocks. It is not teasing when it is an adult who does this, especially an adult who holds the authority he does. I am a mandated reporter so I told the administrator about this.

Fr. Wehmann tells me that he wants to interview all of the Confirmation candidates. I go to him and ask if he is going to be doing this with their sponsor. "No" he says, "I'm meeting with them alone." Yes, again I'm surprised and taken back. I have always, in my past, met with confirmation candidates and their sponsor. I ask him about the type of interview this will be — will this involves a test or asking them about their faith journey. He says, "I'm asking them questions." I ask him if he could give me an idea of the questions so that I could get the young people prepared. He gets a smile on his face that doesn't match what he is talking about and tells me "no."

Bishop PIche, writing about this is hard. I don't know how I am coming across to you. I want to keep my job at St. Bridget of Sweden. The people in this parish are hungering for a deepened faith and a faith that connects head and heart, faith and life. They are hungering to be freed to know once again the God of life that walks among them. This faith community is carrying a heavy burden and I know I am not the first to tell you this. I believe that God has called me here to this faith community. I believe that I have something to give here out of my thirty years of ministry in the Catholic faith. I want to stay and walk the journey with this people. I beg you to bring healing to the Pastor. Please put him in a place where he is a fit. Bishop Piche, I am not an angry, frustrated woman. I am not a raving liberal or tough conservative. If you meet me you will know that I try to be as authentic as I can be. I am dedicated to the Catholic Church. I am dedicated to ministry. I do not want to go in the diocese to any other employment group with my struggles. I want to just keep on ministering and be respected by my pastor. I know that none of us is perfect - we have to build each other up and support each other in ministry. I am not saying that he has not done this but there is something wrong and terribly difficult for him. We all need to strive to be people of integrity and maturity. For some reason he is hurting in this and as a result other people on staff get entangled and people who should be shepherded get entangled in too much dysfunction.

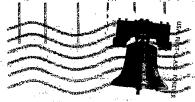
I beg you not to tell Fr. Whemann that I wrote you. I have tried to speak with him about many of the things mentioned above. I have tried my best to be professional and kind with him. I will tell no one on the staff or parish that I wrote to you. I need my job here to survive financially and I fear and do not understand his attitude. Moreover, I need my job because God has called me to minister here and I love the people I am called to serve. There must be ways you can help him while yet preserving my privacy. I trust you Bishop PIche that you will believe that I want the best for Fr. Wehmann and the parish. I ask your immediate help to bring resolution to this situation. Thank-you. Thank-you for being a pastoral bishop. Thank-you for hearing the silent cries of my heart. I want to minister here with a joyful heart. Thank-you.

In the love that Christ brings to heal us,

Coordinator of Faith Formation St. Bridget of Sweden, Lindstrom

MINNEAROLIS MN 554

05 FEB 2012 PW 5.T



Bishop hee Piche Archdiocese of St. Paul and Minneapolis Chancery Office. 226 Summet Ave.



## Archdiocese of Saint Paul and Minneapolis Office of the Archbishop

#### **CONFIDENTIAL**

#### **MEMORANDUM**

TO:

Bishop Lee A. Piché

FROM:

Archbishop John C. Nienstedt

DATE:

February 6, 2012

RE:

**Priest Concerns** 

Thank you for your memorandum of February 3, 2012.

- 1) With regard to I would be willing to see him once his summary is done.

  It sounds, however, that this may be a short document.
- 2) With regard to Father Wehmann, I have to ask why we should move him after having spent so much effort to having him adjust to St. Bridget's?
- should definitely be confronted on his anger. I would only remove him from Hill-Murray as a last resort. Such an action would be a public embarrassment for him and for us.
- 4) I might be able to see Fr. Wehmeyer this week if you think that helpful.
- 5) I would act in

regard as soon as possible.

I do not like the idea of Father Johnson using Fr. Gjengdahl for fill-in. He has just begun classes at SPS and has a full teaching schedule at the Academy.

/dkt

#### Dear

Thank you for your letter dated February 5<sup>th</sup>, 2012. I was glad to hear of your increasing passion for your work in teaching the Catholic faith to the young.

You mentioned that you continue to have serious concerns about your pastor, specifically with regard to the direction that he wishes to give to the faith formation program in the parish. You also mention several specific decisions of his that you question.

As you requested, I will respect your desire for complete anonymity as regards these expressed concerns. Please know that I and others at the chancery are not unaware of many of the issues and challenges that you related. We continue to work with Father Wehmann to address those concerns.

Again, thank you for taking the time to put your thoughts in writing and send them to me for my consideration. I continue to pray ardently for the parish of Saint Bridget of Sweden.

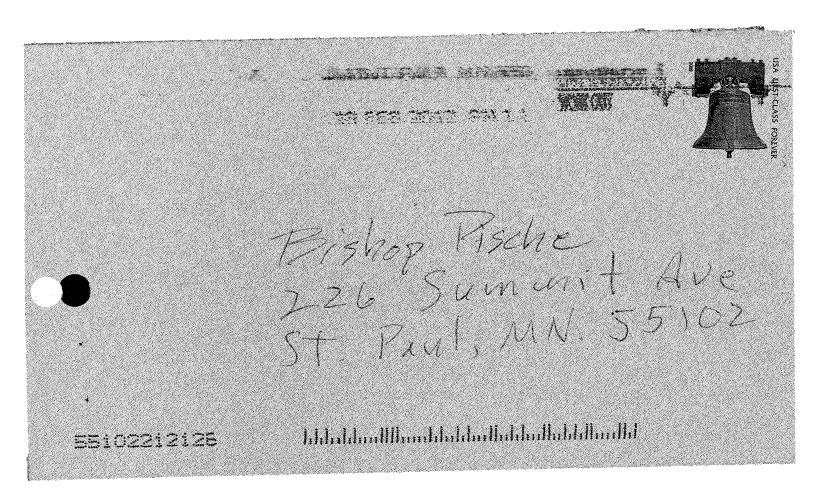
Sincerely yours in Christ,

+ Zap

Most Reverend Lee A. Piché Auxiliary Bishop of Saint Paul and Minneapolis Dear Bishop Pische, 766.16,2012

I don't know you from Adam but I must write \_ I am a parent at St. Bridget's My neighbor came to me in tears this morning because her son came home from religion classes last night + Said hed never go back. He said they talked about the host turning to real flesh + the wine lurned into red blood. My son goes There too CONFIDENTIAL - Filed Under Seal 19 Older. He has also ARCH-004990

a junk they are being Taught there. I have & Sheard it from other parents = too. Could you possibly do Something about this? 3 I doo't mean to possip - I Just don't know where to go when a pastor is, so far off from what go we were taught. He talks so much about sexual issues, abortion - we're <u>sick</u> of it. -theaks! A fareat CONFIDENTIAL - Filed Under Seal





18 February 2012

Dear Bishop Piché, I want to thank-you for your juick response to my letter regarding leadership at St. Bridget of Sweder. First of all, thankyou for hearing me. I felt my voice respected by you. I felt supported in my ministry ( ) you. Thank-you. The struggle goes on. May I ask you to please pray for me so that I might know where and how God wants

me to share my gifts in the Church. Despite the Struggle, my passion for ministry is so very strong and so very alive in my heart. I want to be in the place God wants me to be and I want to allow the joy I have in serving to flow in abundance. I believe this joy comes from the Holy Spirit. Please pray that I might be attuned to Dod's direction. Please continue to pray for the people of this parish of St. Bridget.

I place all things in Gods hands.

Thank-your again for your Kindness and respect the same with the

Peace, Blessing in the Chust whose heart holds as all,

Coordinator of Faith Formation 5t. Bridget of Sweden Catholic Church



Detail 1 from Baptism of Jesus (Gospel of Mark)
Donald Jackson calligrapher, illuminator, artistic director
2005 The Saint John's Bible, Hill Museum & Manuscript Library
at Saint John's University, Collegeville, Minnesota, USA

NC-A08

## Dawson, Bobbi

From: Sent:

Mary Bosscher [marylb@usfamily.net] Tuesday, February 21, 2012 1:14 PM

To:

Dawson, Bobbi

Subject:

Fw: ST BRIDGET OF SWEDEN AND FR WEHMANN AND MY DEPARTURE

**Attachments:** 

JIE RESOLUTIONS OF WORK RELATED ISSUES AGREED UPON OCT 2011.doc; BISHOP

PICHE - MY REPLY TO HIS EMAIL QUESTION.doc

Importance:

High

Hi, Bobbi - Thank you so much for your help! Both Bishop Piche' and Fr. Laird are waiting for copies of these two documents. I promised to them for this morning, but was not aware that Lorna is sick. It would be great if you could print off and give a copy to both Bishop and Fr. Laird!

Thanks again! Mary 612-308-4207

---- Original Message -----From: Mary Bosscher

To: Piche, Most Reverend Lee A.; Laird, Fr Peter

Cc: Anderson, Lorna

Sent: Tuesday, February 21, 2012 11:49 AM

Subject: Re. ST BRIDGET OF SWEDEN AND FR WEHMANN AND MY DEPARTURE

Good morning, Bishop Piche' - attached is the Justice in Employment agreement I mediated with Fr. Wehmann and the Business Administrator, for your ease in understanding the core issues. In addition I have written you a memo with instances of the recent difficulties - which will I believe result in a request for JIE arbitration by the BA if there is no resolution with Fr. W. Hope this helps. Call if you want to talk. Mary 612-308-4207

Original Message ----

From: Piche, Most Reverend Lee A. To: Mary Bosscher; Laird, Fr Peter

Cc: Anderson, Lorna

Sent: Monday, February 20, 2012 7:55 PM

Subject: RE: ST BRIDGET OF SWEDEN AND FR WEHMANN AND MY DEPARTURE

Dear Mary,

Thank you for your message and update. I would like to confer with Father Laird before giving you a reply to your question concerning how we would like to proceed.

Can you tell me a bit more about what specifically Father Wehmann has been failing to do with respect to the implementation of policy and the parish administrator?

Thank you.

+BLP

Most Reverend Lee A. Piché **Auxiliary Bishop** 

Archdiocese of Saint Paul and Minneapolis

From: Mary Bosscher [marylb@usitamily.net] Sent: Friday, February 17, 2012 8:09 PM To: Piche, Most Reverend Lee A.; Laird, Fr Peter

Cc: Anderson, Lorna

Subject: ST BRIDGET OF SWEDEN AND FR WEHMANN AND MY DEPARTURE

Good evening, Bishop Piche and Fr. Laird,

I spoke to you about 2 weeks ago about a strategy for you to meet with Fr. Wehmann, obtain his medical assessment, and decide whether he can and will implement the plan for the parish that I sent to you.

I also now have the information in a chart form that parishioners suggested for work for various departments and committees, and have given that to Fr. Wehmann but not to the other staff and parish leadership, as we cannot plan if we do not have a direction.

I still think there is conflict with Fr. Wehmann and the Administrator, and the continuance of failure to implement policy by Fr. W. I do think that there will be a Justice In Employment request for arbitration from the Admin. after I leave, as the JIE mediated agreements/procedures we settled on are not being followed through especially by Fr. W. To his credit, he would really like to learn to supervise, but has a hard time finding time to meet and also has a hard time applying the process to form his action.

So, what would you like me to do. I had planned to exit the parish as your representative as of end of December, but we extended to end of February so you would have time to meet with Fr. W. and plan and I (who continues to improve!) Would you like me to notify the parish of would have time to take care of my departure with a formal letter in the bulletin - if so what should I tell them about what to do if there are further concerns? Or would you like some other action from me.

I have attached the Plan again for your convenience. I continue from home to help the trustees develop a fundraising policy for the parish and facilities use policies. I have given them an Annual Budget Call template process and implemented it, and an Annual Calendar Call process which needs implementation.

It sounds like life at the Chancery has has some changes - although that is basically all I know or need to know. --- tThanks to both of you for your integrity, follow-through, business sense, and great compassionate spiritual leadership. TEACH, PREACH AND SANCTIFY - you sure get an opportunity to do it all!

Have a restful weekend! Mary

Mary L. Bosscher (612) 308-4207 CELL



TO: Bishop Lee A. Piche' and Fr. Peter Laird

FROM: Mary L. Bosscher, Consultant DATE: Tuesday, February 21, 2012

RE: Reply to Bishop Piche's question via email

Good morning, Bishop Piche',

I have attached in the email the <u>summary agreement from the Justice in Employment mediation sessions</u> that I have had with Fr. Mark Wehmann and Karl Kornowski, Business Administrator. That will give you a clear understanding of what needs to be resolved — BUT WHAT IS AGREED OFTEN DOES NOT STICK in Fr. W.'s mind, or is not applied from one relevant situation to another.

## In my recent email I said to you that

I still think there is conflict with Fr. Wehmann and the Administrator, and the continuance of failure to implement policy by Fr. W. I do think that there will be a Justice In Employment request for arbitration from the Admin. after I leave, as the JIE mediated agreements/procedures we settled on are not being followed through especially by Fr. W. You asked that I give you an idea of Can you tell me a bit more about what specifically Father Wehmann has been failing to do with respect to the implementation of policy and the parish administrator?

I think problems continue in the following basic areas, and then impact the Business Administrator heavily:

- 1. Policies that are set and agreements that are reached: Fr. Wehmann seems to lose memory of some of the policies and when and where to apply them. Then,
  - he becomes quite confrontational with the administrator in particular both in private and in public when they are applied.
  - He says things like "do I have to run everything past you?" or do you have to control everything? even when the topics fall under the chart of responsibilities of the Business Administrator, which leads the staff to complaints against the control. For example, Fr. W does not follow financial procedures and stores money in the safe with a note not to deposit it, or is angry at a meeting with staff that the Administrator requests a meeting regarding the plans for the youth trip to California or youth events present in the parish (liabilities, facilities use, etc.) Or, why do we have to have work request forms?
  - If the Administrator has reviewed a proposed program through Catholic Mutual and gotten advice against it for various reasons (ex. Blue Knights, live ultrasound, etc.) and staff says they think Cath. Mutual is stupid with the regulations and they feel like puppets on a string, Fr. W. will decide to recheck and challenge Catholic Mutual's decision-often because he says other parishes are doing it.
- 2. Or when some employees threaten to leave because they do not like the Administrator and his way of proceeding, Fr. W. feels frustrated because he does not know how to properly supervise or to figure out what is valid in the complaint and what is simply an employee not liking a policy, and so he allows the criticism against the Administrator and the policies. Then the employees become confused and frustrated. He has come to a point where he has decided not to give the Administrator a raise in June but does not have the ability to effective engage in proper statement of the issues that he has or acceptable progressive discipline. (ex. he tried to deal with the cell phone use of the administrator somewhat effectively but just shot off an email saying "take your cell phone number off your return identification on the email." With no face-to –face discussion or clarification.

- 3. Fr. W. seems to be heavily influenced by various staff members or volunteers with whom he finds a level of comfort, and can then triangulate with those persons against or for something they are driving. Sometimes this is helpful, for instance when he responds to the trustees; however sometimes it is very detrimental and drives an acceleration of the problem in #1 above when he hears some staff and volunteers make strong complaints against the Administrator and against policies that have been implemented (for example, work orders, proper use of permission forms for youth, arrangements in advance for youth trips.) Likewise, if Fr. W. has been told that we cannot have a program that his circle of trusted staff or parishioners want, he will publicly state that we will not have it this year, but we will begin working to have it next year (for example, having a woman come to the parish for a live ultrasound to convince Faith Formation students that the fetus is a live baby. The Youth Minister et al and therefore he do not think a video is enough to show, despite the fact that we have clarified that a live ultrasound violates various policies and some propriety.)
- 4. Fr. W. does not know how to <u>distinguish content and process</u>, although he is trying to learn. Also, he does not know how to <u>organize his own work or his files</u> so he ends up losing materials that are given to him by the Administrator or others in his office, and then accuses them of not having provided the materials. He also needs time and training to <u>learn to supervise others</u>.
- 5. Fr. W. circle of friends/confidants and various employees speak against the administrator and accuse him of being controlling, arbitrary, and harsh. They threaten to leave employment if Karl stays. Other employees and volunteers say the same about Fr. Wehmann. Various have accused the BA of being harsh, and that puts Fr. W in a hard position because he does not know how to sort out whether the BA in his behavior is objectively harsh or whether people don't agree with the process. Fr. W. and Karl are somewhat opposite personalities and also similar in many ways. So what I have tried to implement is a process of clear guidelines and policy, and stop the talking about each other. But the slippage is huge now that I am not there regularly. The control of gossip in such a situation is very difficult, obviously.
- 6. <u>Difficulties arise with the administrator when he has to try to deal with volunteers and staff who are suffering the consequences of an arbitrary or impetuous decision by Fr. W., or an tolerate an insult regarding the BA work by Fr. W., in a public forum. When Fr. W. does not want to deal with a discussion, he simply withdraws emotionally and plays with his cell phone. Or he complies with frustration (ie method of distribution of the Eucharist in the nursing home, insistence of leaving incense burning right next to the choir several of whom including the Administrator have asthma which has required medical treatment, and being intransigent about moving the incense even when the liturgy committee suggested it could be stored in the sacristy) The only resolution came when I have given him orders as your representative to comply with the liturgically correct or prudent thing to do!</u>
- 7. Fr. W. makes decisions based on the input of those whom he trusts not policy or procedure. That said, he does try very hard to do what is right and to learn. Therein lies our deep dilemma.

**PS** I did broach the topic (off the record) with the B. Administrator re whether he has another offer and is frustrated with the job, and would like me to try to negotiate some severance for him. He said no, he really likes the job and wants to stay — and that the same kind of thing will happen to any BA that serves with Fr. W.

I hope this helps to clarify. Call me at 612-308-4207 if you want to talk.



# JIE RESOLUTIONS OF WORK RELATED ISSUES AGREED UPON OCT 2011 – Fr. Mark Wehman and Karl Kornowski

# AGREEMENTS REACHED DURING AUGUST 2011 PERSONNEL PERFORMANCE REVIEWS and DURING JIE LOCAL PROCESS DISCUSSIONS - witnessed by Mary L. Bosscher

To be used in JIE monitoring discussions. - see Agenda of JIE meetings.

# 1. Ensure constant review and follow-through in management and behavior based on the following CLARIFICATION OF THE ROLE OF THE PASTOR AND THE BUSINESS ADMINISTRATOR

PASTOR	BUSINESS ADMINISTRATOR	SHARED
Setting the Vision. Liturgy Faith Formation Pastoral Care. Personnel: Supervision of Business Administrator, Liturgist, Faith Formation Staff, Pastoral Care Staff	Personnel/Human Resources management; Legal issues management; Buildings/grounds/facilities oversight; Long-Range Planning detail planning; Financial oversight. Consult with pastor on projects	Stewardship, volunteer management, decision on what programs /project to support and Implement, and other areas.

# 2. PROFESSIONAL BEHAVIOR – These standards are to be followed by Fr. W. and Karl; they are based on the document distributed to all staff:

**PERSONAL BEHAVIOR:** Employees and parishioners are members of an institution whose main work is spiritual – therefore, we must strive always to exhibit Faith, Hope, and Charity.

## IT IS OUR GOAL TO RESPECT EACH OTHER and THE INSTITUTION FOR WHICH WE WORK.

- We will each maintain confidentiality at all times.
- 2. Be open, honest, affirming, and be encouraging to those we encounter.
- 3. We will work as a team there will be no "lone rangers" on staff or in volunteer leadership roles.
- 4. We all have job descriptions and specified roles we will work to complete those roles to the best of our ability. We will strive to gain a clearer understanding of our job and how it relates to the whole, to clarify the boundaries of the job, and to not step over into other people's jobs.
- 5. We will maintain a professional work environment at all times.

## PERSONAL STANDARDS FOR COMMUNICATION ON A PROFESSIONAL LEVEL:

- 1. Be objective.
- 2. Be respectful in speech.
- 3. Take a professional (objective) rather than personal approach to issues.
- 4. It is important that things are done well, with deliberation and not impulsivity.
- 5. Be friendly and welcoming.
- 6. Keep written records, properly filed.
- 7. Give the benefit of the doubt to each person-presume the best of the other person's intentions.
- 8. Never publish something about another Department without first notifying the Department Chair and providing a written copy of the material.

#### **CONFLICT RESOLUTION:**

- 1. We will work to put an end to rumors and gossip.
- 2. We will go directly to the person with whom we have difficulty.
- 3. If the issue is unresolved then we go to our supervisor. Parishioners and other staff members will not be put in the middle of personnel disputes.
- 4. We will encourage each person to speak for him/herself.

1

## 3. A COLLABORATIVE AND RESPECTFUL RESOLUTION OF CONCERNS REGARDING FINANCES AND

REPORTING —Review of Internal Control Guidelines document by Karl; discussion on planning a budget and reports with Finance Council and staff. Fr. W. will stop stating in public that we simply have terrible financial records/no idea of our finances, etc. thereby leaving in question the reputation of the Business Administrator. Karl will ensure that the following are met, with the assistance of the Finance Committee Chair and parish staff. (summary below is from June 28 Administration meeting)

FINANCIAL EXPECTATIONS FROM FR W:

al.

- Finance Committee is 4<sup>th</sup> Monday of Month
- Need reports from bookkeeper to Fr. W. and Karl by 3<sup>rd</sup> Monday of month for discussion (or Tuesday due to Monday stresses??) NEED TO DETERMINE ...
- Need reports sent to Finance Council members by Thursday prior to Finance Comm. Meeting NEED TO DETERMINE ...

#### **Need reports for Finance Council:**

- Income statement current
- Balance Sheet reflecting the LAST DAY OF THE PREVIOUS MONTH
- Cash Flow statement current
- Variance report where are major variations from expectations when compared to previous year and/or budget Reports for Department Chairs and setting department budgets; a budget process (Mary B?)

#### QUESTION:

- What is the role of the Business Administrator relative to Finances
- What is the role of the Pastor relative to Finances
- What is the role of the Finance Chair relative to Finances
- What is the role of the Finance Committee relative to Finances
- What is the role of the Trustees relative to Finances
- 4. <u>JOB DESCRIPTION CONCERNS</u>: Karl has been doing 3 jobs: Business Administrator, Director of Liturgical Music, Choir Director. These need to be clarified, a clear job description made out for each, and then Karl's job needs to be clarified to be reasonable and supplemented in appropriate areas. FR W. AND KARL WILL CLARIFY ITEMS LISTED IN HIS PERSONNEL REVIEW AND IN THE JOB DESCRIPTIONS.
- 5. Parish payment of ¼ of Karl's cell phone bill will be considered approx. \$25/mo.
- 6. AREAS DISCUSSED AS NEEDING ACTION AND RESOLUTION BETWEEN KARL AND FR WEHMANN REGARDING <u>DIRECTOR OF MUSIC JOB read the documents obtained from Michael Silhavy and set a processs</u>:
  - a. Need to come to an agreement on What is the role of liturgical music Karl sees as sung prayer, Fr. W. sees as accompaniment to priest's actions. We will speak with Bishop Piche and Michael Silhavy for materials on this topic Mary B. will start process.
  - b. Need to meet and select acceptable songs/music for all liturgical seasons.
  - c. Defer selection of new hymnals till 2012-13, after discussion and appropriate study.
  - d. Develop/restore role of choir and children's choir in the future.
  - e. Karl will attend some symposiums on church music, new Roman Missal, new hymnals; parish pays tuition.
  - f. Collaboration and respect must be active and visible to the congregation between pastor and Director of music this is currently often an issue.
    - Monthly meeting to be held between pastor and D of M. for planning.
    - More reflective and quiet music at certain times in the mass
- 7. AREAS DISCUSSED AS NEEDING ACTION AND RESOLUTION BETWEEN KARL AND FR WEHMANN REGARDING BUSINESS ADMINISTRATOR JOB:

JIE OF WORK RELATED ISSUES OCT 2011

- a. Fr. W. and Karl, as Pastor and BA, need to set regular weekly meetings and consult with each other and communicate effectively together and to staff and parishioners. <u>Tentatively, meetings are Tuesdays 10-12 noon.</u>
- b. No more triangulation with staff and parishioners.
- c. Observe proper boundaries as supervisor and employee. Exhibit respect in attitude and language between each other, about each other with staff and parishioners. It is hard for others when staff or parishioners observe public disrespect or arguments between the two main supervisory persons on staff and also leads to fear for their own jobs.
- d. Karl needs to be accountable for his work and able to do it without undercutting and interference and criticism. He also needs to be timely in this work so having a process stopped is difficult for him, but also it is hard for Fr. W. if materials and reports are not on time.
- e. We need a process for handling complaints that will be productive, consistent and effective and not blaming of each other or other staff.
- f. We need effective and continuous communication with staff and volunteers and each other.
- g. We need to clarify what the role is for the BA in helping with programs but <u>not</u> planning ministry; serving as a resource in the 5 areas of responsibility of a BA but not as a chair of committees or controller of a ministry.
- h. We need to develop various documents on policy and procedure ex. wedding, funeral, etc.
- i. We need to clarify with staff and volunteers the process and who is authorized to speak in the name of the parish in contractual and financial agreements.
  - 1) We need to develop a process for staff and pastor to deal with events and questions for example: When must I interact or check with the pastor or BA before making a decision?
  - 2) What are boundaries in the job? What are areas that affect each other and how should we communicate?
  - 3) What about confidentiality?
  - 4) What about attitudes and inconsistency each of us and other staff and volunteers.
- 8. <u>FROM THIS DAY FORWARD FOR ALL EMPLOYEES</u> (information to be given to all employees on polices, procedures, and follow-through on proper supervision by Fr. W. and Karl based on their job descriptions (no triangulation, no stopping of each other in proper work areas.)
- 9. RESPECT FOR EACH OTHER AND PRIVACY IN THE RESOLUTION OF CONFLICTS HOW WILL WE SET A PROCESS, ENSURING STAFF AND PARISHIONERS ARE NOT PUT IN THE MIDDLE OF OUR DISAGREEMENTS.

PLEASE NOTE ON YOUR AGENDA WHAT DATES YOU HAVE WORKED WITH WHAT TOPICS, AND MAKE NOTES BELOW ON ANY RESOLUTIONS ARRIVED AT IF YOU WISH. Mary L. Bosscher

#### Piche, Most Reverend Lee A.

From:

Piche, Most Reverend Lee A.

Sent:

Thursday, February 23, 2012 2:02 PM

To: Laird, Fr Peter

Subject:

FW: Trustee Christy Helps

Please read Father Wehmann's message below.

Per your note ... I now think that we may want to ask Mary Bosscher to transition from an intervention mode to merely a monitoring mode, to determine for us whether or not Father Wehmann can implement the identified strategies for improvement. I would suggest three or four "check ins" in March and first half of April, with a decision on whether to leave him in place or transfer him on or about April 15.

Archbishop indicated hesitation about having a trustee be the monitor. I am indifferent on that question. We do need someone who can observe and assess objectively

+LAP

Most Reverend Lee A. Piché | Auxiliary Bishop
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From: Fr Wehmann [mailto:frwehmann@stbridgetofsweden.org]

Sent: Wednesday, February 22, 2012 8:56 AM

**To:** Piche, Most Reverend Lee A. **Subject:** Trustee Christy Helps

Bishop Piche

Thank you again for the meeting on Friday February 3<sup>rd</sup>. At that meeting we talked about St. Bridget's trustee Christy Helps helping out when Mary Bosscher wraps up her work with the parish. I have talked with Christy and given her a copy of Mary's "FINAL REPORT" PLAN OF ACTION. After prayerful reflection she would be interest in talking with you about what you are look for and if it is a fit for her and you. You can contact her at your convenience at:

**Christy Helps** 

May your Lent be a blessing to you.

Thanks again for your prayer and help

Mark

Fr. Wehmann
Pastor
St. Bridget of Sweden Catholic Church
13060 Lake Blvd - PO Box 754
Lindstrom, MN 55045
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## Piche, Most Reverend Lee A.

From:

Piche, Most Reverend Lee A.

Sent:

Thursday, February 23, 2012 2:04 PM

To: Cc: 'Fr Wehmann' Laird, Fr Peter

Subject:

RE: Trustee Christy Helps

Hi Father Wehmann,

Thanks for your message. I proposed the idea to the Archbishop. He would prefer that we find someone other than a parish trustee to be the person who will work with you and with us on monitoring your progress with the outlined program and strategies from Mary Bosscher.

Father Laird and I are discussing options.

+BLP

Most Reverend Lee A. Piché | Auxiliary Bishop
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**Christy Helps** 

May your Lent be a blessing to you.

Thanks again for your prayer and help

Mark

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#### Piche, Most Reverend Lee A.

From: Sent:

Mary Bosscher [marylb@usfamily.net]

To:

Thursday, March 01, 2012 9:01 AM Piche, Most Reverend Lee A.

Cc:

Laird, Fr Peter; Anderson, Lorna

Subject:

THANKS FOR YOUR CALL YESTERDAY AFTERNOON RE ST BRIDGET'S

Attachments:

DIRECTIONS WORK W FR WEHMANN ST B.doc

Good morning, Bishop Piche,

Thanks for your call yesterday - **attached** is a summary of my understanding of your wishes and our agreement on my role to assist you and Fr. Mark Wehmann in the next couple of months.

Have a blessed trip to Rome! The Church is fortunate to have your service and leadership.

Sincerely, Mary

Mary L. Bosscher (612) 308-4207 CELL

Thursday, March 1, 2012

Most Reverend Lee A. Piche´ Auxiliary Bishop Archdiocese of Saint Paul and Minneapolis 226 Summit Avenue Saint Paul, MN 55102

Dear Bishop Piche',

Thanks for your call yesterday afternoon regarding your wishes for my continuation of work with Fr. Mark Wehmann and St. Bridget. To summarize our conversation:

- You continue at this time your deliberations on the best course for Fr. Wehmann and St. Bridget.
- You still are waiting to receive from Fr. Wehmann a summary of his medical assessments.
- You have met with Fr. Wehmann regarding, among other things, the <u>"Plan for St. Bridget"</u> which I prepared and submitted to Fr. Wehmann, you and the trustees. Fr. Wehmann told you he was in agreement/support of the Plan.

You would like for the next couple of months that I continue to work with Fr. Wehmann in a role of monitoring the progress and situation at St. Bridget. This will take the form of:

- 1. Meeting with Fr. Wehmann probably weekly (which he really is anxious to resume anyway), and to work with him on reviewing the Plan and setting a schedule and method for its accomplishment. I will then report to you on that progress.
- 2. Helping Fr. Wehmann learn, plan and accomplish organizing his office and filing system.
- 3. Mentor Fr. Wehmann some in <u>learning about supervision of employees</u>.
- 4. Continue my work with trustee Christy Helps on writing administration policy process and guidelines for the parish, with the collaboration of Business Administrator Karl Kornowski, Trustee Greg Ostertag, and Fr. Wehmann. (We will send you those documents when completed.)
- 5. I will not issue any new directives for action to Fr. Wehmann and will notify you of any concerns.
- 6. I will prepare a brief summary for you in early April, and we will review work as needed. If I have any major concerns while you are in Rome I will notify Fr. Laird and email you.

You reaffirmed that <u>Fr. Wehmann is not to be involved as a chaperone for the summer Youth Trip</u> which St. Bridget youth will take (to Texas, I think) with youth of a couple of other parishes.

Thanks for the clarity of your direction, Bishop Piche'. Thanks also for your continued thoughtful concern for my son and our family as we work toward his healing and recovery. May God continue to bless your life and your work. Be assured of my prayers for a safe trip to Rome!

Sincerely,

Mary L. Bosscher (cell 612-308-4207)

CC: Rev. Peter Laird

(Sent via email)

Promoter of Ministerial Standards St. Paul/Minneapolis Archdiocese Ongoing Report

Name:

MP Period:

Mark Wehman

8/28/06 I received a copy of a report done by Dr Barron which was requested by Fr. McDonough.

10/17/07 I met with Mark at his church office. We generally talked about the MP and his present situation with counseling. He and Seebloom are meeting with Fr. McDonough on 10/29 and he will discuss this with them.

11/26/07 Called Mark back regarding contract. He wants us to meet with Seabloom to discuss the plan especially issues around disclosure and contact with minors.

12/4/07 I spoke with Mark and we set a time of Jan 7 to meet with him and his counselor, Bill Seabloom.

1/7/08 I met with Mark and Bill Seabloom at the chancery. We discussed the program and how it fits into his work in therapy. They also had some specific questions about a couple of points on the plan specifically related to contact with minors as well as disclosure. We settled those and the only other question is the recommendations from the CRB. Seabloom felt the school at Epiphany was inappropriate in the manner they dealt with Mark and their issues with him there.

4/7/08 I met with Mark at Red Lobster in Burnsville. I told him the recommendation was back and he might hear from the Archbishop for a meeting on the issues they recommended. He said he would be ending with Seabloom soon. He is going to be scheduling a post psych soon with Dr. Barron. He feels in a better place regarding boundaries and how to now protect him, particularly with minors. He is enjoying parish work. He lives with Fr. Mike Tix in Savage but they rarely see each other. He spends part of a day each month with his support group as well as socializing with them. He believes he has much support and has no future fears of misconduct. He will sign the agreement when he gets the results of the review board.

4/9/08 Mark called as he had seen Seabloom and he recommended that he meet with the Archbishop to give him information on his progress in therapy. I suggested that would be a good idea but for him to wait until he heard back from the Archbishop to discuss that possibility.

5/13/08 I called Mark. He has had no new information regarding the Archbishop wanting to meet with him. He did say he would be soon moving to a new parish. He doesn't know where

yet but will let me know when he hears. He also went to see Dr. Barron to see if he is OK to continue without further counseling.

6/18/08 I called Mark and he called back. He is not presently working as the Archdiocese is looking for a spot for him. He said he met yesterday with Kevin and Seabloom. They decided to discontinue counseling as the report from Dr. Barron indicated no need. He will call in the next week or so when he hears more about his situation.

7/21/08 Mark called to inform me of his new assignment and to say he would be on retreat next week.

7/31/08 I met with Mark at the Olive Garden. He is still distraught at not receiving any directive from the CRB or getting a definitive reason why he was moved from a parochial administer back to an associate. He still hasn't signed the contract as he doesn't know what the CRB has recommended. He will however start filling out the other forms. He has met with the Archbishop but nothing more than social. Fr. McDonough told him he would write a letter to the Archbishop that there are no restrictions on his ministry. This is according to Mark.

8/20/08 I spoke with Bill Seabloom concerning Mark and the POMS program. His contention is that there is no reason for him to be monitored as most of the concerns were not accurate. He wanted to get that information to Kevin or the Archbishop. Bill Seabloom 415-0570 or cell 402 7039

10/20/08 I met with Mark at his new home at the parish in Osseo. He lives there with his pastor. He seems frustrated over not having heard from anyone on the recommendation of the CRB. He still does not want to sign until he either gets that or the point # 1 on the agreement is amended. He likes his new parish but plans on applying for pastors when they arise. He is presently planning on applying to be pastor at the parishes in Delano. He has talked to Russ, Fr. Tiffany and Piche about this. He did disclose his past to his pastor as no one else had done so.

2/2/09 I met with Mark at his office at St Vincent's. He wanted to go over the plan as well as the CRB recommendations with his counselor. He still has many concerns regarding all possible scenarios. I told him much comes down to common sense and not putting himself in positions that could be misinterpreted. He also needs to be aware of not touching children so as not to leave anything open to interpretation. He is well aware of all of this through his counseling. He will get back to me by the end of the week.

2/3/09 I received a call from both Mark and Bill Seabloom. Bill wants to set up a meeting with the four of us to finalize the monitoring plan. He will call McDonough and try to set that up. He hopes to have this done by late Feb or early March. Bill's office 651-415-0570

3/10/09 I met with Bill Seabloom at his office. He is going to set up a meeting with the four of us sometime after Easter.

3/24/09 I met with Bill and went over all of the documents. He plans on e-mailing Fr. McDonough with some dates for us to meet.

4/7/09 Mark called to ask if he signs the agreement what would change from what we presently do. I told him nothing other than his self report from his support group.

4/24/09 Met with Mark and McDonough. Seabloom forgot about the meeting. Await something from McDonough about a future meeting.

5/27/09 I met with Mark at his office. He informed me that he was called by the Archbishop to become pastor at St Bridget's in Lindstrom as of July 1<sup>st</sup>. he is also doing a theology of the body program for adolescent males from the parish which is a program with kids and their dads. He is looking for help as he will not be able to finish the program. He is still waiting for a response from Seabloom and Fr. McDonough regarding a meeting as to the POMS program. Review the last plan as it relates to the CRB.

9/1/09 I met with mark at his new parish. He is still going through growing pains as a new pastor but seems excited about his future there. He was installed the first week there by the dean of his deanery. He is still going with his support group on a monthly basis. There is one member in Jordan so sometimes he expects they will pass on each others turn. He will be meeting with Bishop Piche for his spiritual direction but as yet unsure that will continue. There has been no disclosure meeting as of yet with the trustees. He is still waiting a meeting time with Seabloom and McDonough. He is still seeing Seabloom once a month.

9/15/09 Bill called with another request for information as to Mark's monitoring plan. I sent him as e-mail.

11/25/09 I met with Mark at his new office. He is becoming more comfortable with the church and the people. He is still looking for a spiritual director and waiting for the Bishop to give him some new recommendations. He does not want a lay person and admits to still being very entitled as a priest and feels that a similar priest would have more understanding. We talked about our upcoming meeting with Seabloom and for the first time discussed his misgivings about counseling particularly surrounding Bill's feelings about masturbation. He hope's to tell someone after all of this is complete.

12/15/09 I met with Kevin, Bill and Mark to go over specifics of his plan. He agreed that he would sign the plan and return it to me. Kevin also agreed that counseling could be terminated as it was mutually agreed to by Bill and Mark.

3/1/10 I met with mark at home. Still trying to get something going at Hazelton. Some anxiety regarding boundaries. Talked about a recent hospital visit and avoiding hugging the sick female after he gave his an anointment. He is initiating youth education kids doing confessions in the traditional manner twice a month. This also causes some angst among some parishioners as well as him. No Spiritual director yet. He is doing direction for three seminarians which is getting to be a lot. Done with Seabloom. Still no disclosure but he is putting a call into McDonough. Going to Guatemala on a kind of retreat soon.

5/26/10 I visited mark at his residence in Lindstrom. He was worried as some parishioners have left the parish and he wanted to be certain his style wasn't partially to blame. He disclosed his history to his support group and will have Fr. Peter Williams send me reports. He wasn't totally enamored with his retreat to Guatemala. He talked a bit about seeing a young female foe some guidance requested by her grandmother but will not continue seeing her. He also had been seeing confirmation students for short meetings which he believes are expected of his as pastor. He always did this is a corner of a room with others present. He also talked about asking some young girls to see his and another female adult after as he was concerned about their behavior. I suggested he not do that!

8/25/10 I met with Mark at his parish. He went to the holy land in June and loved the experience. He is enjoying the camaraderie of his support group and contends he has a very active social life. He does not struggle with loneliness but has issues with sin which on occasion causes him to lose sleep. His prayer life is improving with spiritual direction. He had to lay staff off which resulted in one settled lawsuit. That was hard for him but needed to be done. Dealing better with his own concerns that his personality has too much impact on the parish. They will be having a large (first) fall festival in September.

10/12/10 Andy gave me a memo from an employee suggesting Mark's apparent immature behavior at the parish, particularly surrounding kids.

11/3/10 I meet with mark at his home. He claims everything is just fine. He believes his staff understood changes he had to make and have all accepted that. He makes no mention of any issues like the previous note. He is doing a marriage class for high school students as well as several religious edc classes. He understands not to be alone with kids for any reason other than confession. He is well aware

1/26/11 I met with Mark at his residence. He indicated that all is well. His staff seem settled and he plans no more moves. He lost a member of his support group and he hopes they can replace him as this leaves only four. He is enjoying his time with Fr. Drew and spiritual direction. He is active in teaching at his parish and he will also being doing some in Forest Lake on social justice encyclicals. He is still very aware of boundaries with minors and gave me an example that he handled quite well.

2/10/11 Spoke to Bishop Piche. He will be meeting with Mark next week to discuss issues surrounding his running of the parish.

4/28/11 I met with mark at his parish. He met with Bishop Piche and Fr. Laird. The outcome was his hiring a consultant to work with him and the parish administrator/ music director on their issues running the parish together. He also began counseling with Paul Ruff to help him determine his part in all of that. He said there has been no disclosure. He will be spending a week at Mundelein to be trained as a spiritual director so he can do a better job with the seminarians he directs.

6/16 11 Issue regarding his going on a weekend retreat with youth. He didn't see the need to run it by me but now seems to see his error in that.

6/29/11 Jennifer informed me that Fr. Laird decided that Mark would not go on the youth trip.

8/8/11 I met with Mark. He was very upset when he thought that Fr. Lairds promise to change the testimonial for those in his situation would be changed this fall was questioned by me. He answered with single words and was very upset that this would never go away and I am sure my presence only confirms that. He came out of it and discussed his training and vacation to a friend's cabin. His monthly dinner with neighboring priests and working again with seminarians this fall.

11/9/11 Met with mark. He apologized for his shortness and anger at out last meeting. He is going to Mundelein for further training for spiritual direction. He views this as being more for him than doing more direction. He plans on only doing this with seminarians. He was concerned about adding the counseling to his plan. He promised to have Paul write a letter for me. He says that the bishop and Vicar have asked him to reflect from now until June on whether his fit at the parish is a good one or if he should leave.

3/9/12 met with Mark. All pretty much the same at parish however not as concerned about being moved. Concerned about being asked to do more direction.

#### St. Paul/Minneapolis Archdiocese Promoter of Ministerial Standards Monitoring Criteria

For:	Fr. Mark	Wehmann	From:	12/14/11	To:	12/13/12
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Plan Manager: <u>Fr. Kevin McDonough</u> Monitor: <u>Tim Rourke</u> Reason For Monitoring: <u>Appropriate</u> Boundaries

Monitor meetings: Minimum Quarterly

#### Monitoring Criteria

- 1. The Clergy Review Board recommendations of 3/25/08 states that 1. Fr. Wehmann be allowed to continue in ordinary ministry that does not involve regular contact with minor children. This provision should not be interpreted as prohibiting Fr. Wehmann from interacting with children in typical parish settings with parental or other adult involvement and participation or administering sacraments to children. 2. That this recommendation be disclosed to the pastor and board of trustees of any parish to which Fr. Wehmann is assigned. 3. That Fr. Wehmann continue his regular course of psychotherapy, work with a spiritual advisor, and participate in a regular support group of priests. 4. That Fr. Wehmann be referred to the POMS program for development of a monitoring plan consistent with the terms of this recommendation; and 5. That this matter be returned to the review board for review in three years for a determination of whether this recommendation should be continued, modified or terminated.
- 2. Fr. Wehmann will provide POMS with the name of a contact in any support group he is involved with. He will sign any necessary releases for POMS to receive information regarding his attendance and participation..
- 3. Fr. Wehmann will maintain regular contact with a spiritual advisor. He will sign any necessary releases for POMS to be appraised of his attendance.
- 4. Fr. Wehmann will make disclosure with those professionals who should be aware of questions surrounding his history if requested to do so by the Archdiocese. This would most likely include the director of religious education, the youth minister and the principal of the school if there is one attached to his parish assignment.
- 5. Fr. Wehmann will minimize any one to one contact with minor children. He should limit that work to the sacrament of penance as much as is possible.
- 6. Visits by the Promoter of Ministerial Standards for the Archdiocese at the living location, work sites and social areas may be made
- 7. Risk monitoring evaluation/assessment on an annual basis will be done with an appropriate Diocesan Official.

Page Two: Fr. Mark Wehmann

From: 12/14/11

To: 12/13/12

- 8. Any material deviation from or violation of any of the monitoring criteria will result in an immediate report to the Vicar General and/or the Archbishop for determination and investigation and, if warranted, suspension of ministry, and referral to the Clergy Review Board for further recommendation to the Archbishop concerning continuation of ministry.
- 9. Any disputes about this monitoring plan may be submitted to normal canonical review.
- 10. Fr. Wehmann is to let POMS know of any change in address, phone numbers or other significant changes in his life.
- 11. A photocopy of this form will be considered the same as the original.

By our signatures, we acknowle	edge crit	eria to b	e monitored.			
Individual		Date		Archdiocesan Official		Date
POMS Monitor	Date					
Acknowledge receipt of copy:			Individual		Date	

(POMS 022305

#### St. Paul/Minneapolis Archdiocese Promoter of Ministerial Standards Monitoring Criteria

For: Fr. Mark Wehmann	From: <u>12/14/11</u>	To: <u>12/13/12</u>
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(POMS 022305



St. Paul/Minneapolis Archdiocese Promoter of Ministerial Standards Annual Report 3/21/2012

NAME: Fr. Mark Wehmann

LEVEL OF MONITORING: Misconduct; Level 2

DATES OF MONITORING: 12/15/10 to 12/14/11

CONTACTS: I have had five face to face contacts with Fr. Wehmann during the past year of monitoring. These have taken place at his parish residence in Lindstrom as well as his office at St Bridget's in Lindstrom.

MONITORING PLAN SPECIFICS: Fr. Wehmann has complied with all of the monitoring criteria, to the best of my knowledge, during the past monitoring period.

- 1. I have received confirmation from Fr. Peter Williams attesting to Fr. Wehmann's regular monthly attendance with their priest support group.
- 2. I have received confirmation from Fr. Andrew Cozzins attesting to Fr. Wehmann's regular monthly contact with him for spiritual direction.
- 3. Fr. Wehmann reports that he continues to make every effort possible to limit any one on one contact with minors except for the sacrament of penance.
- 4. Fr Wehmann began voluntary counseling with Paul Ruff this past year a couple of times per week and provided me with dates of his counseling attested to by Paul Ruff.
- 5. Fr. Wehmann has met with me when requested and has been candid in our conversations.

SUMMARY: Fr. Wehmann was ordained in 2003. A complaint was received at the Chancery in February of 2005 that when assigned to Holy Trinity in South St Paul he had touched a minor female in a manner that made her uncomfortable. This was not viewed as illegal or criminal; however, an officer from the local police spoke to him whereupon he appeared humbled and humiliated.

He was eventually assigned to Epiphany in Coon Rapids where in 2006 a teacher at the school observes Fr. Wehmann interacting with children in an immature and potentially inappropriate manner. This behavior was referred to child protection in Anoka County but never approached behavior requiring their involvement. Fr. McDonough at this time asked Fr. Wehmann to undergo a psychological evaluation with Dr. Barron. Dr Barron did not see any sexual attraction to children on Fr. Wehmann's part, but did believe he needed to address issues of appropriate boundaries and his own sexual maturity. Fr. Wehmann is referred to Dr. Seabloom at this time for counseling. He completed this counseling in November of 2009 with Dr. Seabloom believing he had made significant improvements in understanding those issues. This was reaffirmed by a second evaluation by Dr. Barron.

Fr. Wehmann had some issues dealing with his parish administrator during the year. He worked with Fr. Laird and others at the Chancery to help with what he perceived as his style of administering at the

The Chancery, 226 Summit Avenue, St. Paul, MN 55102. email: POMS@archspm.org

651-291-4449

parish. He also began seeing Paul Ruff for individual counseling to help with those problems. There are still issues but he seems to have resolved many of the important problems. Fr. Wehmann has been receiving training at Mundelein in Illinois for spiritual direction. He sees a couple of seminarians as their spiritual director at present; however, he has no present intention of adding to that number.

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St. Paul/Minneapolis Archdiocese
Annual Report
3/21/2012

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651-201 4440

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#### St. Paul/Minneapolis Archdiocese Promoter of Ministerial Standards 3/21/2012

Archbishop John C. Nienstedt 226 Summit Avenue St Paul, MN 55102

Dear Archbishop Nienstedt

You will find attached a monitoring plan on Fr. Mark Wehmann. Fr. Wehmann was involved in several instances of immature behavior with children that made both the children and their parents uncomfortable. The behavior never reached the level of being criminal but significant enough for the Archdiocese to intervene. I have attached a report on Fr. Wehmann's compliance during the past year for your review. He will be entering his third year of monitoring under the POMS program. I am now presenting this for your approval or for any changes you would like to make on this plan. I would suggest that you mark one of the spaces below and return to myself at your earliest

1. X I support this plan as is
2I support the plan with the following specific change(s)
3I want to talk with you about this before I am ready to approve this
Archbishop John C. Nienstedt
- thursteintealt
Date: 3-23-12
Respectfully
Tim Rourke Promoter of Ministerial Standards

C: Father Kevin McDonough

The Chancery, 226 Summit Avenue, St. Paul, MN 55102. email: POMS@archspm.org

651-291-4449



Office Phone (651) 257-2474; Fax (651) 257-1498

#### CONFIDENTIAL

Bishop Lee A. Piche' and Fr. Peter Laird TO:

FROM: Mary L. Bosscher

DATE: Friday, March 23, 2012

Continuing work with Fr. Mark Wehmann, Church of St. Bridget – per request of March 1, 2012 RE:

1. Meeting with Fr. Wehmann probably weekly (which he really is anxious to resume anyway), and to work with him on reviewing the Plan (sent to Bishop Piche') and setting a schedule and method for its accomplishment. I will then report to you on that progress.

2. Helping Fr. Wehmann learn, plan and accomplish organizing his office and filing system.

3. Mentor Fr. Wehmann some in learning about supervision of employees.

Fr. Wehmann and I have met for 2 hours each week to begin to fill in the Plan of Action and Report details, and then to do updates and some discussion of other topics at his request.

BRIEF SUMMARY OF MEETINGS: We meet weekly at Perkins, Forest Lake, have light lunch and social visit, then proceed on to the agenda for 2 hours.

### March 6, 2012

### **Updates from Fr. Wehmann:**

- 1. Fr. W. is somewhat discouraged because he gets blamed, but Bus. Ad. Exhibits same kind of behavior and Fr. W. needs to find a way to supervise him well.
- 2. Finance Committee new members recruited, Greg Vasterling work being implemented and work with Logos, New hire in process, no completed report on his health yet.
- 3. Fr. Wehmann gave the full Plan document to the trustees and has begun to meet with them to be accountable to them and ask their help in planning and following through. He did not know Bishop would ask me to continue in this role. Fr. W. says he and trustees believe things are settling in the parish, much less negative comments.
- 4. Fr. Wehmann says he thinks Bishop will meet with Karl Kornowski, Business Administrator he is not sure.

## Questions from Fr. Wehmann for discussion:

- 1. Appropriate handling of cell phone reimbursement request/use by Administrator;
- 2. Discussion of use of Rediscovering Catholicism book with all staff as a requirement at their staff meetings: Fr. Wehmann said Bishop Piche' would not have taken decision to restrict that discussion with all staff at their regular meetings (he would have done maybe 2 meetings.)

#### **TOPICS FOR DISCUSSION:**

- 1. Detailed plan for Pastor filing system Mary will send revised version; Fr. W. will clean his office, request secretary to set up files, then file his documents.
- 2. Issues with Business Administrator: he is difficult to supervise. Need to conclude Justice in Employment with balanced way to make judgments - Fr. Wehmann feels like the Administrator does the same kind of things Fr. Wehmann is blamed for, but there is no way to supervise him. MB suggests his right as pastor to not reimburse for cell phone, and to require employee to use his work number as primary. Fr. Wehmann suggests a clarification of a way to determine what a persistent issue/violation

of respect is: have to cate less for judgment at the end of the JIE mary: If an issue arises, is it an IT'S JUST LIFE, AND IT HAPPENS, SO DON'T BE OFFENDED or is it an OFFENSE IN AN AREA CONSTANTLY VIOLATED. GREAT IDEA FROM FR WEHMANN, AND MB WILL PUT IN THE JIE SUMMARY.

3. Need policy for when office closes in storm, etc.

### March 13, 2012

Updates from Fr. Wehmann: Things going pretty well.

Questions from Fr. Wehmann for discussion:

- Appropriate handling of incense use in liturgy question brought by Administrator as he and other
   choir members are asthmatic. Fr. Wehmann does keep incense in sacristy now, but used quite a bit at
   a funeral. He tried to get clarification on what would work for Admin. but could not get firm reply. Fr.
   W. says does like lots of incense! Discussion on how to look at options, etc.
- 2. <u>How to handle a complaint or concern</u>: discussion; Mary will send a template document for Fr. Wehmann to think through if a major issue arises, so he analyzes before he reacts. (RESOLUTION OF CONCERN document attached.)

#### **TOPICS FOR DISCUSSION:**

- 1. <u>Detailed plan for Pastor filing system</u> Mary will send revised version; Fr. W. will clean his office, request secretary to set up files, and then file his documents. (After Easter he will do ...)
- 2. <u>Issues with Business Administrator</u>: Incense use. Working relationship getting some better. He has not given Fr. Wehmann Lenten and Holy Week schedules on time/ per plan. Regular conflict in that supervisory relationship and some based on JIE complaints.
- 3. THE PLAN: We will work through details on one or two sections of the document per meeting, then review at next meeting so we agree on content, and then do another section. (Mary will type in responses, and we will eventually send full plan to Bishop Piche with detail filled in.) Today we worked through the details of <a href="LITURGY AND LITURGICAL MUSIC">LITURGY AND LITURGICAL MUSIC</a>. Fr. Wehmann will write ahead on his responses to SACRAMENTAL MATTERS for next week.

### March 20, 2012

Updates from Fr. Wehmann: Things going pretty well.

- 1. Meeting with the Bishop did you get report yet? No.
- 2. <u>INCENSE RESOLUTION WITH KARL</u> how did the form and process work for you? Worked well; Fr. W. obtained 2 different lighter incenses to try, is rearranging fans, etc. He likes following the form Mary sent to think through his response.
- 3. <u>LITURGY SCHEDULE RESOLUTION WITH KARL</u> he had a serious conflict over some other items that he supervised Karl on (fairly so, says Mary B); therefore he will wait until next week for discussion of timely meetings and materials on liturgy planning.
- 4. <u>FUNERAL POLICY</u> WRITTEN? BAD EFFECTS STILL? Fr. Wehmann believes process is going well. He will check with others including Secretaries, Custodians, Pastoral Minister, and Administrator. No written policy at this time Fr. and Mary will touch on topic next week.
- 5. FILING SYSTEM how is it coming? Not at all yet.
- 6. SCHEDULED MEETING WITH STAFF MEMBERS how going? Is he meeting and communicating regularly with staff as a whole, and especially weekly with those he supervises. Well, says Fr. Wehmann, and wondered why I would ask. Just because it is an essential part of effective supervision...

  Questions from Fr. Wehmann for discussion: Need updated Baptism Certificate that reflects
  Godparent and Sponsor. So far we are only listing Godparent. Fr. W. is not sure how secretary puts it

in the registry – he will cheat with her. Mary will talk to Jennifer Hast berger about location of such a form.

# **TOPICS FOR DISCUSSION: THE PLAN:**

- a. Today we worked through the details of <u>SACRAMENTAL MATTERS</u>. Fr. Wehmann will review Mary's summaries typed in so far by next Tuesday.
- **b.** At meeting on March 27 we will review summary so far, and talk through EDUCATION YOUTH AND ADULTS; YOUTH MINISTRY. Fr. Wehmann does not believe he can write on that one yet to select priorities and plan actions.
- c. Fr. Wehmann will write on his own ahead of time on PASTORAL CARE AND SOCIAL MINISTRY, OUTREACH PROGRAMS for our meeting after Easter.
- d. 1 believe that I heard from Fr. Wehmann that he is somewhat resentful of some of content of the plan he believes in some areas that Mary B. has presented small items as large and things resolved as unresolved. In some areas he believes comments were generated by complaints of only a few. He believes that unfair, especially when it goes to the Chancery. MARY B WILL ASK HIM TO REVIEW THIS STATEMENT AND EDIT OR CLARIFY IT AS HE WOULD LIKE TO ENSURE ITS ACCURACY.
- e. We discussed the <u>Reconciliation Room and its redesign</u>. Mary B. thought about the creation of a TEMPLATE FOR A NEW PROGRAM OR PROJECT to help Fr. Wehmann think through a new program or project in a similar way that he now uses the RESOLUTION OF CONCERN document. Mary B. created, sent, and attached to this report. It will help planning, logic, documentation, and taking into account all areas that need to be considered.

# **OUR NEXT MEETING WILL BE TUESDAY, MARCH 27.**

# Mary B will:

- WORK WITH TRUSTEE CHRISTY HELPS ON POLICY PLANNING AND REVIEW (per request of Fr. Wehmann and Administrator)
- HELP PLAN FOR HOW TO UTILIZE VOLUNTEER'S INPUT FROM QUESTIONNAIRE POSSIBLE VOLUNTEER LEADERSHIP ORIENTATION AND VOLUNTEER FAIR PLANS IN FALL? I could come back and do training for staff and volunteers if Fr. Wehmann wishes.
- OTHER: continually update working copy of THE PLAN.

# DOCUMENTS CREATED BY MARY BOSSCHER AND PROVIDED TO FR WEHMANN FOR HIS ASSISTANCE:

- PASTOR'S FILING SYSTEM —folder and file names customized for his use, and filing methods instruction.
- RESOLUTION OF CONCERN TEMPLATE document to help Fr. Wehmann think through and prepare meeting with another to resolve a concern
- TEMPLATE FOR A NEW PROGRAM OR PROJECT to help Fr. Wehmann think through a new program or project in a similar way that he now uses the document

Bishop Piche' and Fr. Laird: Thanks for your help and guidance to Fr. Wehmann and to me as a consultant.

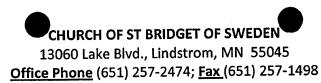
Mary

# NEW PRESTRAM OR PROJECT DEVELOPMENT IN ACHURCH

Fill out completely and in detail including date, who, what, when, where, why, how concepts

DATE:	FILLED OUT BY:	POSITION:
IS THIS A NEW PRO	OGRAM (speaker for an	evening, education series, outreach, etc.) one time
opening a bank account,		g tabernacle, installing cable, starting a capital campaign,
WHY ARE WE CONSIDER	RING THIS PROGRAM OR PR	OJECT OR TASK?
IDEA CAME FROM call letter) requir other(describe)	rement from Chancery or c	nittee discussion individual contact by someone (phone ivil officials pastor's idea
DESCRIBE THE PURPOSE	E/GOAL OF THE PROGRAM (	OR PROJECT:
IS THIS <u>PRIMARILY PAST</u> (personnel, legal, financ	ORAL (liturgy, education, middle) on the cial, buildings and grounds,	ninistry, outreach) OR <u>PRIMARILY ADMINISTRATION</u> planning) ?
WHAT DEPARTMENT/S / Committees? City?	ARE AFFECTED AND/OR SH	OULD BE CONSULTED AND/OR INVOLVED? Chancery? Staff
WHAT <u>PERMITS</u> , <u>LICENS</u> would I find this out?	SES, PROXIES, CONTRACT RE	EVIEWS, BACKGROUND CHECKS, ETC ARE NEEDED? How
WHAT IS A REASONABLE	E <u>TIME TABLE</u> FOR THE PRO	GRAM / PROJECT?
WHAT WILL THE PROGR	RAM/PROJECT <u>COST</u> ? CAN	THE PARISH AFFORD IT?
WHAT KIND OF COMMU	UNICATION/PUBLICITY WO	ULD BE NEEDED FOR THIS PROGRAM / PROJECT?
WHOM HAVE I CONSUL	<u>TED</u> ? WHAT IS THEIR INPU	T – BOTH POSITIVE AND NEGATIVE.
<ul> <li>Who will I ask to</li> </ul>	/project to do? novalled actual timetable? consult on a decision and	wnext fiscal year in the future not at all / or to assist in the program/project and how community or those involved?
MY FINAL DECISION, AC	CTIONS AND DATES – and s	summary of results
FOLLOW-UP NEEDED O	R PROMISED?	

RESOLUTION OF CONCERN



RESOLUTION OF CONCERN DOCUMENT
Fill out completely and in detail including date, who, what, when, where, why, how concepts

DATE: CONCERN EXPRESSED BY: StaffVolunteer Other CONCERN EXPRESSED in person email phone call letter information from another other
DETAILS OF THE CONCERN:
IF IT IS AN ACCUSATION OF SOME KIND, HAS IT BEEN CONFIRMED?
ARE OTHER PERSONS INVOLVED?
EFFECTS THIS CONCERN IS HAVING ON THE PERSON OR OTHERS?
WHAT HAS THE PERSON TRIED TO DO TO RESOLVE THE CONCERN?
WHAT DOES THE PERSON BELIEVE WOULD RESOLVE THE CONCERN?
WHAT WOULD THE PERSON LIKE FOR ME TO DO THAT WOULD RESOLVE THE CONCERN?
RESTATE THIS SUMMARY TO THE PERSON TO ENSURE THAT YOU HAVE HEARD HIM/HER ACCURATELY.
<ul> <li>MY ACTIONS AND DATES – and summary of results</li> <li>Communicate with the person in person email phone call letter other.</li> <li>Take action (ex. search for non-allergenic incense at, consider a fan, plan to use less incense,)</li> </ul>
FINAL RESOLUTION OF CONCERN:

- Issue resolved by doing the following:
- Unable to come to an agreement look for third party to help?
- Other:

# **FOLLOW-UP NEEDED OR PROMISED?**

RESOLUTION OF CONCERN

From:

Mary Bosscher <marylb@usfamily.net>

Sent:

Tuesday, April 03, 2012 9:50 AM

To:

Piche, Most Reverend Lee A.; Laird, Fr Peter

Cc:

Anderson, Lorna

Subject:

RE ST BRIDGET OF SWEDEN CHURCH and Fr. Wehmann

Good morning, Bishop Piche and Fr. Laird -

I am working with trustee Christy Helps on policies for the parish, as agreed with Fr. Wehmann. I will meet again on The Plan on April 10 with Fr. Wehmann. Last week Fr. Wehmann said he wants me to help him decide if he should stay at St. Bridget or not .... I said that is not my decision but I can talk with him to help him in a couple of weeks to help him analyze the situation and deliberate, but in the end the decision rests with the Bishops.

Christy is certainly willing to meet with you if that would be of help in discussing the parish situation. Fr. Wehmann has shared The Plan and information about the medical evaluations happening for him. Christy's phone information is:

mobile: 651-235-1109; home

email: christyhelps@gmail.com.

The other Trustee is Greg Ostertag - email me if you want his info.

Also, below in this email is a demographic chart on the Lindstrom area which I requested of Karl Kornowski, the Administrator - thought it might be of interest to you. I was particularly wondering about the Hispanic population. St. Bridget has a very active outreach with Baby Blanket (support of pregnant women in difficult pregnancies - including donation of cribs, equipment and education). They also host Family Pathways monthly, where homeless families come and stay at the parish for a weekend. This is a residue of their previously very active Social Justice ministry in the parish.

Have a blessed Holy Week and Easter. Sincerely, Mary

---- Original Message ----From::Karl Kornowski

To: Mary Bosscher

Sent: Monday, April 02, 2012 11:21 AM

Subject: Demographic Breakdown for Chisago County

Population (2011)

1 opination (2011)		TOTAL
Population (2011)		55,757
Sex (2011) Chart		
· / ——	TOTAL	%
Male	29,143	52.27
Female	26,616	47.74
Age Distribution (2011) Char	<u>t</u>	0.4
	TOTAL	%
0-4	3,392	6.08

From:

Mary Bosscher <marylb@usfamily.net>

Sent:

Thursday, April 05, 2012 10:30 AM

To:

Piche, Most Reverend Lee A.

Cc:

Anderson, Lorna

Subject:

Re: RE ST BRIDGET OF SWEDEN CHURCH and Fr. Wehmann

Importance:

High

Good morning, Bishop Piche',

I have just replied to Lorna on various questions.

RE my working contact with Karl Kornowski, Business Administrator:

1. I have held close contact and a good working relationship with him. That being said, I have also been careful to maintain Fr. Wehmann's privacy especially in matters relating to his medical evaluations and any decisions/meetings with or by the Chancery. So, he knows that Fr.W. has met with me at the Chancery, that the Bishop is following through on my report (which Karl has not seen in its entirety), that we are working to resolve Fr. W. behavior such that there will not be continued grounds for a Justice In Employment filing for him or other employees. But all the good work and plans and policies that are set in place are frequently forgotten by Fr. W. in his reactions and in the heat of the moment, or under pressure in meetings or with volunteers. Also, Fr. W. two weeks ago said he would like to really take over supervision of Karl as Bus. Ad. and Director of Lit. Music, so Fr. W. wants me to talk with him to plan how to approach issues with Karl and to get follow through, but for me not to talk to him personally on management matters. So I am doing that ...

I think Karl is hoping for some resolution from the Chancery re whether Fr. W. will be staying or moving, and <u>if staying</u> how will there be continued monitoring to ensure his behavior and problem resolution. If moving, who/how will the parish have a replacement pastor or Parochial Administrator with some management experience, human relations skills, and good theological basis.

I sent you the demographics of the Lindstrom area as I am not sure the direction of your thinking, and if it is to replace Fr. Wehmann it might help to know demographics of the area. There are some migrants in the Linstrom and north-east exurbs, and also a large Spanish immersion program in Forest Lake school district. Whoever is Pastor at St. Bridget will be dealing with a huge challenge of space reconfiguration and disruption as MN Dot highway cut through the parish grounds affects the parish access and use/repair of facilities. So far St. B. has received one million dollars cost-to-cure compensation from MN Dot - to help the parish cover the costs of adjusting to the highway project; more \$\$ will be coming.

It crossed my mind that if we at St. Pius have to lose Fr. Ortega (who is doing a remarkable job - and fyi who has made three appointments with me to talk about ministry and management -- not specifically re matters of St. Pius as that is my parish and should be kept confidential somewhat), would he be a possible interim Par. Adm. for a couple of years at St. Bridget and develop a Hispanic outreach .... (Might be a bit tough for people with new change and accent, but Fr. DeGrood has been his mentor for a while and that might be a good continuing ed. experience as St. Bridget and St. Peter are now beginning to consider some joint programs and projects due to their geographical proximity.) NOTE: I would love to have Fr. Ortega stay as Pastor at St. Pius

for a full term - he is really outstanding, and his liturgical celebrations, homines, and approach to people and honesty in management are remarkable!)

I hope this helps, Bishop. You are in my thoughts and prayers as you celebrate Holy Week and Easter. I am available to talk any time if it is of help.

Sincerely,

Mary 612-308-4207

---- Original Message -----

From: Piche: Most Reverend Lee A

To: Mary Bosscher
Cc: Anderson, Lorna

Sent: Wednesday, April 04, 2012 11:53 AM

Subject: RE: RE ST BRIDGET OF SWEDEN CHURCH and Fr. Wehmann

Hi Mary,

Thank you for your message and for your continued valuable help at Saint Bridget.

FYI. CONFIDENTIAL: Karl Kornowski approached me at ministry day and requested an appointment. I tentatively have a date for him to meet with me on April 19<sup>th</sup>. He indicated that he feels "in the dark" about what the Archdiocese is doing and what is expected of him. This surprises me, since my impression is that you have been working with him fairly closely.

I believe it might be a good idea for me to meet with both parish trustees. I wonder if you could relay me the information for Greg Ostertag. I was thinking of asking whether they could come to see me sometime during the next two weeks.

+BLP

Most Reverend Lee A. Piché | Auxiliary Bishop Office of Bishop ARCHDIOCESE OF SAINT PAUL AND MINNEAPOLIS T: 651.291.4400 | F: 651.290.1629 bishoppiche@archspm.org

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From: Mary Bosscher [mailto:marylb@usfamily.net]

Sent: Tuesday, April 03, 2012 9:50 AM

To: Piche, Most Reverend Lee A.; Laird, Fr Peter

Cc: Anderson, Lorna

Subject: RE ST BRIDGET OF SWEDEN CHURCH and Fr. Wehmann

Good morning, Bishop Piche and Fr. Laird -

I am working with trustee Christy Helps on policies for the parish, as agreed with Fr. Wehmann. I will meet again on The Plan on April 10 with Fr. Wehmann. Last week Fr. Wehmann said he wants me to help him decide if he should stay at St. Bridget or not .... I said that is not my decision but I can talk with him to help him in a couple of weeks to help him analyze the situation and deliberate, but in the end the decision rests with the Bishops.

Christy is certainly willing to meet with you if that would be of help in discussing the parish situation. Fr. Wehmann has shared The Plan and information about the medical evaluations happening for

him. Christy's phone information is:

mobile: 651-235-1109; home

email: christyhelps@gmail.com.

The other Trustee is Greg Ostertag - email me if you want his info.

Also, below in this email is a demographic chart on the Lindstrom area which I requested of Karl Kornowski, the Administrator - thought it might be of interest to you. I was particularly wondering about the Hispanic population. St. Bridget has a very active outreach with Baby Blanket (support of pregnant women in difficult pregnancies - including donation of cribs, equipment and education). They also host Family Pathways monthly, where homeless families come and stay at the parish for a weekend. This is a residue of their previously very active Social Justice ministry in the parish.

Have a blessed Holy Week and Easter. Sincerely, Mary

---- Original Message -----

From: Karl-Kornowski
To: Mary Bosscher

Sent: Monday, April 02, 2012 11:21 AM

Subject: Demographic Breakdown for Chisago County

Population (2011)

Population (2011)		TOTAL 55,757
Sex (2011) <u>Chart</u>	•	
2011 (2011)	TOTAL	%
Male	29,143	52.27
Female	26,616	47.74
Age Distribution (20	011) <u>Chart</u>	
`	TOTAL	%
0-4	3,392	6.08
0-4 5-9	3,981	7.14
10-19	8,243	14.78
20-29	5,988	10.74
30-39	7,179	12.88

ļ	40-49	<b>9</b> 325		17.62	
ı	50-59	7,984		14.32	
4	60-64	2,730		4.9	
	65+	6,431		11.53	
1	Race Distribution (2011) Chart	•			
1	,		TOTAL		%
١	White		53,411		95.79
١	Black		668		1.2
١	American Indian		336		.6
١	Asian		494		.89
١	Pacific Islander		11		.02
l	Other		197		.35
١	Multirace		644		1.16
1	Hispanic		780		1.4

### Karl Kornowski

Parish Business Administrator St. Bridget of Sweden Catholic Church 13060 Lake Blvd - PO Box 754 Lindstrom, MN 55045 office-(651) 257-2474 x4 emergency cell-(612) 703-7570 fax-(651) 257-1498 kkornowski@stbridgetofsweden.org

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From:

Mary Bosscher <marylb@usfamily.net>

Sent:

Thursday, April 05, 2012 10:08 AM

To:

Anderson, Lorna

Cc:

Piche, Most Reverend Lee A.

**Subject:** 

Re: Voice Mail re: Saint Bridget's

Importance:

High

Hi, Lorna - re email:

; Greg's Email GREG **OSTERTAG** is the trustee, his wife is Phone number is correct ( is not a good way to communicate other than confirming an appointment time which is ok. Bishop could send any confidential content to the other trustee Christy Helps in future and have her get the material to Greg in person (this is how I do it, and it works very well.) Greg wears a hearing aid, and then when he comes to a meeting he puts a microphone on the meeting table to amplify the sound for him (it connects somehow to his hearing aid.) Both trustees are very bright and dedicated people. Christy had a management position with Target corp (maybe in HR?) and 'Greg also held a professional job. Both are very dedicated to St. Bridget and to Church teaching (Greg a bit more conservative - if such a term can apply - than has connections with some of the more vocal protecting the church teaching Christy; his wife groups.) She is, however, a very balanced and fair person. That particular group has some animosity toward Karl Kornowski, Business Administrator - feels policies are controlling, and questions at times his Catholic Orthodoxy.

## **RE FR WEHMANN:**

- 1. parishioners are apparently asking with great regularity if Fr. W. is well due to his complexion color and serious weight loss; apparently they offer a Mass weekly for him and his health, etc. (which is kind of neat in a way!) But why the great weight loss?
- 2. I do not know the results of Fr. W. medical assessment I know he was to meet with Paul Ruff last Friday to discuss the findings from the CALM Clinic Report from Dr. Johnson. I think the theory was that Fr. W. would ask Paul to write a report summary for the Chancery ----- I don't know why he would not just produce the Dr. Johnson report, but he is quite clear that he does not think that others have rights to all his information re medical eval. Please remind Bishop that Dr. Johnson told me that his eval and summary was somewhat compromised in that Fr. W. did not provide to CALM clinic the needed medical history and records, and some familial history --- that is all I know.
- 3. I will meet with Fr. W. again for the next two Tuesdays to work on THE PLAN FOR ST BRIDGET (Bishop has document.) Annotations on the first two topics we have covered are added in to this working copy of the PLan attached. He is also reviewing the Plan with the trustees.
- 4. Christy Helps and I are meeting to set out guidelines for policies at St. B with Fr. W. approval and we might also as a team try to do a bit of mentoring/role playing for Fr. W. on personnel supervision techniques (maybe 2 sessions) - he simply does not understand how to do this, and so has not had practice either.
- 5. Fr. W. did also ask me in the next month to talk through with him to help him decide if he should or should not stay at St. Bridget. I told him that is the Bishops' decision - but if he wants to talk it through from his perspective I will try try to

# **RE MEETINGS:**

I do think a meeting with the Business Administrator is a good idea, and one with the trustees also.

# Thanks, Lorna -

---- Original Message ----

From: Anderson Lorna

To: Mary Bosscher (maryl)@usfamily net)

To: Mary Bosscher (marylb@usfamily.net)
Sent: Wednesday, April 04, 2012 3:25 PM
Subject: Voice Mail re: Saint Bridget's

Hi Mary:

Sorry, it has taken me a while to get back to you re: your voice mail indicating the other trustee at Saint Bridget's.

I want to make sure I have captured the correct information via your voice mail (s).

- 1. The other trustee is: Mr. Greg Oesterig, per your message, you indicating that Mr. Oesterig has a hearing problem, which requires his wife's assistance, which is also a concern due to confidentiality (his wife, NOT Mr. Oesterig). And, to make aware to the bishop of a device that will be required, which Mr. Oesterig will bring re: his hearing impairment.
- 2. This matter concerns Father Wehmann, and the amount of weight he has lost, which is a concern to many people within the parish. And, your request to have a meeting with Wehmann, so Bishop and Father could have a face-to-face meeting relating to the weight loss, as well as the medical reports that are needed from Father RE: C.A.L.M and his counselor.

Mary, if you would be so kind, and let me know if this is indeed the voicemail message(s) and that I have captured it correctly.

Thank you ~

Lorna Anderson | Administrative Assistant
Office of Bishop
ARCHDIOCESE OF SAINT PAUL AND MINNEAPOLIS
T: 651.291.4521 | F: 651.290.1629
andersonl@archspm.org

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Dishop Piche,

I would agree with

Pr Ruff letter it helped

to meet I would be

glad to.

If there is anything

else I can do to halp

you please let me know.

Hach

Paul Ruff, M.A
Licensed Psychologist
241 Cleveland Avenue South
Suite D3
St. Paul, Minnesota 55105
Phone (651)690-1414

Fr. Mark Wehmann Church of St. Bridget of Sweden 13060 Lake Blvd. Lindstrom, MN 55045

April 09, 2012

Dear Father Wehmann:

After reviewing the very thorough assessment which was completed by Gary Johnson, Ph.D., I was reflecting on your question regarding how to best share it with Bishop Piche from whom you have been receiving oversight through the Archdiocese.

Given the technical and sensitive nature of the information contained in that assessment, I would suggest that it would be helpful to share it with a psychologist present so that it can be most accurately understood. If this is something you are open to, I would suggest you run the idea past Bishop Piche to see if he would be interested in such a meeting. I would be happy to try to accommodate his schedule to see if we would make such a meeting possible. Or if you prefer, you might see if Dr. Johnson himself would be available for such a review.

Let me know if you are interested in this possibility.

10.

Licensed Psychologist

# OFFICE OF AUXILIARY BISHOP LEE A. PICHÉ

# **CONFIDENTIAL MEMORANDUM**

ARCHDIOCESE

OF

SAINT PAUL &
MINNEAPOLIS

Date:

April 20, 2012

To:

Most Reverend John C. Nienstedt

Cc:

Very Reverend Peter A. Laird

From:

**Most Reverend Lee Piché** 

Re:

Father Mark Wehmann

Att: By Richie

Thank una

4 for

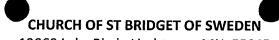
Archbishop, I want to keep you informed about the interaction I will be having with Father Mark Wehmann.

As you are aware, Mary Bosscher has been working closely with him to address the various matters of contention with the parish staff and parishioners. The principal complaint is that he acts on impulse, does not follow mutually agreed-upon procedures, and generally his pastoral judgments show a lack of discretion. There are related complaints about age-inappropriate materials and discussions in religious formation for children, liturgical idiosyncrasies, and concerns about his physical and emotional health.

Yesterday Father Wehmann dropped off a copy of the report he received from the Clinic for Attention, Learning, and Memory (CALM), which he has reviewed with Paul Ruff, who continues to offer him regular counseling therapy. Paul Ruff has requested that I meet with him and Father Wehmann to give an explanation of the highly technical findings in the report. (If you wish to see that report, I will get it to you.) I am hoping to have that meeting next Tuesday afternoon.

I have told Father Wehmann that I want to discern with him whether or not Saint Bridget of Sweden parish is the right assignment for him. He apparently has been thinking and praying about that, because Mary Bosscher informed me that he has asked her for her opinion on that question. (Mary declined to offer him an opinion.) Mary has expressed to me that given the various difficulties of that assignment, and the continuing struggles that Father Wehmann has in functioning effectively and consistently as an administrator, she believes that at this time the parish needs an experienced pastor with strong administrative skills.

PRE-PRESBYTERATE



13060 Lake Blvd., Lindstrom, MN 55045 <u>Office Phone</u> (651) 257-2474; <u>Fax</u> (651) 257-1498

Tuesday, April 24, 2012

Rev. Peter Laird, Vicar General Archdiocese of Saint Paul and Minneapolis 226 Summit Avenue St. Paul, MN 55102

Dear Fr. Laird,

While working with our consultant Mary Bosscher, one of the concerns at our parish is the use of a text for our 7<sup>th</sup> and 8<sup>th</sup> grade students. This text was written collaboratively by Coreen Wagenbach, a recent graduate of Steubenville and Faith Formation Coordinator for two years at St. Bridget in 2009-2011, and Sam Patet, a former seminarian of our Archdiocese and the current Communication Coordinator for the New Ulm diocese.

The format is based on our previous year's 7<sup>th</sup> and 8<sup>th</sup> grade curriculum but expands the lesson to include references to Sacred Scripture and the Catechism. Skits are used to engage the students and bring relevance to the weekly topic. A parishioner with a connection to the topic (e.g. a former school superintendent spoke on Church structure) is given the lesson plan that includes all that they would ever need to connect the topic for the students. Then the students break out into small groups, lead by adult catechist. The groups are consistent week to week, allowing the students and catechist to bond and build trust.

Feedback from the small group leaders and students this past year has been positive. Both say that the new format is more engaging and the topic is more understandable. The students like being able to express their faith in the small groups. Concern has been expressed by some regarding the age appropriateness of the focus on apologetics, and whether it is following the Religion Standards of the Archdiocese.

I believe that in the fall of 2011 that Mary Bosscher spoke with you and looked over the text herself somewhat since we had a new Faith Formation Coordinator. You suggested to Mary at that time that you could ask someone in the Chancery to review it. Therefore, I would like to give you a copy of the text for your review and recommendation.

Thank you for your help in this matter Fr. Laird.

Sincerely yours in Christ,

Fr. Mark Wehmann

CC: Bishop Lee A. Piche'

ATTACHMENT: Text Books for Review

DIACONATE

To:

Mary Bosscher Anderson, Lorna

Cc: Subject:

**RE: CONFIDENTIALITY** 

Dear Mary,

Thank you for your message. I think that you and I should meet sometime in the next few weeks. We can discuss specifics about your more recent interactions with Father Wehmann, and I can bring you up to date on the outcome of my discussion with him and Paul Ruff two weeks ago. Also, we can exchange some ideas about whether to continue monitoring, and if so, how and to what end.

Would you be willing to drop by sometime in the next two or three weeks?

Thank you.

+Bp. Lee Piché

Most Reverend Lee A. Piché | Auxiliary Bishop
Office of Bishop
ARCHDIOCESE OF SAINT PAUL AND MINNEAPOLIS
T: 651.291.4400 | F: 651.290.1629
bishoppiche@archspm.org

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From: Mary Bosscher [mailto:marylb@usfamily.net]

**Sent:** Wednesday, May 16, 2012 11:53 AM **To:** Piche, Most Reverend Lee A.; Laird, Fr Peter **Cc:** Anderson, Lorna; Eisenzimmer, Andrew

**Subject:** CONFIDENTIALITY

Good morning, Bishop Piche' and Fr. Laird,

I have spoken briefly with Business Administrator Karl Kornowski on the condemnation. But this is not an area in which I need to be involved, and so I want to inform you that I am now out of the loop on information on those discussions since Andy Eisenzimmer et al. are now managing that area and it is subject to attorney/client confidentiality provisions.

Just a caveat in this area relating to confidentiality: Fr. Wehmann will be wanting to notify trustees and keep them in the loop on matters relating to the condemnation, plans, etc. as he highly respects his trustees and is open with them, meeting monthly. I want suggest that you or Andy speak with Fr. Wehmann and clarify with him the confidentiality boundaries for discussion of confidential topics, specifically the condemnation information. For sure he needs to know/be reminded specifically that emails with confidential information are not to be sent directly to trustee Greg Ostertag - by Greg's request- as his wife opens all their emails and she should not be seeing the material for the trustee as she does not distinguish whether it is confidential and may likely discuss what she learns. In fact, Greg keeps his copy of the THE PLAN FOR THE PARISH in Fr. Wehmann's office so that it is not laying around the house to be read (the Plan that I wrote for the Chancery and meet with Fr. Wehmann about)

In addition, Bishop Piche', I suggest that it be clarified with Fr. Wehmann that he is not to discuss the condemnation processs specifically with brother priests, as it is highly sensitive information and relates to the successful negotiation/litigation that may be needed for St. Bridget. Fr. Wehmann will not instinctively understand that this should be a topic off limits for public discussion.

I meet again with Fr. Wehmann next week to conclude reviewing the plan. He submitted the 7th-8th grade Religious Education plan to Fr. Laird for review/approval or instructions to go to a standard approved text with imprimatur.

The Business Administrator did notify me that he has filed a request for Conciliation since the resolution of Justice in Employment agreements I negotiated with Fr. Wehmann and Karl he perceives have not been upheld by Fr. W. I am sorry about this, as we had a clear document of resolution - but evidently it has not been followed since I ceased my regular presence on campus.

I am not sure what you would like me to do after the Plan is fully reviewed ... as I do not know what direction you will be taking with Fr. Wehmann's assignment. Perhaps I should take steps with Fr. Wehmann to disengage at this time.

I await your instructions.

I look forward to the Archdiocesan Formation day tomorrow! Have a blessed day.

Mary

Mary L. Bosscher (612) 308-4207 CELL

# OFFICE OF AUXILIARY BISHOP LEE A. PICHÉ

# **MEMORANDUM**

Date:

May 2, 2012

To:

Most Reverend John C. Nienstedt

Cc:

Very Reverend Peter A. Laird

From:

Most Reverend Lee Piché + LM

Re:

**Father Mark Wehmann** 

Archbishop, I met this evening for an hour with Father Mark Wehmann and Paul Ruff, who has been meeting regularly with Father Wehmann for therapeutic counseling since December 2011. The purpose of the meeting was to allow Paul Ruff to offer me in layman's language an interpretation of the technical assessment report from the CALM clinic from tests which Father Wehmann took several months ago. We discussed the findings of those tests within the context of Father's assignment as Pastor of Saint Bridget of Sweden, and with a view to gaining some better insight as to whether that assignment was a "good fit" for Father, or more to the point, was he capable of carrying out the responsibilities of the ministry of pastor in that assignment.

The tests established, and Father Wehmann does not dispute, that he has some serious challenges with regard to cognitive ability and appropriate emotional response, specifically with respect to accurately interpreting persons with whom he is dealing, and a marked tendency to interpret others according to a "black-and-white" (all-or-nothing) matrix. According to Paul Ruff, these negative responses are accentuated when Father Wehmann is under stress or feeling anxious. In answer to my question, the diagnosis could account for some of the reports I have received according to which Father Wehmann does not seem to learn from experience, and continues to make errors of practical judgment in dealing with people and situations.

I was informed also that Father Wehmann was recently diagnosed with a thyroid disorder (hyperthyroidism), a condition that runs in his family, which may in the near future require radiation treatment followed by a regimen of daily thyroid medication. Apart from that condition, and despite appearances (significant weight loss over the past six months) he assures me that he is in excellent physical condition.

Paul Ruff voiced the opinion that Father Wehmann would probably be healthier and more effective if he were assigned as an associate pastor, the key point being that much of the stress and anxiety that seems to trigger his inappropriate responses would be gone; he would not be the one "in charge" having to make the decisions. When I pursued this idea, Father Wehmann responded that he loves being a pastor and wants very much to be a pastor, that he would feel like a "failure" if he were relegated to being an associate, but that if it were for the good of the Church (and for his own best interest) he would do what he was asked to do. In light of the strong emotion Father expressed, and his own assessment that both he and the parish have made a good amount of progress during the past year, Paul Ruff did indicate that there might be other reasons that would recommend his staying in this assignment for another year - if nothing else, it would provide one stable factor in the continuing work of therapy.

We discussed briefly the needs of the parish: given its particular history and challenges, is Father Wehmann the best pastor for them at this time? Father Wehmann did not venture to say one way or the other, but he did state that he is very happy there, that collections have gone up, that there are more parishioners on the roster than were there when he started, and that the people are beginning to capture his "vision" and seem to be excited about the possibilities for adult formation and enrichment (an area where Father Wehmann does do very well). If he had a choice, he would ask for one more year there. He did, however, express some reservations about his abilities to lead the parish through some necessary construction; he thinks that the coming year will be taken up mostly with preparatory work (focus groups, needs assessment, etc.) and that the actual construction could be taken up by his successor.

Father Wehmann and Paul Ruff both suggested that it might be good for me to confer with the parish trustees on the general question of whether in their view the parish is thriving or diminishing under Father Wehmann's leadership. I would plan to do that, unless you wish me not to.

At this point, even without the input of the trustees, I am leaning toward recommending that you allow Father Wehmann to remain at Saint Bridget for another year, that he continue to meet with Paul Ruff (which he intends to do), and that we identify someone on site who can work with Father Wehmann as a kind of "coach" on the issues of personal interaction with staff and parishioners.

Att: By Pide Please west by trustees. Part et am inclined toward

another, last year.

# Anderson, Lorna

From:

Howard, Connie

Sent:

Friday, May 04, 2012 3:32 PM

To:

Anderson, Lorna

Subject:

**RE: Trustee Information** 

The Church of the Annunciation of Hazelwood Minnesota

MN

55057-4255

55045-0754

Treasurer

4/1/2011 term ending

Secretary

4/1/2011 term ending

The Church of St. Bridget of Sweden of Lindstrom, Minnesota

Treasurer

10/27/2010 term ending

Secretary

10/27/2010 term ending

Connie Howard | Administrative Assistant Office of the Chancellor ARCHDIOCESE OF SAINT PAUL AND MINNEAPOLIS T: 651.291.4427 | F: 651.290.1629 howardc@archspm.org

From: Anderson, Lorna

Sent: Friday, May 04, 2012 3:23 PM

To: Howard, Connie

**Subject:** Trustee Information

Hi Connie:

Bishop would like the name, address, and phone numbers of the Trustees for:

The Church of the Annunciation, Hazelwood The Church of Bridget of Sweden, Lindstrom

Thank you ~

Lorna Anderson | Administrative Assistant Office of Bishop ARCHDIOCESE OF SAINT PAUL AND MINNEAPOLIS T: 651.291.4521 | F: 651.290.1629 andersonl@archspm.org

To:

kkornowski@stbridgetofsweden.org

Cc:

Laird, Fr Peter

Subject:

RE: CONFIDENTIAL - St. Bridget of Sweden

Dear Karl,

Thank you for your message and for the information you sent me.

I think that you should proceed with the conciliation process, as is your right. It should help to get an objective read on the issues.

+Bp. Lee Piché

Most Reverend Lee A. Piché | Auxiliary Bishop Office of Bishop
ARCHDIOCESE OF SAINT PAUL AND MINNEAPOLIS
T: 651.291.4400 | F: 651.290.1629
bishoppiche@archspm.org

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From: Karl Kornowski [mailto:kkornowski@stbridgetofsweden.org]

**Sent:** Wednesday, May 16, 2012 10:19 AM

To: Piche, Most Reverend Lee A.

Cc: Anderson, Lorna

Subject: CONFIDENTIAL - St. Bridget of Sweden

Dear Bishop Piche,

You had asked in our meeting on April 16<sup>th</sup> to supply you with a list of ongoing issues that seem to keep coming up despite major intervention from the consultant in developing guidelines that were very clearly defined, documented and agreed to by Father and myself. Initially I really questioned what specifically you were looking for and had asked for clarification. Since that meeting a month ago, there have been some pretty tangible things that I feel illustrate the depth of the issues here. Below is a very short list of some specific examples that have come up just over the last several weeks alone. As we are at the edge of the precipice with the issues relating to this Parish's campus, I am very concerned that as I relayed to you in our meeting, there is little consistent retention of agreed upon process.

# **Examples of issues:**

- 1. Father Wehmann worked behind the scenes with a parishioner friend to set up a 5K race ("Faster Than The Pastor"). I found out about it as it was announced to the Parish and told him I needed to be involved as Business Administrator as an event like this involves many logistical issues not limited to insurance and permits. He had already had his friend pull the city permits, etc... and I tried to explain why this was the job of the Administrator to research and have vetted. After checking with Catholic Mutual, I informed him that our insurance WILL NOT cover this event because this was a race with admission fees/prizes which is specifically excluded from our rider. He was NOT happy with me.
- 2. He has been told repeatedly that there can be breach of confidentiality with our Trustee's wife and our Trustee repeatedly has told him not to send any sensitive information via e-mail as his wife is the one who checks them. Father either forgot or disregarded this and has sent very sensitive information regarding our condemnation to the Trustee's email which his wife would have opened.
- 3. In Liturgies over last weekend, he referred to the events in the Narthex as "our temple marketplace" as he rolled his eyes. The event's included the annual youth plant sale and fundraiser as well as signups for volunteers to serve the homeless families that stay at this church 3-4 weeks a year. Openly in committees, he expresses his frustration with what he considers a directive of the consultant/Archdiocese to make changes including opening up the Narthex to publicizing parish activities, and following directives of the Archdiocese regarding collections and envelopes. This becomes offensive to some of the volunteers.
- 4. He did not want me to be involved in the details of our major youth fundraiser to be held this upcoming weekend. I told him I should be at several of the planning meetings as this involves liquor licensing, money and gambling. He did not want me involved other than for specific licensing issues alone. I tried to explain that the devil is in the details and I needed to be there to manage some of those details. I just found out YESTERDAY that the caterer does NOT have a license to serve alcohol and that the youth committee had set up volunteers to serve alcohol. No license, no permit, no liability insurance. I am now working feverishly to secure another vendor in 2 days.

After serious deliberation and prayer I made the decision to exercise my right to conciliation this last weekend. Despite our attempts to reach resolution on the local level process things have simply regressed and personally it has taken a big toll on me as I am regularly prevented from doing my job. My hope is that as was done in the local level process, conciliation will bring to light the truth and that somehow agreements reached will be adhered to. I am humbly asking for your guidance.

In Your Service.

Karl Kornowski
Parish Business Administrator
St. Bridget of Sweden Catholic Church
13060 Lake Blvd - PO Box 754
Lindstrom, MN 55045
office-(651) 257-2474 x4
emergency cell-(612) 703-7570
fax-(651) 257-1498
kkornowski@stbridgetofsweden.org

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	Christy Helps / Brey Ostertag 5/21/12
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	Change is hard -
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	Contingent of people who have problems of Cash.
	Step purther toward tradit."
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· · · · · · · · · · · · · · · · · · ·	There's so much going on - Ir very actrice - no way we can take ordvantag of it all
	"Relentless" -
	Preaching the right message -

From:

Mary Bosscher <marylb@usfamily.net>

Sent:

Tuesday, May 22, 2012 12:22 PM

To:

Fr Wehmann; Karl Kornoswski

Cc:

Piche, Most Reverend Lee A.; Anderson, Lorna

Subject:

FR WEHMANN K KORNOWSKI JIE Agrreement

**Attachments:** 

JIE RESOLUTIONS OF WORK RELATED ISSUES SUMMARIZED MAY 2012.doc; JIE

RESOLUTIONS OF WORK RELATED ISSUES AGREED UPON OCT 2011.doc

HI, Fr. Wehmann and Karl - I am finishing some work for a parish today, but wanted to send you a basic summary of the Justice In Employment agreement we tried to work from in all our meetings. In addition to the basics, I have today added a closing statement on page 4 which has an expansion of the basic chart of responsibilities - which you can both discuss and decide to work with or not, because it will give you a way to clearly guide all staff. Call if you have questions. So Attached is the basics of JIE without a closing statement that we finished in October 2011, and then another document that has the basic and the closing statement to ensure practical implementation. For the purpose of a mediation process, you should present both documents - Oct. 2011 because that is what you agreed to and we worked from in conciliation, and May one in that it will show what else needs to be clarified with staff. I hope this helps.

Mary

612-308-4207

# OFFICE OF AUXILIARY BISHOP LEE A. PICHÉ

ARCHDIOCESE

OF

SAINT PAUL &
MINNEAPOLIS

# **M**EMORANDUM

Date:

May 22, 2012

To:

Most Reverend John C. Nienstedt

Cc:

Very Reverend Peter A. Laird

From:

Most Reverend Lee Piché

+ Lap

Re:

Father Mark Wehmann

Archbishop, I met yesterday with the two parish Trustees of the Church of Saint Bridget of Sweden, Lindstrom. The Trustees are Greg Ostertag, who has served as trustee for seven years, and Christy Helps, who has served for two and a half years.

Both spoke positively about Father Mark Wehmann, and both are very supportive of him in his efforts to revitalize the parish. In particular, they spoke highly of his abilities with adult formation and the programs for education of children. They acknowledged that he does have serious "blind spots" when it comes to his manner of relating to and communicating with people. They are aware of his serious insufficiencies as a supervisor and with organization. Still, given the good things that they see him doing, they would very much want him to continue as their pastor.

They are aware that Father has his detractors. Many of those have left, and most of them left the parish because of theological or ideological differences with Father's preaching. Others are hoping for him to be transferred, for mostly the same reason. But a growing number of parishioners are expressing their appreciation for what Father Wehmann has been doing, and they have noted in particular how vigorously he is investing himself in the parish.

They are worried about his health, which they associate with the negative impact of the great stress he has been under. Father has tried to reassure them that he is going to be fine, and that he has been receiving medical attention.

After learning more about Mrs. Help's background with Target Corporation and her experience in management, I am inclined to want to ask her whether she would be willing to offer Father Wehmann some directed coaching on his people skills. Previously when I raised this suggestion, you were reluctant, I think because of concerns about the blurring of boundaries between trustee and coach. But on reflection, I wonder whether that might not be an appropriate role for a trustee in this circumstance, under the rubric of the trustee being a support for the success of the pastor.

I would recommend that Father Wehmann remain as pastor at Saint Bridget for at least one more year. As the issues with the expansion of Highway 8 impact the parish, it will be good to have that continuity. Father does not have much confidence in himself as a builder, and would probably look to transfer if and when a decision is made to build a new church on another site, which could possibly happen during the next year. If you accept this recommendation, I would be happy to call Father Wehmann to confirm that decision, or you may want to call him yourself (which he would find very reassuring and a source of great encouragement).

# OFFICE OF AUXILIARY BISHOP LEE A. PICHÉ

# ARCHDIOCESE —— OF —— SAINT PAUL & MINNEAPOLIS

# **MEMORANDUM**

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May 22, 2012

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Very Reverend Peter A. Laird

From:

Most Reverend Lee Piché

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	Mary Boscher	5/23/12
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ſ		
	- July youth group trip	
CONFIDEN	TIAL - Filed Under Seal	ARCH-005147

To:

Christy Helps

Cc:

Eisenzimmer, Andrew

Subject:

Regarding your offer of assistance

May 30, 2012

Dear Christy,

Thank you again for taking the time to meet with me last week to discuss the concerns at your parish of Saint Bridget of Sweden.

You mentioned that you might be willing to step aside as parish trustee if that would make it possible for you to work with Father Wehmann on management style issues.

When I spoke with Archbishop Nienstedt about that option, he gave a favorable response.

My question is: After time for further reflection, would you still be willing to help us in that way?

I was informed this morning that Father Wehmann has sent a letter requesting the (re-)appointment of parish trustees, and without having seen the letter, I am assuming that he is requesting that the Archbishop reappoint you to another term.

If you were still willing to offer the particular service of advising Father Wehmann on organization and supervision and his way of relating with staff and parishioners, we would encourage Father to select another person to function as Trustee, so as to keep a clear separation of roles.

I would be grateful for your response at your convenience. There is no great urgency, so please take whatever time you need to consider and consult.

Sincerely yours in Christ,

+Bp. Lee Piché

Most Reverend Lee A. Piché | Auxiliary Bishop
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bishoppiche@archspm.org

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**SEMINARY** 

To:

Subject:

Possible meeting

Dear Christy,

I was informed by Father Mark Wehmann that you are a trustee of the parish of Saint Bridget of Sweden, and that you would be willing to meet with me to discuss your assessment of how things are going in the parish.

Would it be convenient for you to come to the chancery sometime during the next two weeks? If so, would daytime or evening time work better for you, given your schedule?

Also, would it be possible to have such a meeting with both you and the other trustee, Greg Ostertag?

I look forward to your response.

Thank you,

+Bp. Lee Piché

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From: Piche, Most Reverend Lee A. [mailto:pichel@archspm.org]

Sent: Wednesday, May 30, 2012 2:51 PM

To: Christy Helps

**Subject:** Re: Regarding your offer of assistance

Yes, I think that would be helpful.

On May 30, 2012, at 12:24 PM, "Christy Helps" <

> wrote:

Bishop Piche,

I would like to discuss this with Father Wehmann, to get his view on how I can best serve him and the parish. He and I discussed the possibility of me changing my role a month or so ago, but at the time we didn't talk too deeply about the pros and cons. I'd also like to get Mary Bosscher's viewpoint, since she has worked with both Father and me. Are you ok with me having those conversations with Father and Mary?

Thank you, Christy

From: Piche, Most Reverend Lee A. [mailto:pichel@archspm.org]

**Sent:** Wednesday, May 30, 2012 11:25 AM

To: Christy Helps

Cc: Eisenzimmer, Andrew

Subject: Regarding your offer of assistance

May 30, 2012

Dear Christy,

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I would be grateful for your response at your convenience. There is no great urgency, so please take whatever time you need to consider and consult.

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To:

Christy Helps

**Subject:** 

RE: Regarding your offer of assistance

Dear Christy,

Thank you for your message and your very cogent explanation. I respect your decision. Though I am disappointed to lose you as a possible, effective management coach for Father Wehmann, I am glad that the parish still has you as a trustee. Your reasoning makes good sense to me.

I don't view your decision as having made an offer and then retracting it: when you made the offer, it was with the possibility of doing the coaching as a trustee, which was my original idea as well. We were the ones who forced you to choose between the two options. I think you have made the better choice, quite frankly.

I would be very interested in being able to use your outline going forward with Father Wehmann. If you don't have any copyright privileges on it, or other reasons why it could not be shared with some other person who might be available ... and it might be helpful to have a refined version, if you are willing to make that offer. What would be most helpful is to have your sense of the priorities: what are the most important and urgent issues that Father will need to address, etc. The more concrete and practical the better.

I received today also some input from Mary Bosscher, which I have not yet had time to review. That material may also provide some direction.

I greatly appreciate your openness and your participation in this constructive dialogue and the exploration of various possibilities for the good of the parish and your pastor!

+Bp. Lee Piché

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From: Christy Helps [mailto:

Sent: Thursday, June 07, 2012 11:19 AM

**To:** Piche, Most Reverend Lee A.

Cc: Anderson, Lorna

Subject: RE: Regarding your offer of assistance

Dear Bishop Piche,

After much discussion and prayer, I have decided that I would prefer to stay on as trustee rather than take on this coaching role. I understand and agree with the need for both you and I to be obedient and respectful of the Archbishop's directive. My reasons are twofold and I will try to explain briefly below.

First, I feel that continuity in the trustee role is critical at this point. The DOT project will have a profound affect on the future of our parish. Communication and collaboration among Father, Karl and the trustees is critical to assessing our alternatives and making good decisions for the parish. With the strained working relationship between Father and Karl, I feel that I can contribute to creating a collaborative atmosphere in which we can determine how to proceed.

Second (and selfishly, I admit), I am concerned that becoming a coach to my parish pastor may be awkward in a couple ways. The role of a good coach involves not only teaching, but pushing and correcting "the player", sometimes beyond the comfort zone. As I thought about it, I realized I would find it difficult when the situation might call for me to push hard. It's not that I feel that Father Wehmann and I would not be able to work through things. It's more that I am uncomfortable being an authority figure over him. I am also concerned about perception among fellow parishioners when they learn that I am coaching Father (and start reading into what that means, what I know about the inner workings of the parish, and how I am influencing it). In general, I think I am pretty good at focusing on the task at hand without being distracted by "the buzz" that inevitably crops up. However, with St. Bridget's being home to my immediate and extended (parents, sister, aunt) family, I hate to think that I, or my family, would become uncomfortable at St. Bridget's. I would like to think that this role would be an uninteresting topic for others, but sometimes life in Lindstrom doesn't offer enough excitement so we have to create it...

To answer your question about how Father Wehmann responded to my plan, I think I caught him a bit by surprise with the breadth of topics. However, as we talked, he was very receptive to developing a plan and working through it. As we discussed that the coaching and trustee roles were not compatible, he expressed support to me to make a decision that I felt was best for me and the parish.

I would be happy to refine the plan to make it more workable for someone else to move forward, if you are interested in that. Regardless of whether you choose to use the plan I sent you, I recommend that someone work with Father to define a development plan, in manageable steps, to get him the fundamental skills that he struggles with today. Understanding his own style of learning, thinking and communicating would be an excellent first step, as it creates a context for understanding how to best relate to others. It's important that he own the plan and his progress, but he will need resources to guide him. Again, I am happy to help in whatever way you deem appropriate.

I apologize for making this offer and now retracting it. If you would like to discuss things further, please let me know via email or phone.

Sincerely, Christy 651-235-1109

From: Piche, Most Reverend Lee A. [mailto:pichel@archspm.orq]

Sent: Wednesday, June 06, 2012 9:14 AM

To: Christy Helps

Subject: RE: Regarding your offer of assistance

Dear Christy,

Thank you for your message and for the attached plan. I am impressed by the scope of the proposal. It appears more pro-active than I had thought possible, given the demands you already have on your time. I am curious to know what was Father Wehmann's response to your plan.

I also appreciate your desire to combine the role of coach with the role of trustee. That has been my preference all along as well. But I need to be respectful and obedient to the Archbishop's clear directive on this

matter. When I told him about youngracious offer to assist Father Wehmanian this way, he indicated an openness to the idea; but when I asked him specifically whether you could function in both roles, he said very definitely no. He then repeated that if we went forward with this plan, I would need to ask you to resign as trustee.

That is a difficult decision, in the circumstances, and one that I think should be made in consultation with Father Wehmann himself. As much as he may need your personal coaching, he may feel that he needs you more urgently as a trustee.

In all of this, I believe that God will provide whatever is best. I have never yet been disappointed by an outcome when I chose to follow the path of obedience to my superior (i.e. the Archbishop).

Thank you again for your kindness in even considering this plan, and for your generosity in putting together what looks like an excellent set of benchmarks and objectives.

+Bp. Lee Piché

Most Reverend Lee A. Piché | Auxiliary Bishop Office of Bishop
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bishoppiche@archspm.org

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From: Christy Helps [mailto:

**Sent:** Monday, June 04, 2012 1:47 PM **To:** Piche, Most Reverend Lee A.

Subject: RE: Regarding your offer of assistance

Bishop Piche, attached is a draft of what I envision this role might look like. Would you please take a few minutes and give your feedback as to whether this is what you have in mind? My goal is to develop a training plan based on a needs assessment, then to proceed with regular meetings and training sessions. For some topics, outside training such as a seminar or workshop might be recommended. It is not my intent to get involved with specific personnel, parishioner or other confidential matters but rather to provide tools for Father to be able to tap into appropriate resources. With this in mind, would this role be compatible with remaining on as trustee?

I am meeting with Father Wehmann this evening and talked by phone with Mary B. last week.

Thank you, Christy

# Piche, Most Reverend Lee A.

To:

**Christy Helps** 

Subject:

RE: Regarding your offer of assistance

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 To: Piche, Most Reverend Lee A.

Subject: RE: Regarding your offer of assistance

Bishop Piche, attached is a draft of what I envision this role might look like. Would you please take a few minutes and give your feedback as to whether this is what you have in mind? My goal is to develop a training plan based on a needs assessment, then to proceed with regular meetings and training sessions. For some topics, outside training such as a seminar or workshop might be recommended. It is not my intent to get involved with specific personnel, parishioner or other confidential matters but rather to provide tools for Father to be able to tap into appropriate resources. With this in mind, would this role be compatible with remaining on as trustee?

I am meeting with Father Wehmann this evening and talked by phone with Mary B. last week.

Thank you, Christy

From: Piche, Most Reverend Lee A. [mailto:pichel@archspm.org]

Sent: Wednesday, May 30, 2012 2:51 PM

To: Christy Helps

Subject: Re: Regarding your offer of assistance

Yes, I think that would be helpful.

On May 30, 2012, at 12:24 PM, "Christy Helps" <\_\_\_\_

· wrote:

Bishop Piche,

I would like to discuss this with Father Wehmann, to get his view on how I can best serve him and the parish. He and I discussed the possibility of me changing my role a month or so ago, but at the time we didn't talk too deeply about the pros and cons. I'd also like to get Mary Bosscher's viewpoint, since she has worked with both Father and me. Are you ok with me having those conversations with Father and Mary?

Thank you, Christy

From: Piche, Most Reverend Lee A. [mailto:pichel@archspm.org]

Sent: Wednesday, May 30, 2012 11:25 AM

To: Christy Helps

Cc: Eisenzimmer, Andrew

Subject: Regarding your offer of assistance

May 30, 2012

Dear Christy,

Thank you again for taking the time to meet with me last week to discuss the concerns at your parish of Saint Bridget of Sweden.

You mentioned that you might be willing to step aside as parish trustee if that would make it possible for you to work with Father Wehmann on management style issues.

When I spoke with Archbishop Nienstedt about that option, he gave a favorable response.

My question is: After time further reflection, would you still be willing to help us in that way?

I was informed this morning that Father Wehmann has sent a letter requesting the (re-)appointment of parish trustees, and without having seen the letter, I am assuming that he is requesting that the Archbishop reappoint you to another term.

If you were still willing to offer the particular service of advising Father Wehmann on organization and supervision and his way of relating with staff and parishioners, we would encourage Father to select another person to function as Trustee, so as to keep a clear separation of roles.

I would be grateful for your response at your convenience. There is no great urgency, so please take whatever time you need to consider and consult.

Sincerely yours in Christ,

+Bp. Lee Piché

Most Reverend Lee A. Piché | Auxiliary Bishop
Office of Bishop
ARCHDIOCESE OF SAINT PAUL AND MINNEAPOLIS
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bishoppiche@archspm.org

# PERSONAL AND CONFIDENTIAL COMMUNICATION

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# **RE: GOOD NEWS!**

Piche, Most Reverend Lee A.

**Sent:** Thursday, May 31, 2012 10:07 PM

To: Mary Bosscher [marylb@usfamily.net]

Thank you, Mary, for the additional explanation.

You may need to revisit the idea of Christy being both trustee and management coach at the same time. At my suggestion, the Archbishop has already considered that, but after reflection he has told me "no." He was pretty clear about not wanting to combine the two roles.

The other aspects of the plan sound promising.

# +BLP

Most Reverend Lee A. Piché Auxiliary Bishop Archdiocese of Saint Paul and Minneapolis

From: Mary Bosscher [marylb@usfamily.net]

**Sent:** Thursday, May 31, 2012 7:47 PM

To: Piche, Most Reverend Lee A.; marylb@usfamily.net

Subject: Re: GOOD NEWS!

I think there are 2 really exciting parts of the plan that we came up with. One part is that Christy could still stay as a trustee which is very valuable for the parish of Saint Bridget and for the Chancery as various issues and policies and mndot construction are worked through and at the same time as part of her role as trustee serve as a mentor in business management to Father. When it comes to personnel questions specific to employees we concluded that we would suggest a consulting attorney for Father to call. Maybe as he is both an excellent and a fine Catholic gentleman. That way there would be no violation of confidentiality regarding issues with specific employees with Christy as she is mentoring Father.

Then perhaps you could assign a priest supervisor to converse with Father on liturgical and sacramental matters. Actually Father Don DeGrood would be a great choice because he is nearby and knows what is going on in both parishes and they are already trying to work collaboratively as parishes.

More next week. I hope you have a very blessed and restful weekend. I did think after our meeting last week that I should learn to talk less and listen more especially when meeting with the Bishop.

Thank you Bishop Piche for your sincere and consistent efforts to do the best for all of the parishes and all the men in the diocese and for the great freedom which your leadership style affords for people to be totally honest with you. Thanks also for your prayers for my healing and for the privilege of working with you.

Sincerely. Mary

Mary Bosscher. <u>612-308</u>+4207. Sent from my Verizon Wireless 4G LTE Phone

# ----Original message-----

From: "Piche, Most Reverend Lee A." <pichel@archspm.org>

To: Mary Bosscher <marylb@usfamily.net> Sent: Thu, May 31, 2012 19:00:58 CDT

Subject: Re: GOOD NEWS!

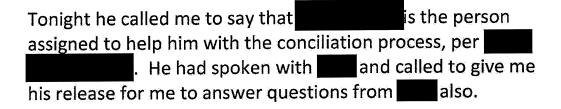
Thank you, Mary. This is indeed good news. Except for the news about your injured shoulder. I will ask the Lord to grant you a speedy healing and deliverance from pain.

On May 31, 2012, at 6:49 PM, "Mary Bosscher" < marylb@usfamily.net > wrote:

Good evening, Bishop Piche' - I am sorry that I have been unable to send you the single sheet guidelines I promised when we met, but I badly injured my right shoulder and have been convalescing with endless ice bags for the past two days. Am now actually regaining the full motion - a bit tender still, but mending well --- and I am able to comfortably use the keyboard on the computer.

I have been thinking much about our discussions and plan - and met with Fr. Wehmann on Tuesday. I invited him to

come to my house which I never do (i.e. invite clients to my home for meetings) but had cancelled with him 3 times in the past few weeks for various reasons and he was really wanting to meet. I had the college guy who works on my lawn here, and so I made the exception. He was very gracious and we had a good meeting.



In addition I heard from Christy Helps, the trustee whom you met and asked to assist Fr. W ---- we had a great conversation and between us have come up with what we think is a pretty good plan to offer you for working with Fr. W. We will hone it over the weekend, and I will send you some sketch of my sheet as promised and the plan we are suggesting by early next week.

Thanks for you patience and understanding.

Mary L. Bosscher (612) 308-4207 CELL

# Piche, Most Reverend Lee A.

To:

Mary Bosscher

Subject:

RE: MATTERS CONCERNING FR MARK WEHMANN

Thank you, Mary.

These are helpful documents. I will review them over the weekend. I will plan to keep the confidential memo confidential.

Thank you for the many months of intensive good work with Father Wehmann and Saint Bridget's parish. I agree with you that this would be a natural time for you to end your formal contracted arrangement with the parish and Father. You have brought things farther along that almost anyone else could have done.

+Bp. Lee Piché

Most Reverend Lee A. Piché | Auxiliary Bishop
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From: Mary Bosscher [mailto:marylb@usfamily.net]

Sent: Thursday, June 07, 2012 8:46 AM

To: Piche, Most Reverend Lee A.

Cc: Anderson, Lorna

Subject: MATTERS CONCERNING FR MARK WEHMANN

Good morning, Bishop Piche',

Attached is my summary letter and suggested resignation from work with St. Bridget after a closing meeting with Fr. Wehmann next week, and the 5 points I promised for you. I hope this is of assistance. You know I am always open to meeting with you or anyone that you suggest in order to effectively serve your work and the church.

Thank you for the honor and trust which you vest in me and for the service you provide to our Archdiocese.

Please let me know if there are any other areas I can be of assistance.

Sincerely,

Mary L. Bosscher (612) 308-4207 CELL

# **CONFIDENTIAL**

TO:

Bishop Lee A. Piche'

FROM:

Mary L. Bosscher

DATE:

Thursday, June 7, 2012

RE:

Plan of support, mentoring and oversight for Fr. Mark Wehmann, Church of St. Bridget - per

your request of May 23, 2012

Dear Bishop Piche',

At our meeting on May 23 we discussed that Fr. Wehmann will most likely continue at St. Bridget for another year, and you hoped to plan some mentoring and supervision for him. After discussion, I agreed to make a summary for you of the 5 areas I think are in most need of attention in planning the development and supervision for Fr. Wehmann.

Bishop, as I deliberated on the 5 points over the past week, I became concerned that in addition to his current struggles with parish management issues, and the <u>Plan for the Parish</u> document that came out of my consulting work, one more list of areas to work on might seem very discouraging to Fr. Wehmann although what I list below is essential in order to promote growth and avoid difficulty in the future for him and any parish he works in.

I hope that as speak about development with him, he realizes that it is not enough to do some good things as a pastor but that it is necessary for the pastor to be <u>consistent</u> in his leadership role as priest, teacher and manager so that as a shepherd he draws all the sheep toward the church rather than sending them scurrying away in confusion or hurt.

We spoke about a program of support, mentoring and oversight to develop/enhance Fr. Wehmann's skills and personal resources. It is meant to assist him to continue and expand the good work he is presently doing, and to avoid some areas of mistakes.

- It is important to note that the people Fr. Wehmann consults are professional in their role as
   <u>Advisors/Mentors</u>, and that <u>their role be one of counsel to Fr. Wehmann who is doing his own work</u>
   and ministry. The role should be supportive but not enabling long-term Fr. Wehmann will need to be
   counted on to lead demonstrating those skills necessary for effective ministry and management.
- 2. <u>Boundaries also need to be set regarding how and whom Fr. Wehmann consults on parish matters</u> i.e. no violation of confidentiality with priest friends, priest support group, friend parishioners, etc.

Bishop, Christy and I did some planning yesterday — she agrees with the points I list for you in this letter and she also has sketched out an effective management plan. After considerable thought I believe that Christy decided that she wants to remain in service as trustee in her own parish but she wiling to help Fr. Wehmann and you set goals, if you wish. She will write you I am sure. As a trustee, Christy is experienced in management, highly respected /trusted in the community by staff and volunteers, and is an excellent communicator — so she will be a great asset to the parish and to the upcoming dialogs with the Chancery re the MN DOT condemnation and the future of the parish.

REPORT TO BISHOP PICHE' - RE FR WEHMANN JUNE 6 2012 rev

Bishop Piche', I believe that I have served to the best of my ability in analyzing the situation at St. Bridget and with Fr. Wehmann, and have worked effectively with Fr. Wehmann, staff and parishioners, and have established some effective policies and procedures. I settled the *Justice In Employment* matter on the local level, but not it has been filed for conciliation since the employee (Karl Kornowski) believes that the agreed upon settlement is not being followed.

Now, when I meet with Fr. Wehmann I am only hearing his side of the situation, since he has asked that only he deal with staff members and I am no longer on campus for any purposes. Therefore, I believe that with these recommendations to you my service as your representative to Fr. Mark Wehmann and the parish of St. Bridget should conclude.

This is a confidential report to you at this time; Fr. Wehmann does not know of the content of our discussion, and I do not want him to feel blind-sided as I have always been very open with him. So if you intend to keep this letter confidential and use its content for your own work, that is fine; but if he will be seeing my suggestions for the areas where I think he needs assistance and development, then I would like to inform him myself directly at the same time that I have a final meeting with him next week sometime. (He is hoping to finish discussion of The Plan, and to have me edit his personnel reviews — especially the one for Karl, which I think I will decline and suggest he bring to Tom Wieser or Dennis Merley. Actually, I intend to close my service with him for the reasons have described to you in the paragraph above.)

I want to thank you, Fr. Wehmann, Fr. Peter Laird and Archbishop John Nienstedt for the honor and trust vested in me as we engaged in the valuable process of assisting Fr. Mark Wehmann in his priestly ministry and the Church of St. Bridget of Sweden to grow in its faith.

You will find attached the Five Major Areas as promised, and a few other details that I think might be of help.

Sincerely,

Mary L. Bosscher, Consultant

**ATTACHMENT** 

# FIVE MAJOR AREAS FOR SUPERVISION AND MANAGEMENT REGARDING FR WEHMANN -

based on consultation with the Fr. Wehmann and the Church of St. Bridget

- ADHERE TO MAINSTREAM CATHOLIC TEACHING AND RITUAL IN THE AREAS OF LITURGY, SACRAMENTS, AND EDUCATION. Help from Bishop Piche' and Fr. Laird, Chancery. Use standard texts and basic teachings, not materials created for the occasion or private revelations as the main focus of his teaching and celebration. Will take less time and stress for planning, will provide ready approved with *Imprimatur* materials for volunteers, will ensure less confusion among staff and parishioners, and create less in-groups in the parish.
- ADHERE TO THE JUSTICE IN EMPLOYMENT local process RESOLUTION DOCUMENT (May 2012) Fr. Wehmann should learn to form a consistent response to the principles in this document as a habit. Help from Christy Helps, Tom Wieser.
   This will affect Fr. Wehmann's relationship with staff and parishioners alike, and will set clear principles, guidelines and boundaries.
- 3. **DEVELOP SELF-AWARENESS AND SELF-CONTROL IN PERSONAL BEHAVIOR** Become aware of the requirements of dignity for the office of the priest. Clearly understand the meaning of confidentiality and professionalism. Help from Paul Ruff, Chicago training, Christy Helps, Bishop Piche
  - a. Personal awareness skills development:
    - i. Develop effective communication skills with individuals and groups (written, verbal, listening skills)
    - ii. Develop conflict management skills
    - iii. Develop self-awareness in the areas of impulsive action and anger management
    - iv. Develop personal emotional balance for both exciting times and anger management
  - b. Learn to set clear zones of behavior before crossing the boundary to unacceptable behavior (his own and others)
    - i. Set clear safe zones of behavior including appropriate verbal and physical actions with young people and women. No physical touching, staring, or personal teasing
    - ii. learn to control habitual behaviors bred by stress including reprimanding people in public, hollering at people, triangulating, self-deprecation
    - iii. Learn to recognize "red flags" in his own or others behavior and withdraw before a problem arises
  - c. Learn the appropriate use of third party advisors
    - i. How to select an appropriate advisor
    - ii. How to use a third party as an advisor but not as a crutch to enable functions that as a person he cannot perform well
    - iii. Learn to not be swayed by people pressing particular ideologies or to have preferred parishioners or staff
  - d. Clarify the appropriate boundaries of communication and of outreach for personal support in times of stress and sadness, or of feeling unable to perform in a particular area.
    - i. in a priest or other support group
    - ii. with persons who will assist in areas of Fr. Wehmann's challenges (i.e. red flag: a spiritual directee writing the spiritual direction summary for Fr. W's. Chicago class

REPORT TO BISHOP PICHE' - RE FR WEHMANN JUNE 6 2012 rev

because he is not confident with his writing abilities; his inability to confidently write performance review for employees without review by another, risking breach of confidentiality.)

- 4. **DEVELOP APPROPRIATE PERSONAL TIME MANAGEMENT SKILLS AND ORGANIZATION** Help from Christy Helps, Paul Ruff, Chicago Training No plan will succeed unless there is a real effort to enforce time management to provide adequate time for Fr. Wehmann to work in response to mentoring; he needs to be required to reduce his many commitments (i.e. serving as a teaching parish pastor to a seminarian, as a spiritual director to other seminarians at the seminary, as spiritual director to several people as part of Chicago course, prison ministry, etc.) to a manageable level to leave time for:
  - a. Effective Work as a pastor
  - b. Personal and Community Prayer and spiritual direction (personal); retreats
  - c. Education personal
  - d. Counseling personal
  - e. Recreation
  - f. Rest vacation
  - g. Limiting services to outside agencies beyond the parish job
  - h. Ability to self-evaluate and self-reflect
- DEVELOP SKILLS IN OBJECTIVE SELF EVALUATION AND ASSESSMENT AND BALANCE BETWEEN FOCUS
   ON OTHERS AND ON SELF Perhaps through Myers Briggs and other tools.

# **OTHER RELEVANT INFORMATION:**

- 1. SOME DOCUMENTS CREATED BY MARY BOSSCHER AND PROVIDED TO FR WEHMANN FOR HIS ASSISTANCE; to be used as tools in this process of support, mentoring and oversight:
  - PASTOR'S FILING SYSTEM —folder and file names customized for his use, and filing methods instruction.
  - RESOLUTION OF CONCERN TEMPLATE document to help Fr. Wehmann think through and prepare meeting with another to resolve a concern
  - TEMPLATE FOR A NEW PROGRAM OR PROJECT to help Fr. Wehmann think through a new program or project in a similar way that he now uses the document
  - Justice In Employment local process summary and recommendations for work with other employees based on this document.
  - Plan of Action and Report for the Parish January 2012 (currently under review with Fr. Wehmann and trustees, with follow-up needed in planning for completion of targets and actions.)
  - Summary of the situation at the Church of St. Bridget and the Ministry of Fr. Mark Wehmann December, 2011.
- 2. QUOTE FROM <u>THE PLAN</u> FOR THE CHURCH OF ST BRIDGET: FOUR PRINCIPAL RECOMMENDATIONS FOR 2012-2013: CONTINUE TO FOLLOW THESE SUGGESTIONS TO FOSTER SUCCESS IN 2012-2013
  - a. There needs to be a process defined by the Bishops for helping to ensure continued implementation of appropriate changes that have been made during this consultation after the Consultant and liaison to the Bishop is not regularly active in the parish. It needs to provide a method to seek assistance from the Chancery to resolve conflict and

4

redress grievances as they develop. This plan needs to be clear, refer to a specific individual to call, and communicated to pastor and staff and probably parish as a whole.

# 3. (Suggested) PERSONS TO ENGAGE IN THE ROLE OF SUPPORT, MENTORING AND OVERSIGHT – and comments:

Bishop Lee A. Piche' – Supervisor; Fr. Peter Laird in Bishop Piché's absence

**Paul Ruff** 

Counselor

Christy Helps

Trustee and help with goal setting

Fr. Don DeGrood

**Priest Pastoral Mentor** 

Tom Wieser (maybe?) Regular consulting attorney as needed on matters of personnel management and

employment (possibly on retainer for a certain amount <u>each month</u> to meet with Fr. Wehmann on any matters of specific concern and on supervision of employees, so that

confidentiality with employees is not violated with other mentors and helping parishioners who should be dealing with principles rather than specific situations.

Respectfully submitted,

Mary L. Bosscher, Consultant

Thursday, June 7, 2012

June 9, 2012

Bishop Piche Archdiocese of St. Paul and Minneapolis Chancery 226 Summit Ave. St. Paul, MN 55102-2197

Dear Bishop Piche,

Peace. I know that this has been the third time I have written directly to you. I again beg that this letter be held in confidence unless you need to share it with someone who can help to bring resolution to the issue. Please do not share it with Fr. Wehmann. In the Easter Season Karl Kornowski, our business administrator, led me to believe that the best way any action could be taken is if it went through him to you. So at that time I shared with him a letter about the First Communion Masses at St. Bridget. He was there at each of the Masses and I believe that he shared that with you. I have not told him of my previous writings to you nor will I speak to him about this writing. I want to speak from my heart and beg you to help in some way.

I have just returned from a retreat at Kings House in Buffalo, MN. My time there was an enormous grace to me. Most of the time I found myself grappling with my ministry situation at St. Bridget in Lindstrom. Two of the things that came through to me clearly are that:

- 1. Jesus Christ is definitely found in this messy, painful situation in the parish of St. Bridget.
- 2. I have a call to lay ecclesial ministry that is found in Christ and that yearns to be given expression to in a life-giving environment. This call penetrates deep into my heart and being. As I have mentioned to you before I have worked for more than thirty years in Church ministry. I trust God's call. This is what God wants me to do. My place is working in the Catholic Church I deeply love.

I do not want to come across as a disgruntled parish minister. On other numerous occasions I wanted to write to you throughout the year but simply decided that I would be silent. However, now this struggle is not only spiritual, theological but I feel in my body its ache and pain. I go to work with a fear inside of me that eats away. It is hard to describe this nagging pain. Yes, I have looked for other ministry positions but seem to be drawn back to St. Bridget's. I need a job in the Church and cannot as a single lay woman be found without work. I barely make it now from pay check to pay check. Bishop Piche, I need your help and assurance. I beg this of you from my heart and the deep place where Jesus Christ calls me in my inner self.

Let me just say it as clearly as I can:

- A large group of people at St. Bridget's continue to struggle in discontent over the spiritual guidance they
  receive from Fr. Wehmann homilies that focus on a very rigid approach to spirituality, uncomfortable
  interactions with him, disregarded responses to questions they raise, off hand remarks that put people
  down sometimes said directly from the pulpit.
- 2. Demeaning remarks Father makes to me about my work in the parish. I do take seriously what he says to me but many years experience and a healthy theological background have taught me that many of these remarks are rigid, very narrow and do not come from a life-giving theology that is centered in God's love first and foremost to us. His emphasis on sin, guilt, a static Eucharistic theology, a non-inclusive perspective towards people is painful. He has told me that long standing parishioners in the parish have "an error in their faith." He has not wanted certain people on committees because of their "errors in faith." Why are we here but to include people as Jesus would and to walk the journey with others? Can we not see first and

foremost their faith before we see error? And who are we to judge? what are these errors? He doesn't say.

I feel treated as if I had no background in teaching the faith. I want you to know that I wrote for the Archdiocese Evangelization Initiative material under the leadership of Bishop Pates. The third and fourth year material was used in parishes throughout the diocese. St. John's University has prepared me for PhD work in theology. I am no raving liberal or conservative. I am just an educated single woman in theology and catechetics who has given more than thirty years to ministry. I have loved this work. It is in my heart and bones. I long to touch people on their spiritual journeys and to help parents prepare children for Sacraments and faith growth in the domestic Church. I believe that these years should be my happiest years in the Church and yet my heart is broken in this ministry.

3. I had asked that the 7<sup>th</sup>/8<sup>th</sup> grade faith formation program be looked at for its strict apologetics approach. It has no imprimatur nor has it been found to be in conformity with Catholic teaching. The series that we use should have an imprimatur and be confirmed to be in conformity by our Bishops. Father had a seminarian write it. To my understanding the diocese has not responded. He wants me to work this year directly with the program. I am willing to work with the program but he has to allow me to make some changes so that it will be easy for catechists to teach and so that it will first help young people love their faith and not simply defend their faith. It is very painful for me to hear how the Catholic Church is presented as "looking down" on other faith traditions. We may carry within us the fullness of faith but we have also made strides through the ecumenical movement to open ourselves to the gift of other faith Traditions. Parents have come to me asking me how they can teach their child who has many friends in other faith traditions about the "superiority of the Catholic Church." Also, why would he not want a woman religious to come and speak if they do not wear a veil?

Bishop Piche, Fr. seems to have little regard for any catechetical methods that help to integrate faith and life. He directly has told me — "the more information that you can push into the kids, the better." As a catechetical leader I know the importance of process and integration.

I love deeply the people I minister to. I have loved them at St. Bridget. Many of them have come to tell me that they can see my "real call" to this ministry. Many others have questioned me about how I can work in this environment. Others have said without any of my prompting — "We are praying for you here."

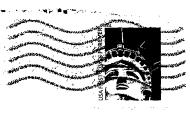
Bishop Piche, Fr. Wehmann has problems that affect the health of the parish. Please help. I have tried to offer him my deepest respect and will continue to do this. I do not talk about him with parishioners though they come with their struggles. I direct parishioners to go to him but I also sense the difficulty they have in this. I try to be as pastoral and compassionate as I can to Father and to the people. There is great potential and faith in the people of St. Bridget's. Being with them I am growing to love them. I want to minister here.

Bishop Piche, I am struggling here. As I said above, I can't just pick up and leave nor do I think God wants that of me. Help me so that I can approach this new year with peace and joy in ministry. I feel that this joy I always had for ministry in the Church could die and I do not want that to happen. I do not wish for anything bad or negative for anyone, just growth and new life.

Sincerely in Christ.

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Confidential

Bishop Piche Archdiocese of St. Paul and Minneapolis Chancery Office 226 Summit Ave. St. Paul, M. Ministry D. H. 2497

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# CONFIDENTIAL

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# Development Plan Recommendations 6/15/2012

# Guidelines:

- A training mentor/ coach is essential, especially in the early stages. This mentor will guide, help with resources, and hold trainee accountable for owning the plan.
- Learning and personal development are an ongoing process. A training plan is a tool for that journey. It is not a checklist that, once completed, satisfies the need for training.
- Keep it manageable 6 month horizon; start simple and build; stay flexible
- Understand desired outcomes what will "success" look like?
- Take partners people who can give honest, constructive feedback toward your goals.
- Ongoing feedback and support is needed.

# Timeframe: 6 months

Approach: Begin with introductory material/ education and assessments. Put learning into practice. Keep a journal to track relevant situations and how they are handled.

# Priorities:

- Interpersonal Skills understanding differences in individual's styles and perceptions; understanding one's own style and how that affects interactions; learning tools to adapt own style to different styles and situations no one-size-fits-all; assertiveness vs. aggressiveness; influencing others
- Communication Skills verbal, non-verbal; understanding how you want to be perceived in a situation; assessing your non-verbal traits; reading others' non-verbal reactions; clarifications; follow-ups; active listening
- Conflict Management Skills what is conflict?; why conflict, properly handled, is healthy; tools to identify, surface and address conflicts; developing a win-win approach
- Finding good mentors identify a variety of experienced, trusted mentors who can give critical feedback and guidance

# Activities:

- Introduction/ Agreement this should be between Father and a selected mentor/ coach
  - o Who are the key partners (those who have a say about what is on the plan and those who can give honest, constructive feedback based on observation)?
  - o What is a Development Plan? What is it NOT?
  - SMART goal setting Specific, Measureable, Attainable, Realistic, Timely)
  - o Learning styles (how do you learn best)
  - o Resources internal, external
  - o Time commitments

6/16/2012

- o Constraints what will keep Father from completing planned activities
- Interpersonal Skills focus for first six months should be on learning styles and how they affect interactions, and taking assessments to understand self. This builds a context for future learning and application of skills/ techniques.
  - Strengths Assessment too often we focus on "fixing" weaknesses and not on leveraging our strengths. While understanding and managing weaknesses is important, it should be balanced with an understanding and appreciation of how strengths can be used to improve effectiveness.
    - Recommended resource: Living your Strengths (Catholic Edition)
       by Winseman, Clifton and Liesveld. Cost: \$25
    - Activity: StrengthsFinder assessment
  - o Personality inventory understanding own style and that of others
    - Recommended resource: Myers-Briggs Type Indicator. This is a widely-used assessment (see separate document titled "Myers Briggs Type Indicator Overview"). Although there are free online versions, I recommend taking the "official" MBTI and getting it scored. It can be taken online at a cost of about \$30 with immediate results.
  - o Emotional intelligence (EI) education/ assessment: the ability to understand and manage both your own emotions, and those of the people around you. People with a high degree of emotional intelligence usually know what they're feeling, what this means, and how their emotions can affect other people. (See separate document titled "Emotional Intelligence in Leadership").
    - Read the separate document titled "The Value of Emotional Intelligence".
    - Take a quick, free quiz at <a href="http://psychology.about.com/library/quiz/bl">http://psychology.about.com/library/quiz/bl</a> eq quiz.htm. This will provide insight into how your emotions affect your style.
- Communication Skills there are many seminars and workshops that can improve communication skills. Areas to focus on: Listening skills (active listening), verbal and non-verbal communication, written communication
  - Read the separate article titled "How Good are Your Communication Skills?"
  - o Take The Communication Quiz (part of above article).
  - Based on results of Communication Quiz and discussion with coach, identify 1-2 workshops that can be attended to improve skills. Workshops are typically half to full day.
- Conflict Management Skills
  - o Read the separate article titled "Conflict Resolution".
  - o Take the Conflict Style Inventory (separate document).
  - o Discuss with coach how to apply learning

# Tracking progress

- Daily
  - o Spend 15 minutes at the end of each day assessing the day. This is an excellent tool for building self-awareness.
  - o Keep a journal to make notes of situations, how they were handled, questions for mentor(s), etc.
    - Brief description of situation and who was involved
    - What did you do well?
    - In hindsight, what would you do differently?
    - What was the outcome?
    - Do you need to follow-up?
    - Questions for mentor?
- Weekly/ biweekly
  - o Status meeting with accountability partner (boss/ coach/ mentor)
  - o Review key journal entries
  - o Review activities completed and those planned for upcoming period
- Monthly
  - o Plan assessment progress to date; adjustments needed

# Timeline:

Since assessments and activities build upon each other, activities should be sequenced as follows:

- 1. Introduction/ Agreement
- 2. Interpersonal Skills activities
- 3. Communication Skills activities
- 4. Conflict Management Skills activities

# Other Areas:

- Time Management planning and prioritizing; identifying and dealing with timewasters; identifying procrastination habits; handling mail/ materials once; effective self-organization; effective meeting management
- •
- Leadership building trust and credibility; influencing others; setting clear vision; seeing the "big picture"; empowerment; team building
- Problem Solving/ Analysis/ Critical Thinking
- Decision Making
- Supervisory Skills
  - o Daily management skills
  - o Management to job descriptions
  - o\_Setting clear expectations\_
  - o Empowering and developing staff
  - o Servant leadership
  - o Managing difficult employees and situations
- Effective Delegation
- Performance Management
  - o Understanding job descriptions what is most critical/relevant?
  - o Setting goals and objectives
  - o Ongoing management against G&O
  - o Course corrections between performance reviews
  - o Performance Reviews what is a good review? Poor review? Prereviews
  - o Disciplinary Action when is it needed, objectives, progressive steps
- Interviewing
- Facilitation
- Project Planning
- Dealing with Change

# Piche, Most Reverend Lee A.

From:

Mary Bosscher <marylb@usfamily.net>

Sent:

Tuesday, July 10, 2012 11:37 AM

To:

Piche, Most Reverend Lee A.

Cc:

Anderson, Lorna

Subject:

Mentoring for Fr. Wehmann and other question

Good morning, Bishop Piche' -

I hope you are enjoying the summer some! I had an idea of a possible mentor for Fr. Wehmann: <u>Gary Davis</u>, an attorney who has headed Serra Club and done much other work in the church, lives in and has recently retired. He is a kind, effective and professional leader - and lives not too far from Lindstrom. Just a thought - I have not asked him about it of course.

Also, Bishop, do you have any other parish or priest with which you need assistance in the next few months. I am balancing time and deciding of contracts to accept at this time.

Fr. Kythe has just arrived at St. Pius - it is hard with the recent loss of his mother, his vision troubles for which he will have surgery at Mayo on 16th, etc (cataracts, I guess), and a new community to adjust to. It was great to have his Dad attend liturgies last weekend!

Have a great day - and I hope you will have time for some rest this summer!

Sincerely,

Mary

Mary L. Bosscher (612) 308-4207 CELL

ander Givensymmer

# Haselberger, Jennifer

From:

Fr Wehmann <frwehmann@stbridgetofsweden.org>

Sent:

Thursday, August 09, 2012 9:25 AM

To:

Haselberger, Jennifer

**Subject:** 

Shrine of Our Lady of Good Help

Jennifer,

As I asked you verbally before about our parish is going to the Shrine of Our Lady of Good Help in Champion, Wisconsin on Sunday August 19 to Monday August 20<sup>th</sup> 2012. We are not chaperoning children on this trip, none are signed up at this time and will only accompanied by the parents. I am asking for a letter so that I can concelebrate the 11:00 am Mass at the Shrine on Monday August 20<sup>th</sup>. Please let me know if you need more information.

**Thanks** 

Fr. Wehmann
Pastor
St. Bridget of Sweden Catholic Church
13060 Lake Blvd - PO Box 754
Lindstrom, MN 55045
p-651) 257-2474 x31
f-(651) 257-1498
frwehmann@stbridgetofsweden.org

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August 9, 2012

Very Reverend Dan Felton Diocese of Green Bay PO Box 23825 Green Bay, 54305-3825

Dear Father Felton,

Father Mark Wehmann is a priest in good standing of the Archdiocese of Saint Paul and Minneapolis. He is currently assigned as Pastor of the Church of Saint Bridget of Sweden in Lindstrom, Minnesota. He was ordained May 31st, 2003, and is not restricted by any canonical penalties or impediments.

Father Wehmann would like permission to celebrate Mass at the Shrine of Our Lady of Good Help in Champion, Wisconsin on Sunday, August 19 and Monda, August 20, 2012, as part of a parish pilgrimage.

With thanks,

Jennifer Haselberger, JCL, PITD Chancellor for Canonical Affairs



# ARCHDIOCESE —— OF —— SAINT PAUL & MINNEAPOLIS

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ARCHDIOCESE
SAINT PAUL &
MINNEAPOLIS

Office of the Chancellor for Canonical Affairs

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With thanks,

Jennifer Haselberger, JCL, PHD

Chancellor for Canonical Affairs

# Piche, Most Reverend Lee A.

From:

Vomastek, Deacon John

Sent:

Wednesday, September 05, 2012 2:27 PM

To:

Piche, Most Reverend Lee A.

**Subject:** 

FW: Concerns

Bishop, FYI.

Deacon John Vomastek | Director
Office of Clergy Services
ARCHDIOCESE OF SAINT PAUL AND MINNEAPOLIS
T: 651-291-4428 | M: 651-343-4886
vomasteki@archspm.org

----Original Message-----

From: Gibbs, Mary

Sent: Wednesday, September 05, 2012 12:14 PM To: Vomastek, Deacon John; Erickson, Fr John Paul

Cc: Wohlers, Laurie Subject: FW: Concerns

----Original Message----

From:

Sent: Tuesday, September 04, 2012 9:23 PM

To: Communications Subject: Concens

# ARCHDIOCESE OF SAINT PAUL AND MINNEAPOLIS CONTACT US EMAIL

First Name:
Last Name:
Email Address:
Phone Number:

Church: St. Bridget's of Sweden

City: Lindstrom State: MN

Subject: Concens

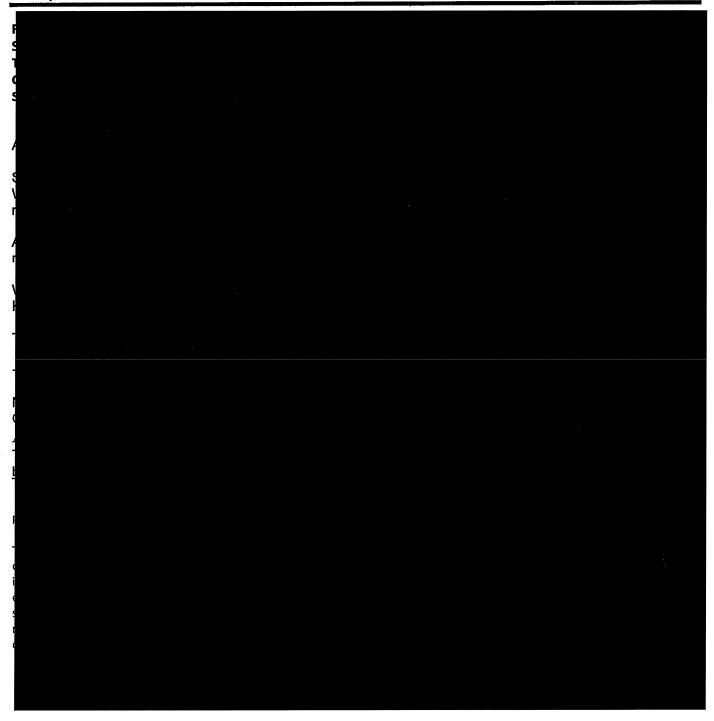
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I am a member of St. Bridget's Church in Lindstrom. Our pastor is Mark Wehman. I am writing to you with a concern/complaint about his ability to manage our parish. My concerns are many: his temperment, his personal skills, his organizational ability. We have had many, many people leave the parish because of him. Our loving, peaceful church is gone. He is dictatorial, rude,, and on occasion, mean to his volunteeers. If things do not go just the way he wants them too, all of these traits become worse. I know that you have been made aware of the concerns in our parish, however, from my perspective, nothing has been done, things are just as bad if not

worse, and people continue to leave the parish. My most recent concern involves last Sunday's homily. He preached on homosexuality and it was the most hateful, judgemental, and vicious sermon I have ever heard. There was no love, mercy, or kindness, just an ugly attack. There is absolutely no excuse for what he said, especially hav ing said it in church. I sincerely hope that this is not the Catholic Church's position because if it is, we have no God in our church. I hope and expect you to address this issue and Fr. Wehman's ability to lead our parish. In my opinion, we need a different priest and Fr. Wehman should be assigned elsewhere to a more suitable position for him.

Contacted From URL: <a href="http://www.archspm.org/about/contact-us.php">http://www.archspm.org/about/contact-us.php</a>





Dear Father Murtagh,

A friend of mine told me that you are on the Priests' Personnel Board. For that reason I send this info to you. Please excuse me for not signing my name. I am a parishioner (active) at St. Bridget's in Lindstrom with children in the Rel. Ed. Program. It COULD be devastating to them if my name was revealed. Hence I will not sign this letter. The trust level in the church here is very low and you will see why after reading the enclosed info.

Where can we go with "pastor" problems? I have written to Bishop Pates but nothing is done about the problems we have here with Fr. Mark Wehmann as our "pastor". If the "bomb" (sex abuse) drops here, the Bishops can't say they weren't informed. I thought it might help if I send the enclosed info to one of the priests on the Personnel Board. Hence you are the one as I don't know the names of any others.

It is absolutely unbelievable that a man who functions as our pastor does is allowed to shepherd the flock. One-third of the parishioners have left. A priest friend of ours told us there were "red flags" around him in the seminary as there were around the priest from Blessed Sacrament who is now in jail (so I heard). Why are these men allowed to be ordained? Our pastor is a very "sick" man and the Bishops are sicker than he is if they allow him to continue being pastor. If the Bishops would pay one-tenth of the attention to these "sick" priests as they do to the Marriage Amendment, we might have more vibrant parishes and less people would be leaving the Church.

Evangelization and the Year of Faith seem to be the #1 emphasis now. Who really needs to be evangelized? Are we supposed to evangelize those parishioners who have left for very valid reasons and expect them to come back to the crazy mess that is tearing our parish apart? Those of us in the pews are not dummies. Many of us have a good education and hold degrees. We can see through the misuse of POWER in the Church. When POWER doesn't enable people to grow in their faith then it is no longer POWER. It is CONTROL. I am basing this on the way Jesus used POWER.

I treasure my Catholic faith but, believe me, it won't take much more to give it up and join another denomination. Someone said that the Archbishop said churches were not closed because of the shortage of priests. We may not be short of priests but we certainly seem to be short of ordained men who can give true pastoral leadership. Let's face it...not all priests are PASTORAL leaders.

Thanks and please do have the COURAGE to do what you can to bring about EFFECTIVE change at St. Bridget's.

A Mom and an ACTIVE Parishioner of St. Bridget's

9/24/12

Some observations regarding Father Mark Wehmann, pastor of St. Bridget's in Lindstrom, MN:

At a parish festival, he came out of the dunk tank sopping wet and sat on a woman's lap. The woman is one of his "followers".

At the Mass on a recent weekend in the presence of children and teenagers, he told the parishioners that masturbation, oral sex, and homosexuality are sins.

At a Mass on another recent weekend, the sacristan forgot to put water in the cruet. When he noticed that during Mass, he RAN up the aisle to the sacristy to get water, SLAMMED the door, and then went back to the altar. Where is all this anger coming from?

He told a little 5<sup>th</sup> grade boy who made his First Communion that if he didn't go to Mass, he would have to see him in the confessional. He told this to him at the his First Communion Mass in the presence of the family, guests, and parishioners.

At the Bible School session this past summer, he had some of the children wave their arms and cough and then he told the children that is how it is to be pregnant.

At that same Bible School session, he had one of the Bible School leaders (college student) lay on the floor. He had 6 children covered with a cloth portraying a caterpillar. One of them had a pitcher of water. He had the children walkover the college student and pour the water on him. This was intended to portray the caterpillar "going potty". A mother heard him tell someone on the phone about it and he was laughing.

He has been seen and heard verbally ABUSING staff people in public as well as volunteers (sacristan...). I personally have witnessed that.

Some little girls with back packs on their backs were in the hall. He kicked two of them.

A very vulnerable young woman is hangs around the parish sometimes. I believe she is a parishioner. She hangs around him and they are giddy

as was seen last Wednesday night. She was seen sitting by his office on the floor when many people were around.

Sometimes his face is deep red and sometimes very pale. Is he on drugs? He has a very mysterious stare sometimes. One woman I know is absolutely terrified by him.

He seems terribly concerned about sexuality and chastity and wants to make certain the teen agers are "educated" on those topics. They could care less. He is the topic of conversation at our local high school....not in a respectful way. Why?

We all know that NO staff member would ever get by with the behaviors listed above. Why can the priest get by with it and stay on scandalizing people and causing them to leave their Church????

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not for long time.

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There is a class on theolog Body - he is not teaching it.

## **CONFIDENTIAL MEMORANDUM**

Date: September 28, 2012

To: Most Reverend John C. Nienstedt

Cc: Very Reverend Peter A. Laird

From: Most Reverend Lee A. Piché

Re: Father Mark Wehmann

Archbishop, I am attaching a letter which was sent to Father Bill Murtaugh earlier this week. It was sent to him because he sits on the assignment board. As you can see, the writer chose to remain anonymous. Normally I disregard anonymous letters, but in this case there are new elements in the list of alleged behaviors by Father Mark Wehmann that merit some attention.

Prior to receiving this letter, I had already scheduled an appointment with Father Wehmann to get an update on his health and discuss a proposal for assigning an experienced lay person to assist him in developing his administrative and organizational skills. That appointment is scheduled for Friday, October 5<sup>th</sup>.

The most disturbing aspect of the recent letter has to do with boundary issues that had been previously addressed with him through counseling, and about which Father had made significant progress (or so it seemed). His most recent thorough evaluation with the cognitive psychologist returned the opinion that Father Wehmann is not in any way a threat to children, and yet he apparently does not comprehend how some of his actions could be interpreted as a potential threat. (This has been the challenge all along: his apparent incapacity to learn from his past experience and apply lessons learned to new situations.)

I wanted you and Father Laird to be aware of the alleged behavior. I will ask him about the incidents described in the letter and try to determine whether or not they happened as described. I have a gut feeling that the writer of the letter has a deep dislike for Father Wehmann to the extent that she would use any means to have him discredited, even making use of unsubstantiated and/or exaggerated rumors to force his being transferred., which I'm sure is all she really means by "effective change."

My plan to get him a competent "coach" was in part also to keep an eye on his behavior in general, as well as to implement the detailed and comprehensive plan for improvement which was developed for Father Wehmann by Mary Bosscher. I am confident also that his trustees, whose support he enjoys, would not hesitate to inform me of any serious violations in the area of right and reasonable behavior. (I met with them last spring.) The implementation of the plan was delayed in July by Father's radical treatment for his thyroid disorder, and again by my absence in August. I am eager to move ahead with this plan, and will do so unless you or Father Laird think that some other approach is now necessary.

## OFFICE OF AUXILIARY BISHOP LEE A. PICHÉ

ARCHDIOCESE
—— OF ——
SAINT PAUL &
MINNEAPOLIS

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September 28, 2012

To:

Most Reverend John C. Nienstedt

Cc:

Very Reverend Peter A. Laird

From:

Most Reverend Lee A. Piché + Lup

Re:

**Father Mark Wehmann** 

Att: By Piche

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ARCHDIOCESE
OF
SAINT PAUL &
MINNEAPOLIS

## **MEMORANDUM**

Date: October 5, 2012

To: Most Reverend John C. Nienstedt

Cc: Very Reverend Peter A. Laird

From: Most Reverend Lee Piché + ZM

Re: Father Mark Wehmann

Archbishop, I met with Father Mark Wehmann today.

He reports that generally things are going well with staff and parish. He feels more confident, and has been able to remain more calm and deliberate (less impulsive) in his interactions with people. He thinks that his counseling is having a positive effect. He says that the relationships with his administrator and other staff seem to have improved since last spring, and staff are working together more peacefully and productively. His health is much improved, since the removal of his thyroid gland; he is taking medication to regulate his thyroid level, and goes each month for a blood test. He looked much better today that I when I last saw him.

He is eager to begin working with a professional coach. I will try to get one lined up next week.

Meanwhile, he continues to get informal feedback from his trustees, with whom he meets each month. He continues to receive regular counseling (Paul Ruff) and is faithful in attending his priest support group meetings. He met last week with our new POMS person, John Selvig, which he said went well. They intend to meet quarterly. As far as I can tell, he continues to abide by the terms of his agreement.

We went point by point through the allegations ("observations") that came last week with the anonymous letter. Some of the points are from more than a year ago; he has made a good deal of progress since then. He admitted poor judgment on one point (regarding the skit he came up with during a summer children's program). He seems more aware of how people will interpret things he does, which is a hopeful sign of greater psychological maturity.

Father Laird requested time to meet with me to discuss Father Wehmann. I expect we will do that soon; there was not time before today's appointment.

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October 7, 2012

Archdiocese of Minneapolis/St. Paul 226 Summit Avenue St. Paul, MN 55102

Attention: Bishop Piche

Dear Bishop Piche,

It is with much prayer and trepidation that I am writing to you. I am concerned for the Parish of St. Bridget of Sweden in Lindstrom. I am concerned about our spiritual well being. I am concerned for our Pastor Fr. Marc Wehmann.

My husband and I have been active members for over 15 years; we are Eucharistic Ministers, Sacristans, deliver donations from the parish to Joseph's coat and various other activities, as needed.

Now to my concern. It is Fr. Wehmann. While I know that we are always to support our priest, I just need to speak about some of the actions that are taking away from the spiritual enrichment we should be getting from coming to St. Bridget's.

Fr. Wehmann is a very compassionate and caring priest when he is needed to tend to the spiritual needs of **individuals**. He has helped **us** personally through a minor crisis in our life. He prepares and delivers good homilies. That is one side. But the other side is his temper Several times he has showed this to the congregation. When he is mad it shows on his face. The littlest thing can either bring out a tirade or a sharp tongue rebuke to an individual.

As an example, I will use myself. On Labor Day weekend, & I were Sacristans. We set up for Mass as usual. And here is where I take the blame. I forgot to put the water in the cruet.

When Fr. Wehmann discovered it, while on the altar, he grabbed the cruet and stormed down the center aisle, slammed through the Narthex door, almost hitting a small child. I know it was my fault but I believe it could have been handled differently. His anger was observed by the entire congregation. (On a side note we had guests with us at Mass who were shocked at his actions..)

Fr. Wehmann is very determined on how he wants things done and that is his prerogative but when he takes it out on the Sacristans, the ushers and/or the altar servers there seems to be something askew.. For instance, he was upset one particular Saturday night at the 5 PM Mass when the family bringing up the gifts didn't get down to the altar fast enough. After Mass he told us it was our responsibility and (I quote) "they will get down there faster and you will see that it gets done" We have no control over how fast people walk down to him at the altar.

This is a letter to support St. Bridget's. Our Church Family has shrunk in the past 10-12 years from approximately 1500 members to 750. That's 50%. While the population in the Chisago Lakes area has increased. We need to have a spiritual leader and community that make us better Christians and people.

Fr. Wehmann is a good counselor. A caring individual. He is very good at teaching. But many parishioners feel that he should be somewhere where he can use these talents to the best advantage. The biggest problem is that he can be so caring one minute and the next he is verbally assaulting someone who has done something minor wrong but is willing to serve.

Ushers have quit, Sacristans have quit, Eucharist Ministers have quit, and Altar Servers have stopped serving. I am close doing so. (Because of this right now we only have 3 Sacristans so there is no relief for us.) Father Wehmann told us it is our responsibility to find more.

There are other small incidents that come to mind. They probably are small and insignificant to others but they are adding up and our parish is suffering. At this time we do not need to go into them but I would be happy to meet with you and talk this over with you or your representative

While I realize that the 'Sunday Mass only attendees' do not see this side of things, it is those of us that serve that see it. Many who are the "worker bees" all talk about this situation and just shake their head and say "Oh, well, that's the way it is." I am not content to go on this way. As a Parish we do not know how to address this problem and do not know who to turn to.

Back to how I am feeling. I am feeling depleted of inspiration. I am feeling challenged to be enthused about my service to the church and my God. I dream about how to change my perspective. I have been in prayer about this and needed to turn this situation into words.

I have prayed the Rosary for advice, talked with several people in the parish whom I respect and got their advice, all of which led me to writing to you. (As you may have noticed I have put this as an "I" letter but my husband concurs as do some of our friends in the parish.)

I do like Father Wehmann. We have shared meals with him. I know he has had some health problems recently but this started from the beginning of his service at St. Bridget's. One thing is that we never know what to expect. What his mood will be, whether we should greet him or whether he will even greet us in passing.

I don't know how you will approach this information. I hope prayerfully and I would prefer in confidence, but I understand if you have to let Father know where this is coming from.

Sincerely,

October 19th, 2012

Dear Mrs.

Thank you for your letter dated October 7<sup>th</sup>, 2012, in which you expressed your concerns about your pastor, Father Mark Wehmann.

You described how he has the tendency to go into "a tirade or a sharp tongue rebuke" to individuals in situations where these responses are inappropriate.

I have already confronted Father Wehmann about the incident that you described, that is, the one concerning the water cruet. News of that incident came to me from another source, and when I asked Father Wehmann about it he admitted his mistake and expressed remorse.

I would like to speak to him about the other behaviors that you mentioned as well, most especially how he speaks to people. In doing so I would like to be able to mention specifically where the information came from, namely from someone who likes him and who works with him behind the scenes. But given your concerns about confidentiality, I will not do so without your permission.

I continue to hope that with help, guidance, and experience, Father Wehmann will become the effective priest and pastor that God wants him to be. The likelihood of that happening is greater because of your prayers, which you have graciously offered for him in your charity.

Thank you writing to me with your concerns. I continue to pray for Saint Bridget of Sweden parish, and I ask for your prayers as well.

Sincerely yours in Christ,

+ Fail

Most Reverend Lee A. Piché Auxiliary Bishop of Saint Paul and Minneapolis

Piche, Most Reverend Lee	<u>A.</u>
From: Sent: To: Subject:	Piche, Most Reverend Lee A. Thursday, November 29, 2012 8:59 AM Kratochvil, Mike Re:
Dear Mike,	
That is great news. You made	e my day and it's not even 9:00 am.!
	It I have provided you with the documents. I'm not sure how he prefers to be either way would be fine. He is fairly humble.
Again, thanks!	
BLP	
Most Reverend Lee A. Piché Auxiliary Bishop of St. Paul and Minneapolis	
On Nov 29, 2012, at 8:20 AM,	"Kratochvil, Mike" _> wrote:
> Good morning Bishop Piche	
Wehmann. Hopefully over the administrative skills and/or hel have hope for him. Please co	rovided yesterday. I am happy to let you know that I will meet with Father ecourse of the next few months I can offer some guidance to help him grow in his place him discern his best future role as a priest. I appreciate the fact that you still ntact him so we can arrange a first meeting, which I think would be best to be offer. Wehmann may also be able to suggest a good place for us to meet. I will n the next several days.
> I know you have my cell pho	one number:  . Although I am sending this from my CFC address or how long I do not know), my personal, private email is
	now: 1) Will Father know that you have provided me the documents I received to be addressed as Father Wehmann or as Father Mark?

>

> mike kratochvil

## OFFICE OF AUXILIARY BISHOP LEE A. PICHÉ

ARCHDIOCESE SAINT PAUL & MINNEAPOLIS

#### **MEMORANDUM**

Date:

November 29, 2012

To:

Most Reverend John C. Nienstedt

Cc:

Very Reverend Peter A. Laird; Deacon John Vomastek

From:

Most Reverend Lee Piché & Lup

Re:

Father Mark Wehmann

Archbishop, I want to give you a quick update on Father Mark Wehmann. Yesterday, I was able to get the help of Mike Kratochvil, recently retired from CFC and an experienced administrator, to help us as an administrative "coach" for Father Wehmann over the next four to five months.

I have asked him to work with Father Wehmann on implementing the plan for improvement that was created by Mary Bosscher when she worked with Father Wehmann and the staff at Saint Bridget of Sweden. Both Mike and Father will meet with me at the end of the process for an evaluation and assessment. We will have a definitive answer to whether Father Wehmann has the capacities needed to serve successfully as a pastor by May.

I have approved an archdiocesan expenditure for this help, similar to the agreement that we worked out with Mary Bosscher. The cost will be minimal. Mike will send me a "time sheet" once he has accumulated some time with Father Wehmann, and a list of any business expenses for reimbursement.

Meanwhile, I have also learned that a decision from MNDOT on the Highway 8 construction might possibly be made before December 7th. The parish committee and attorneys for the parish have been negotiating with MNDOT and are asking for \$1.5 million. The state has offered \$1.3 million.

Att: By Piche
Thank regu.

## Piche, Most Reverend Lee A.

From:

Michael Kratochvil <

Sent:

Wednesday, December 19, 2012 12:01 PM

To:

Piche, Most Reverend Lee A.

Subject:

Update from Mike Kratochvil

Bishop Piche,

Just a quick note to let you know that Father and I have met on two occasions, once last week and once the week before last. Our time together has been good. We are not meeting this week nor next due to the demands of this time of year - confession scheduling, special liturgies, and preparation time.

We are meeting next on Thursday, January 3; the two Trustees will be joining us on that afternoon. Father and I then meet again on January 11.

Wishing you all the Blessings of this special Season. Merry Christmas.

mike kratochvil

## Piche, Most Reverend Lee A.

: From:

Piche, Most Reverend Lee A.

Sent:

Tuesday, February 05, 2013 11:11 AM

To:

Haselberger, Jennifer

Subject:

RE: Karl Kornowski of Saint Bridget

Dear Jennifer,

Thank you for the information. I spoke with Karl today and encouraged him to contact your office to refresh the conciliation process. He told me that he will pray and think about it, so it may not be for a few days, or at all.

Thank you,

+BLP

Most Reverend Lee A. Piché | Auxiliary Bishop
Office of Bishop
ARCHDIOCESE OF SAINT PAUL AND MINNEAPOLIS
T: 651.291.4400 | F: 651.290.1629
bishoppiche@archspm.org

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From: Haselberger, Jennifer

**Sent:** Monday, February 04, 2013 9:24 AM

**To:** Piche, Most Reverend Lee A.; Kueppers, Joseph **Subject:** RE: Karl Kornowski of Saint Bridget

Bishop,

I was just discussing this with Andy last week.

Karl has submitted a petition, but following that has not communicated with my office. I believe he objected to the participation of Tom Wieser, but he never raised that concern with me, only with Tom directly. Andy's position of last week was that if he wants to pursue conciliation, he should contact my office and refresh the process. Until that happens, I will not be taking any further steps in this matter.

I hope this helps.

Jennifer Haselberger, JCL, PhD
Chancellor for Canonical Affairs
Director of the Office of Conciliation
Archdiocese of Saint Paul and Minneapolis

T: 651.291.4437

F: 651.290.1629

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From: Piche, Most Reverend Lee A.

**Sent:** Monday, February 04, 2013 9:20 AM **To:** Kueppers, Joseph; Haselberger, Jennifer **Subject:** FW: Karl Kornowski of Saint Bridget

Dear Joe and Jennifer,

Before I call Karl Kornowski at Saint Bridget, could I learn from you whether there is still a process in place for his request for conciliation through Justice in Employment?

Thank you.

+BLP

Most Reverend Lee A. Piché | Auxiliary Bishop
Office of Bishop
ARCHDIOCESE OF SAINT PAUL AND MINNEAPOLIS
T: 651.291.4400 | F: 651.290.1629
bishoppiche@archspm.org

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From: Anderson, Lorna

Sent: Monday, February 04, 2013 9:11 AM

To: Piche, Most Reverend Lee A.

Subject: Karl Kornowski of Saint Bridget

#### Bishop:

I spoke to Karl Kornowski, the Business Administrator from Saint Bridget of Sweden in Lindstrom.

Karl would like to know if you could possibly call him. He is at a cross-roads as to what to do or who to contact regarding the fact that nothing has happened with a Justice of Employment issue of 8 months ago.

His number is:

Thank you ~

Lorna Anderson | Administrative Assistant
Office of Bishop
ARCHDIOCESE OF SAINT PAUL AND MINNEAPOLIS
T: 651.291.4521 | F: 651.290.1629
andersonl@archspm.org
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## OFFICE OF AUXILIARY BISHOP LEE A. PICHÉ

ARCHDIOCESE

OF

SAINT PAUL &
MINNEAPOLIS

## **MEMORANDUM**

Date:

**February 5, 2013** 

To:

Accounting - Joan Place

Cc:

From:

Most Reverend Lee Piché

Re:

Contract payment

Mike Kratochvil is doing some work for my office on a contract basis. He has submitted the attached statement of services and expenses.

I give my approval for payment of the total amount due.

Mike believes that we may have his SSN on file. If not, please do not hesitate to call him. Please advise me if you need additional paperwork or information.

Thank you.

+ Zerp

Most Reverend Lee A. Piché

5 VB/13

Date

## STATEMENT

January 31, 2013

Michael L. Kratochvil

Archdiocese of St. Paul and Minneapolis Attention: Bishop Lee Piche 226 Summit Avenue St. Paul, MN 55102

	Amount Due
Professional Services: December 1, 2012 through January 31, 2013	\$871.82
Expenses and Reimbursables	91.91
Total Amount Due	\$963.73

## **Professional Services:**

December 1, 2012 through January 31, 2013

## Michael L. Kratochvil

Date	Time	Description	Hours	Rate	Total
12/4/2012	2:00 pm - 3:45pm	Introductory Meeting with Fr. Wehmann	1.75	75.00	\$131.25
12/4/2012		Travel to/from Forest Lake	0.75	37.50	28.13
12/4/2012	7:00pm - 7:20pm	Prepare meeting summary	0.33	75.00	25.00
12/10/2012	3:00pm - 4:30pm	Meeting with Fr. Whemann	1.50	75.00	112.50
12/10/2012		Travel to/from Forest Lake	0.75	37.50	28.13
		Prepare meeting summary, add notes for next meeting, email exchanges with Fr. Wehman on 12/10			
12/10/2012		& 12/11	0.50	75.00	37.50
41010040					
1/3/2013	1:00pm - 2:30pm	Meeting with Fr. Whemann and Trustees	1.50	75.00	112.50
1/3/2013		Travel to/from Forest Lake	0.75	37.50	28.13
1/3/2013	8:00pm - 8:15pm	Prepare meeting summary	0.25	75.00	18.75
1/11/2013	10:40am - 12:10pm	Meeting with Fr. Whemann	1.50	75.00	112.50
1/11/2013		Travel to/from Perkins, Vadnais Heights	0.25	37.50	9.38
1/11/2013	12:30pm - 12:40pm	Prepare meeting summary	0.17	75.00	12.45
1/24/2013	3:30pm - 5:30pm	Meeting with Fr. Whemann	2.00	75.00	150.00
1/24/2013		Travel to/from Forest Lake	0.75	37.50	28.13
1/24/2013	9:30pm - 10:00pm	Prepare meeting summary	0.50	75.00	37.50
	0.00pm = 10.00pm	Topalo modalig dalilinary	0.50	10.00	37.00

Total Due \$871.82

# Expenses and Reimbursables December 1, 2012 through January 31, 2013

## Michael L. Kratochvil

	Odometer			Reimbursable	
Date	Description	Start	End	Miles	Amount
12/4/2012	Mileage to/from Forest Lake Perkins	211016	211049	33	
	Mileage to/from Forest Lake Perkins Hot chocolate, coffee, tip at Perkins	211132	211164	32	\$7.11
1/3/2013	Mileage to/from Forest Lake: St. Peter	211657	211691	34	
	Mileage to/from Vadnais Heights Perkins Hot chocolate, coffee, tip at Perkins	211721	211728	7	6.91
1/24/2013	Mileage to/from Forest Lake Perkins	212036	212069	33	
	0040 Miles w. D		Total Miles	Rate	400.00
	2012 Mileage Ro			0.555	\$36.08
	2013 Mileage Ro Expense Ro	eimbursement eimbursement		0.565	41.81 14.02
		Total R	eimburseable	Expense	\$91.91

#### OFFICE OF AUXILIARY BISHOP LEE A. PICHÉ

ARCHDIOCESE
—— OF ——
SAINT PAUL &
MINNEAPOLIS

## **MEMORANDUM**

Date: February 5, 2013

To: Most Reverend John C. Nienstedt

Cc: Very Reverend Peter A. Laird

From: Most Reverend Lee Piché

Re: Father Mark Wehmann

Archbishop, I met today with Mike Kratochvil, whom we have sent in as a professional "coach" for Father Wehmann at Saint Bridget of Sweden in Lindstrom.

Mike's preliminary report is actually more optimistic than I expected. He and Father Wehmann have established a very good and open consultative relationship. Mike has already identified that there are some evident deficiencies in the areas of leadership skills and relationship skills, but he is approaching the task with the assumption that, unless Father Wehmann proves otherwise, he does possess sufficient capacities which, with some mentoring, will enable him to serve effectively as a pastor. They will continue to meet and address specific matters of concern from the report produced by Mary Bosscher last fall. I am confident that he will be able to deliver a competent and objective assessment and recommendation within the next four to six weeks.

I told Mike that I would like to have his definitive assessment at the latest by mid-March. If the result is negative, ideally it would come to me Father Wehmann himself by way of his own realization of his inadequacies. But it is a good possibility that the evaluation will be positive, and that another source of the conflict and difficulties will be identified, namely, some staff there.

In a meeting that Mike had with the parish trustees, they expressed a concern that a change of pastors at this time could be seriously detrimental to the parish. In their view, things have just now begun to settle into equilibrium, many good things are happening, and there is a fairly broad base of support among the parishioners. Meanwhile, in a conversation I had today with the parish business administrator, Karl Kornowski, it was implied that there remains a significant amount of discontent; I take what he says with a grain of salt because of his own negative prejudice against Father Wehmann. He maintains that "nothing has changed" since the Bosscher evaluation and plan was put in place. My perception is that Father Wehmann has actually made some progress in his own self-awareness, and is making more prudential decisions.

#### OFFICE OF THE VICAR GENERAL

ARCHDIOCESE
—— OF ——
SAINT PAUL &
MINNEAPOLIS

## **MEMORANDUM**

Date:

February 6, 2013

To:

Archbishop Nienstedt, Bp. Piché

From:

Fr. P. Laird

Re:

Fr. Whemann

I am pleased to hear that Fr. Wehmann's relationship with Mike Kratochvil is progressing and that the initial reports are positive. I hope it works out and that Fr. Whemann has the capacity to serve as a pastor.

An outstanding question, even if Mike Kratochvil renders an affirmative decision, is where Fr. Wehmann is the right pastor for St. Bridget's especially in light of the unresolved issue of the site of the parish and the possible need to build due to State encroachment. If they built east of the city on land I believe the parish already owns it would likely make sense to "close" the mission in Franconia. If this happens, you will need the savvy of someone who can raise money and build bridges between two communities. To my mind, if Fr. Whemann is deemed to be able to serve as a pastor long term would he be able to do these tasks or is he more of a small town pastor?

I believe this question needs to be answered by the June assignments.

## Promoter of Ministerial Standards Office St. Paul/Minneapolis Archdiocese

(Please use this form or your form providing this information.)

This is to confirm that	Mark Welsmann consistent Paychotherap	has attended
and satisfactorily participated in his	s Support Group on the below	listed dates for the
three month period of Feb 201.	to Feb 2013	
Dates:		
1. Feb 22 2012	5. May 9, 2012	Sept 20, 2012 Nov 8, 2012
2. Mar 30, 2012	6. Jun. 7, 2012	Nov 8, 2012
3. april 19, 2012	7. July 4, 2012	Dec 6, 2012 Feb 14, 2013
4. May 2,2012	8. aug 17, 2012	Feb 19, 21)
	2/14	13
Signature of Support Group Lead	Ter Date	

Send to: Promoter of Ministerial Standards Archdiocese of St. Paul/Minneapolis 226 Summit Avenue St. Paul, MN 55102

#### OFFICE OF PARISH SERVICES

## **MEMORANDUM**

ARCHDIOCESE
—— OF ——
SAINT PAUL &
MINNEAPOLIS

Date:

February 14, 2013

To:

Archbishop John C. Nienstedt

Cc:

Very Rev. Peter A. Laird

Mr. Joseph Kueppers

From:

Mark Dittman, Director of Parish Services

Re:

St. Bridget of Sweden

Your Excellency:

Fr. Wehnann

Thank you for the opportunity to provide input on the parish of St. Bridget of Sweden in Lindstrom.

I spoke today with both Karl Kornowski, parish business administrator at the parish, and Joe Kueppers. Joe has looked extensively into this matter, having talked to both Karl and the parish's attorney. For this memo I will provide portions of my conversation with Karl that may complement the information Joe is gathering on the subject as he monitors the situation.

As you likely know, the State of Minnesota is expanding Highway 8, which is immediately adjacent to the parish's property. This change is substantially impacting church property, both in use and access.

Karl reports the following significant factors for the parish's future:

- Income has been declining for the past three years
- The number of active households has also declined
- Church buildings are in need of improvements
- The parish owns 40 acres at another site, but it is not easily accessible
- Karl is eager to see the parish conduct strategic planning to make data-driven decisions in a variety of areas

I have placed St. Bridget's on the visitation schedule for 2013/14, which means the parish will be offered participation in GROW pastoral planning next year. This is a clear case of a parish needing to develop a plan. However, Karl expressed the observation that Fr. Wehmann has not decisively supported the idea of developing a strategic plan for the parish.

It is my recommendation that St. Bridget's participates in the GROW process next year. Perhaps, Archbishop, that is something you can encourage Fr. Wehmann to do?

As always, please let me know if I may be of further assistance in this or any other matter.





ARCHDIOCESE

OF ———
SAINT PAUL &
MINNEAPOLIS

## **MEMORANDUM**

Date: February 14, 2013

To: Archbishop John C. Nienstedt

Cc: Very Rev. Peter A. Laird

Mr. Joseph Kueppers

From: Mark Dittman, Director of Parish Services

Re: St. Bridget of Sweden

## Your Excellency:

Thank you for the opportunity to provide input on the parish of St. Bridget of Sweden in Lindstrom.

I spoke today with both Karl Kornowski, parish business administrator at the parish, and Joe Kueppers. Joe has looked extensively into this matter, having talked to both Karl and the parish's attorney. For this memo I will provide portions of my conversation with Karl that may complement the information Joe is gathering on the subject as he monitors the situation.

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It is my recommendation that St. Bridget's participates in the GROW process next year. Perhaps, Archbishop, that is something you can encourage Fr. Wehmann to do?

As always, please let me know if I may be of further assistance in this or any other matter.

## Promoter of Ministerial Standards Office St. Paul/Minneapolis Archdiocese

(Please use this form or your form providing this information.)

This is to confirm that	Fr Mark V	Vehmann	has attended
and satisfactorily participated 13 three month period of Jan			ed dates for the
Dates:			
1. 1/23/12	5. 6/14	/12	10/26/12
2. 2/27/12	6. 7/30	/12	' '
3. 3/19/12	7. 9/23	112	12/27/12
4. 4/26/12	8. <u>9//3</u>	1/12	1/21/13
			7/18/15
Fr. Slen Je	eupon	2-27-	1.3
Signature of Support Group	p Leader	Date	

Send to:

Promoter of Ministerial Standards Archdiocese of St. Paul/Minneapolis 226 Summit Avenue St. Paul, MN 55102

d until we receive hews of the Phalization of the police Muestration.

## Promoter of Ministerial Standards Office St. Paul/Minneapolis Archdiocese

(Please use this form or your form providing this information.)

This is to confirm that Fr Mark Wohmann has attended Spiration
and satisfactorily participated in his Support Group on the below listed dates for the l3 three month period of $\frac{2012}{\text{to}}$ to $\frac{2013}{\text{to}}$ .
$\frac{\text{Dates:}}{1.    24/n} = \frac{5.    6/20/12    1/29/12}{1.    1/4/12}$
1. $\frac{1}{24}$ 5. $\frac{6}{20}$ 12 $\frac{11/29/12}{2}$ 2. $\frac{3}{4}$ 14 13 $\frac{3}{20}$ 13
3. $3   1   12$ 7. $9   6   12$ $2   20   13$ 4. $4   9   12$ 8. $10   25   12$
1 1 11 0
Signature of Support Group Leader Date

Send to: Promoter of Ministerial Standards Archdiocese of St. Paul/Minneapolis 226 Summit Avenue St. Paul, MN 55102

## St. Paul/Minneapolis Archdiocese Promoter of Ministerial Standards Monitoring Plan

For: Fr. Mark Wehmann	From: <u>12/14/12</u>	To: <u>12/13/13</u>
-----------------------	-----------------------	---------------------

Plan Manager: Fr. Kevin McDonough Monitor: John Selvig

Reason For Monitoring: Appropriate Boundaries

Monitor meetings: Minimum Quarterly

#### **Monitoring Criteria**

1. The Clergy Review Board recommendations of 3/25/08 state that

1. Fr. Wehmann be allowed to continue in ordinary ministry that does not involve regular contact with minor children. This provision should not be interpreted as prohibiting Fr. Wehmann from interacting with children in typical parish settings with parental or other adult involvement and participation or administering sacraments to children.

2. That this recommendation be disclosed to the pastor and board of trustees of any parish to which

Fr. Wehmann is assigned.

3. That Fr. Wehmann continue his regular course of psychotherapy, work with a spiritual advisor, and participate in a regular support group of priests.

4. That Fr. Wehmann be referred to the POMS program for development of a monitoring plan

consistent with the terms of this recommendation.

- 5. That this matter be returned to the review board for review in three years for a determination of whether this recommendation should be continued, modified or terminated.
- 2. Fr. Wehmann will provide POMS with the name of a contact in any support group he is involved with. He will sign any necessary releases for POMS to receive information regarding his attendance and participation.
- 3. Fr. Wehmann will maintain regular contact with a spiritual advisor and provide verification to POMS.
- 4. Fr. Wehmann will make disclosure with those professionals who should be aware of questions surrounding his history if requested to do so by the Archdiocese. This would most likely include the director of religious education, the youth minister and the principal of the school if there is one attached to his parish assignment.
- 5. Fr. Wehmann will minimize any one to one contact with minor children. He should limit that work to the sacrament of penance as much as is possible.
- 6. Visits by the Promoter of Ministerial Standards for the Archdiocese at the living location, work sites and social areas may be made.
- 7. Risk monitoring evaluation/assessment on an annual basis will be done with an appropriate Diocesan Official.

Page Two: Fr. Mark Wehmann

From: 12/14/12

To: 12/13/13

- 8. Any material deviation from or violation of any of the monitoring criteria will result in an immediate report to the Vicar General and/or the Archbishop for determination and investigation and, if warranted, suspension of ministry, and referral to the Clergy Review Board for further recommendation to the Archbishop concerning continuation of ministry.
- 9. Any disputes about this monitoring plan may be submitted to normal canonical review.
- 10. Fr. Wehmann is to let POMS know of any change in address, phone numbers or other significant changes in his life.
- 11. A photocopy of this form will be considered the same as the original.

By our signatures, we acknowledge cr	iteria to be monitored.	$\sim$ $\Omega$
Fr Mark Wehmann		1/29/1
Individual	Date Archdiod	esan Official Date
all	1/29/13	
POMS/Monitor Date		
Acknowledge receipt of copy:	Frushmann	2/28/13
	Individual	Doto

#### St. Paul/Minneapolis Archdiocese Promoter of Ministerial Standards Monitoring Plan

For: Fr. Mark Wehmann From: 12/14/12 To: 12/13/13

Plan Manager: Fr. Kevin McDonough Monitor: John Selvig

Reason For Monitoring: <u>Appropriate Boundaries</u>

Monitor meetings: Minimum Quarterly

#### Monitoring Criteria

1. The Clergy Review Board recommendations of 3/25/08 state that

- 1. Fr. Wehmann be allowed to continue in ordinary ministry that does not involve regular contact with minor children. This provision should not be interpreted as prohibiting Fr. Wehmann from interacting with children in typical parish settings with parental or other adult involvement and participation or administering sacraments to children.
- 2. That this recommendation be disclosed to the pastor and board of trustees of any parish to which Fr. Wehmann is assigned.
- 3. That Fr. Wehmann continue his regular course of psychotherapy, work with a spiritual advisor, and participate in a regular support group of priests.
- 4. That Fr. Wehmann be referred to the POMS program for development of a monitoring plan consistent with the terms of this recommendation.
- 5. That this matter be returned to the review board for review in three years for a determination of whether this recommendation should be continued, modified or terminated.
- 2. Fr. Wehmann will provide POMS with the name of a contact in any support group he is involved with. He will sign any necessary releases for POMS to receive information regarding his attendance and participation.
- 3. Fr. Wehmann will maintain regular contact with a spiritual advisor and provide verification to POMS.
- 4. Fr. Wehmann will make disclosure with those professionals who should be aware of questions surrounding his history if requested to do so by the Archdiocese. This would most likely include the director of religious education, the youth minister and the principal of the school if there is one attached to his parish assignment.
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Individual

Date



#### St. Paul/Minneapolis Archdiocese Promoter of Ministerial Standards 4/8/2013

Archbishop John C. Nienstedt 226 Summit Avenue St Paul, MN 55102

Dear Archbishop Nienstedt

You will find attached a monitoring plan on Fr. Mark Wehmann. Fr. Wehmann was involved in several instances of immature behavior with children that made both the children and their parents uncomfortable. The behavior never reached the level of being criminal but significant enough for the Archdiocese to intervene. I have attached a report on Fr. Wehmann's compliance during the past year for your review. He has been in the POMS program since 2008. I am now presenting this for your approval or for any changes you would like to make on this plan. Please mark one of spaces below and return to myself at your earliest convenience. Thank you.

Promoter of Ministerial Standards

1.\_\_\_I support this plan as is

2.\_\_\_I support the plan with the following specific change(s)\_\_\_\_\_

3.\_\_I want to talk with you about this before I am ready to approve this

Archbishop John C. Nienstedt

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

The Chancery, 226 Summit Avenue, St. Paul, MN 55102. email:selvigj@archspm.org 651-291-4449



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Respectfully
John Selvig Promoter of Ministerial Standards
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Archbishop John C. Nienstedt
Date:

The Chancery, 226 Summit Avenue, St. Paul, MN 55102. email:selvigj@archspm.org

651-291-4449



St. Paul/Minneapolis Archdiocese Promoter of Ministerial Standards Annual Report 4/8/2013

NAME: Fr. Mark Wehmann

LEVEL OF MONITORING: Level 3, Inappropriate Boundaries

MONITOR: John Selvig

DATES OF MONITORING: 12/15/11 to 12/14/12

CONTACTS: There have been two in person contacts with Fr. Wehmann in the last monitoring period. These have taken place at his parish residence at St Bridget's in Lindstrom.

MONITORING PLAN SPECIFICS: Fr. Wehmann has complied with all of the monitoring criteria, to the best of my knowledge, during the past monitoring period.

- 1. Fr. Wehman has submitted attendance verification from Fr. Glen Jenson attesting to Fr. Wehmann's regular monthly attendance with their priest support group.
- 2. Fr. Wehman has submitted attendance verification from Fr. Andrew Cozzens attesting to Fr. Wehmann's regular monthly contact with him for spiritual direction.
- 3. Restrictions: Minimize one to one contact with minor children. Fr. Wehmann reports that he remains mindful of this requirement and makes efforts to limit such contact. His parish has a Director of Youth Ministry which handles a majority of the day to day youth ministry.
- 4. Fr Wehmann had been seeing Paul Ruff for counseling for the past few years. He now sees him on an asneeded basis. He did provide a signed form attesting to sessions with Paul Ruff.
- 5. Fr. Wehmann has been cooperative in setting up meetings and being forthcoming during quarter meetings.

SUMMARY: Fr. Wehmann was ordained in 2003. A complaint was received at the Chancery in February of 2005 that when assigned to Holy Trinity in South St Paul he had touched a minor female in a manner that made her uncomfortable. This was not viewed as illegal or criminal; however, an officer from the local police spoke to him whereupon he appeared humbled and humiliated.

He was eventually assigned to Epiphany in Coon Rapids where in 2006 a teacher at the school observes Fr. Wehmann interacting with children in an immature and potentially inappropriate manner. This behavior was referred to child protection in Anoka County but never approached behavior requiring their involvement. Fr. McDonough at this time asked Fr. Wehmann to undergo a psychological evaluation with Dr. Barron. Dr Barron did not see any sexual attraction to children on Fr. Wehmann's part, but did believe he needed to address issues of appropriate boundaries and his own sexual maturity. Fr. Wehmann is referred to Dr. Seabloom at this time for counseling. He completed this counseling in November of 2009 with Dr. Seabloom believing he had made significant improvements in understanding those issues. This was reaffirmed by a second evaluation by Dr. Barron.

The Chancery, 226 Summit Avenue, St. Paul, MN 55102. email:selvigjMS@archspm.org 651-291-4449

UPDATE: Fr. Wehmann is consistent with his attendance in his priest support group and spiritual direction. He continues to receive training at Mundelein in Illinois through Creighton University for a certification in Spiritual Direction. He also performs ministry in the local jail. Fr. Wehmann has had some issues in administering the parish for past few years which has been addressing through counseling and meetings with diocesan officials. In December 2012, Bishop Piche referred him to a coach /mentor to assist him in ongoing human resources issues within the parish. He meets with this coach on a regular basis, and Fr. Wehmann feels this has been helpful. At this point he is winding down his involvement in therapy with Paul Ruff, which appears appropriate at this juncture with the other support systems in place.



St. Paul/Minneapolis Archdiocese Promoter of Ministerial Standards Annual Report 4/8/2013

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### St. Paul/Minneapolis Archdiocese Promoter of Ministerial Standards 4/8/2013

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Promoter of Ministerial Standards
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3I want to talk with you about this before I am ready to approve this
Archbishop John C. Nienstedt
- tyme Nimitell
Date: 4-8-13

#### Anderson, Lorna

From:

Thielen, Deborah

Sent:

Thursday, April 11, 2013 4:21 PM

To:

Anderson, Lorna

Subject:

FW: Parishioner from St Bridgets Church

**Attachments:** 

Father Wehmann Letter.docx

Lorna, this writer asked that I make sure both Archbishop Nienstedt and Bishop Piché received her email and attached letter, so I am sending you a copy of it.

God bless,

Deborah K. Thielen | Administrative Assistant Office of the Archbishop ARCHDIOCESE OF SAINT PAUL AND MINNEAPOLIS
T: 651-291-4511 | F: 651-291-4549
thielend@archspm.org

----Original Message----

From:

Sent: Thursday, April 11, 2013 4:11 PM

To: Thielen, Deborah

Subject: Parishioner from St Bridgets Church

April 11, 2013

It is with a very heavy heart that I write to you today. I'm a parishioner of St Bridget of Sweden Church in Lindstrom, MN and have been for many years. Currently the priest that resides at our parish is Father Wehmann.

I was raised with a Catholic school background and my parents instilled in us to believe in the philosophy that our church is here to build us up and deepen our relationship to God and the people in our lives through compassion, charity and faith in action. They taught us that a priest was someone who we were to mentor and to look up to; they were to be treated with the utmost respect.

With all of this in mind I did something today that I never thought I as a Catholic would do, I wrote a letter to Father Wehmann and emailed it to him.

Attached you will find a copy of this letter that I sent to him. I am sending you a copy of this so you have a better understanding of what is happening in our church. My goal is not to bash him but to make him aware of what he is doing to the people of this parish. I know you are aware of the issues we are having with him but I still felt it was necessary that you get a copy of this letter too.

I know that the archdiocese had provided us with a consultant to better help him deal with his parish responsibilities. I know she was here for quite a while and it was with great hope that we prayed things in the parish would change. As a parishioner and an usher who sees and talks to others I am sorry to say I feel they have not changed at all, and maybe even gotten

worse.

I'm aware of his great contributions to the parish and for those I'm eternally gratefully, it is the negative impact he is having that truly concerns me. When Father Chuck was here, this parish was bursting at the seams with parishioners. We had purchased land and were going to build a bigger church. As an usher I saw every week how many people were here and it was astonishing for such a small community. However, from my perspective now, there are substantially less people, each pew in our church now only holds a few parishioners. It is extremely sad to see what has become of our church.

I'm not certain what the answer is, I only know what is happening now is not working. I pray you can find a solution and help us all.

Thank you for reading my letter and listening to my concerns. May God Bless you and keep you safe.

April 11, 2013

Father Wehmann -

You have said to us that if we have a problem with you for any reason that we should come to you directly instead of telling other people about it. You seem to have absolutely no problem telling us about the issues you have with us. Your style of communication with the parishioners in this church is blunt and direct, leaving nothing unsaid. Although that's not my style, I'm going to try and write this letter with that style in mind so you can better understand what I'm trying to say. I am going to do what you asked and tell you what my problems are with you. I'm so sorry that I even have to write this. Never in my life did I think I would be writing such a letter, but here I am. Before I tell you how I feel, you need to understand some history of this church and my family's involvement with it for the past 50 plus years.

My grandparents moved to MN in and began attending thurch. They housed many priests through the years when there was no room for them in the rectory. This is how they became such good friends with Father when he came to do his work at the

The year they moved here my grandmother started the quilting group. She rounded up a few volunteers who could sew and they began sewing quilts for the homeless. When we moved here in my mother joined her group and later took it over when my grandmother died. After she died my sister and I joined my mother and began helping her and the other women in the group to sew these quilts. When my mother died this last year my sister and I decided to keep this group going. It was our grandmothers and our mothers wish to help the homeless to stay warm and we are trying to honor that. For the past 51 years there have been roughly 200 quilts sewn every year and sent to Joseph's Coat in St. Paul for the homeless.

While grandma was busy sewing my grandfather was busy ushering in this church. He started ushering in continued to do so until he died in shortly after we moved here my father and my mother began ushering too. When us kids (myself, my husband, one of my brothers and 3 of my sisters) reached adulthood we too began ushering in this church. As you can see this has been a family tradition for over 50 years and is a huge part of our lives. We all thoroughly enjoyed volunteering and helping at our church. We have volunteered for many things through the years but these are the two biggest groups we are involved in.

Through all the years we have been ushering in our church we have never been criticized for our work. Every priest as far back as I can remember was grateful and thankful for the help we gave to our church. That is until you came here, you are a mystery to me. I have prayed many times asking for help in trying to figure you out. Trying to find some way to understand why you are the way you are. You are a person who has two very different sides to them; the problem is we never know which side of you is going to greet us on any given day.

I think that you feel that we are here to work for you; but I don't believe that's true. I believe you are here to work for us. This church belongs to us, to its parishioners who have been here for many years. This is our church and the priests that are assigned here every few years are here to be a servant of God. Yes you are in charge of how things might run temporarily, but no matter what, you still work for us. You are here to help us run our church and to teach us how to be better Catholics. You are assigned here to be a mentor to us, to demonstrate what kind of a life we should be leading, how we should be treating each other and what kind of a relationship we should be having with our Heavenly Father.

In my times of trouble, (when I have been sick and in the hospital or when my mother died) you were there with kindness, compassion and prayer. You were generous with your time and you handled everything so respectfully and religiously that I was honored to have you there with us. Your masses are wonderfully done and your sermons are very moving. You constantly preach for all of us to be kind and loving to each other and to hear and to spread Gods word; to try to live our lives in the catholic religion and to be good and faithful people. You have said that we are God's gift to each other and that we need to nurture our relationships with God and with each other. This side of you is spiritually wonderful, very reverent and truly inspirational. This side of you is a wonderful mentor to us, our children and our grandchildren.

The struggle I have is the other side of you. Through all the stories you have told us in your sermons, about you as a child, it seems to me that you have always been defiant and have always stuck up for yourself and your beliefs. And although there is nothing wrong with being defiant, there is something truly wrong with the way you tell others about their mistakes. You seem to have absolutely no patience when someone does something that you feel is wrong. Whether they have any control over what happened or not is irrelevant. Whether it was truly wrong or not is irrelevant. If you feel it was wrong then you make sure they hear about it. I find this truly ironic; since you have a reading disability and are constantly making reading mistakes. You would think such a disability would teach you more tolerance and make you more indulgent when others make mistakes. We have always respected you and have been tolerant of your reading errors in church so why are we not given that same level of respect from you? You seem to forget that God created us as humans and none of us are perfect.

Unfortunately I have witnessed you literally kick open the doors to the church during mass because you felt they were not open far enough. I have seen you so angry that you stormed down the center isle in the middle of mass to get something that was unintentionally forgotten that you needed for the mass. I have been there when you yelled at the lector for starting to read the wrong reading. Even though he figured out his mistake after the first sentence and corrected it immediately, you still felt it was necessary to criticize and belittle him after mass in front of everyone within ear shot. I was there when you criticized a woman lector and brought her to tears. You had her in such a state that she left physically running out of the church yelling "I'm done, I'm done. Granted you did chase after her and you two have since mended fences, but the question remains, why did you feel the need to put her in such a state in the first place? I have heard you tell the altar servers to light all the candles and then say very condescendingly to them "Now do you know what ALL the candles mean?" I have been in the religious classes with my niece (I'm her sponsor) who is making her confirmation this year when you were there talking to them about praying. You said they should all pray more and if they are praying and their parents call for them for something they should just yell back "Shut up I'm Praying." What happened to the commandment "Honor thy Father and Mother?" Since when do you tell children to tell their parents to shut up? Needless to say I had to talk to her about that on the way home and explain how totally inappropriate that comment was and how she should never tell her parents to shut up.

Since you have come here you have done nothing but criticize the 8:00 am ushers and how we do our work. Comments have been made in church group meetings about how we do not dress nice enough. Even though we are all in dresses or dress slacks and dress shirts you think we should be in suits and ties. Never mind the fact that my father has a tracheotomy and would not be able to breathe if he was to wear a tie. You have told us that we do not take up the collection fast enough. Is it really our fault if people in the pews are slow in getting out their money and putting it in the basket? We are moving as fast as we possibly can but cannot be held accountable for others and what they do. On Palm Sunday you want all the parishioners outside to proceed into the church together and while we totally understand this, there are some elderly who are not capable of standing outside in the cold for that long or who choose not to do this and would rather just sit in their church and wait until everyone else comes in. You have literally yelled at us for letting those people into their own church. Is it so hard to understand that not all people are capable of doing what you want? Where is your compassion and understanding for these individuals? On Easter day when you criticized me and the other ushers for not doing a better job of ushering people into the church I was livid. We worked extremely hard making sure the church was filled before we opened up those ropes and for you to say what you did was totally unacceptable. My father heard you and was appalled. There may have been a few spots for one or two people to sit in the church but the people coming in to sit down were in families of 4 and 5. They wanted to sit together not strewn out separately all over the church. We did a fabulous job in ushering those people and you were wrong to say what you did. The worst part about it was the way you said it. You were rude, cruel and condescending, and to make it even worse it was Easter morning. You would think that day alone should

During Easter and other times of the year when the priest blesses the congregation it has always been the job of the ushers to hold open the doors to the back of the church so the priest can enter into the narthex to bless those who chose to sit there. For the past 51 years my family has opened those doors and allowed the priests to walk into the back of the church and bless those parishioners. Why will you not go back there for them? Why will you not bless these faithful people? When someone made the comment to me "What, are we good enough to be blessed?" and I told you about it you said, "If they have a complaint have them come to me, if they want to be blessed then they should be inside the church." Well I'm sorry but that attitude is horrible; people sit back there for many reasons. Maybe they have small children; maybe they have health issues; maybe they are sick and want to stay away from others so as to not get them sick. If we as a church provide an area for our parishioners to sit during mass (which we do) then you as a man of God and as our priest should provide them the blessing that they deserve just like everyone else inside the church gets too. These people are as much a member of this church as everyone else and it appalls me that you treat them that way. What happened to "Do onto others as they would do onto you?" If you chose to sit back there for some reason wouldn't you want to be blessed too?

As you may have noticed my husband quit ushering quite a while ago. He was tired of the way you have treated him repeatedly when you felt you needed to criticize him for something. He was tired of your being rude and condescending to him. If he had his way we would no longer even be going to this church. The only reason he continues to go is because of me. I told him this has been my church for over 41 years and that no one is going to kick me out of it. Well I'm sorry to say but after what you said to me on Easter I think I'm beginning to agree with him. I'm finding it more difficult to come to this church with the right state of mind. Church is supposed to be someplace where you feel loved and supported. Some place where you can commune with the Good Lord and talk to him. Someplace where the priest is a mentor and an example of what kind of a life we should lead. This other side of you is not a mentor; it is not someone I want my children and my grandchildren to strive to become more like.

I want my children and grandchildren to wake up every day making a conscientious decision to be the best person they can be. I want them to strive to look at the world with positive eyes, always seeing the best in every person and every situation. To me every action I make is a choice. To all of us every action we make is a choice, and with every action there are reactions. If the action is done in kindness, love and consideration for others then the reaction will be done in the same manner. This is the kind of person I want myself and my family to mentor.

I'm truly sorry to say this but I have met with my family and as a family, we have chosen to stop ushering. We will continue to usher until the end of April so you have time to replace all of us, but after that we are done. Coming to church needs to be a more positive experience for us not a negative one. This has been a hard decision and one we have not entered into lightly, after all someone in my family has been doing it for over 51 years. I'm honestly heartbroken that it has come to this.

I feel that you will read this and still not believe what I have said is true. I believe that you will not take responsibility for your part in this matter. I can say this because I know so many people who have come before me and have told you all these same things already and nothing in you has changed. So I'm sure this letter will mean nothing either, but I still needed to write it. You still need to hear what you are doing to others whether you believe it or not. Before you came to this church we were so full of parishioners that we were buying land to build a bigger church. Since you have been here, now we are not even able to fill the pews on Sunday. I personally know of so many people who have left this church for other churches or have left the Catholic faith all together. It is truly sad to say but you have made a big difference in this church and not necessarily always in a good way. Don't get me wrong, you should be praised for all the good you have done too, but you lack the ability to treat people with the respect they deserve. After your sermon last week when you were talking about forgiving your friend for how he hurt your feelings and how you did not expect him to say the things he said to you, I could only think about you. How do you think we feel when you talk to us like that? The way you treat us is not what we as parishioners would expect from our priest either.

I will continue to pray for you and me and hope that one day things will change. Again, I'm very sorry to have to write this to you. It is not one of my proudest moments and I prayed long and hard about it before I wrote it. Most of it was written with tears streaming down my face for such a loss. But none the less it needed to be done.

Sincerely,

cc: Archbishop Nienstedt

April 11, 2013

#### Father Wehmann -

You have said to us that if we have a problem with you for any reason that we should come to you directly instead of telling other people about it. You seem to have absolutely no problem telling us about the issues you have with us. Your style of communication with the parishioners in this church is blunt and direct, leaving nothing unsaid. Although that's not my style, I'm going to try and write this letter with that style in mind so you can better understand what I'm trying to say. I am going to do what you asked and tell you what my problems are with you. I'm so sorry that I even have to write this. Never in my life did I think I would be writing such a letter, but here I am. Before I tell you how I feel, you need to understand some history of this church and my family's involvement with it for the past 50 plus years.

My grandparents moved to Lindstrom, MN in and began attending St. Bridget's Church. They housed many priests through the years when there was no room for them in the rectory. This is how they became such good friends with Father Liam when he came to do his work at the Hazelden Foundation.

The year they moved here my grandmother started the quilting group. She rounded up a few volunteers who could sew and they began sewing quilts for the homeless. When we moved here in my mother joined her group and later took it over when my grandmother died. After she died my sister and I joined my mother and began helping her and the other women in the group to sew these quilts. When my mother died this last year my sister and I decided to keep this group going. It was our grandmothers and our mothers wish to help the homeless to stay warm and we are trying to honor that. For the past 51 years there have been roughly 200 quilts sewn every year and sent to Joseph's Coat in St. Paul for the homeless.

While grandma was busy sewing my grandfather was busy ushering in this church. He started ushering in and continued to do so until he died in 1989. Shortly after we moved here my father and my mother began ushering too. When us kids (myself, my husband, one of my brothers and 3 of my sisters) reached adulthood we too began ushering in this church. As you can see this has been a family tradition for over 50 years and is a huge part of our lives. We all thoroughly enjoyed volunteering and helping at our church. We have volunteered for many things through the years but these are the two biggest groups we are involved in.

Through all the years we have been ushering in our church we have never been criticized for our work. Every priest as far back as I can remember was grateful and thankful for the help we gave to our church. That is until you came here, you are a mystery to me. I have prayed many times asking for help in trying to figure you out. Trying to find some way to understand why you are the way you are. You are a person who has two very different sides to them; the problem is we never know which side of you is going to greet us on any given day.

I think that you feel that we are here to work for you; but I don't believe that's true. I believe you are here to work for us. This church belongs to us, to its parishioners who have been here for many years. This is our church and the priests that are assigned here every few years are here to be a servant of God. Yes you are in charge of how things might run temporarily, but no matter what, you still work for us. You are here to help us run our church and to teach us how to be better Catholics. You are assigned

here to be a mentor to us, to demonstrate what kind of a life we should be leading, how we should be treating each other and what kind of a relationship we should be having with our Heavenly Father.

In my times of trouble, (when I have been sick and in the hospital or when my mother died) you were there with kindness, compassion and prayer. You were generous with your time and you handled everything so respectfully and religiously that I was honored to have you there with us. Your masses are wonderfully done and your sermons are very moving. You constantly preach for all of us to be kind and loving to each other and to hear and to spread Gods word; to try to live our lives in the catholic religion and to be good and faithful people. You have said that we are God's gift to each other and that we need to nurture our relationships with God and with each other. This side of you is spiritually wonderful, very reverent and truly inspirational. This side of you is a wonderful mentor to us, our children and our grandchildren.

The struggle I have is the other side of you. Through all the stories you have told us in your sermons, about you as a child, it seems to me that you have always been defiant and have always stuck up for yourself and your beliefs. And although there is nothing wrong with being defiant, there is something truly wrong with the way you tell others about their mistakes. You seem to have absolutely no patience when someone does something that you feel is wrong. Whether they have any control over what happened or not is irrelevant. Whether it was truly wrong or not is irrelevant. If you feel it was wrong then you make sure they hear about it. I find this truly ironic; since you have a reading disability and are constantly making reading mistakes. You would think such a disability would teach you more tolerance and make you more indulgent when others make mistakes. We have always respected you and have been tolerant of your reading errors in church so why are we not given that same level of respect from you? You seem to forget that God created us as humans and none of us are perfect.

Unfortunately I have witnessed you literally kick open the doors to the church during mass because you felt they were not open far enough. I have seen you so angry that you stormed down the center isle in the middle of mass to get something that was unintentionally forgotten that you needed for the mass. I have been there when you yelled at the lector for starting to read the wrong reading. Even though he figured out his mistake after the first sentence and corrected it immediately, you still felt it was necessary to criticize and belittle him after mass in front of everyone within ear shot. I was there when you criticized a woman lector and brought her to tears. You had her in such a state that she left physically running out of the church yelling "I'm done, I'm done. Granted you did chase after her and you two have since mended fences, but the question remains, why did you feel the need to put her in such a state in the first place? I have heard you tell the altar servers to light all the candles and then say very condescendingly to them "Now do you know what ALL the candles mean?" I have been in the religious classes with my niece (I'm her sponsor) who is making her confirmation this year when you were there talking to them about praying. You said they should all pray more and if they are praying and their parents call for them for something they should just yell back "Shut up I'm Praying." What happened to the commandment "Honor thy Father and Mother?" Since when do you tell children to tell their parents to shut up? Needless to say I had to talk to her about that on the way home and explain how totally inappropriate that comment was and how she should never tell her parents to shut up.

Since you have come here you have done nothing but criticize the 8:00 am ushers and how we do our work. Comments have been made in church group meetings about how we do not dress nice enough. Even though we are all in dresses or dress slacks and dress shirts you think we should be in suits and ties. Never mind the fact that my father has a tracheotomy and would not be able to breathe if he was to wear a tie. You have told us that we do not take up the collection fast enough. Is it really our fault if people

in the pews are slow in getting out their money and putting it in the basket? We are moving as fast as we possibly can but cannot be held accountable for others and what they do. On Palm Sunday you want all the parishioners outside to proceed into the church together and while we totally understand this, there are some elderly who are not capable of standing outside in the cold for that long or who choose not to do this and would rather just sit in their church and wait until everyone else comes in. You have literally yelled at us for letting those people into their own church. Is it so hard to understand that not all people are capable of doing what you want? Where is your compassion and understanding for these individuals? On Easter day when you criticized me and the other ushers for not doing a better job of ushering people into the church I was livid. We worked extremely hard making sure the church was filled before we opened up those ropes and for you to say what you did was totally unacceptable. My father heard you and was appalled. There may have been a few spots for one or two people to sit in the church but the people coming in to sit down were in families of 4 and 5. They wanted to sit together not strewn out separately all over the church. We did a fabulous job in ushering those people and you were wrong to say what you did. The worst part about it was the way you said it. You were rude, cruel and condescending, and to make it even worse it was Easter morning. You would think that day alone should be enough for you to be more kind. And then to top it all off after you yelled at me and I walked off not saying a word, you had the audacity to yell to me "Oh but Thanks and Happy Easter." Seriously?!?!?!?!?

During Easter and other times of the year when the priest blesses the congregation it has always been the job of the ushers to hold open the doors to the back of the church so the priest can enter into the narthex to bless those who chose to sit there. For the past 51 years my family has opened those doors and allowed the priests to walk into the back of the church and bless those parishioners. Why will you not go back there for them? Why will you not bless these faithful people? When someone made the comment to me "What, are we good enough to be blessed?" and I told you about it you said, "If they have a complaint have them come to me, if they want to be blessed then they should be inside the church." Well I'm sorry but that attitude is horrible; people sit back there for many reasons. Maybe they have small children; maybe they have health issues; maybe they are sick and want to stay away from others so as to not get them sick. If we as a church provide an area for our parishioners to sit during mass (which we do) then you as a man of God and as our priest should provide them the blessing that they deserve just like everyone else inside the church gets too. These people are as much a member of this church as everyone else and it appalls me that you treat them that way. What happened to "Do onto others as they would do onto you?" If you chose to sit back there for some reason wouldn't you want to be blessed too?

As you may have noticed my husband quit ushering quite a while ago. He was tired of the way you have treated him repeatedly when you felt you needed to criticize him for something. He was tired of your being rude and condescending to him. If he had his way we would no longer even be going to this church. The only reason he continues to go is because of me. I told him this has been my church for over 41 years and that no one is going to kick me out of it. Well I'm sorry to say but after what you said to me on Easter I think I'm beginning to agree with him. I'm finding it more difficult to come to this church with the right state of mind. Church is supposed to be someplace where you feel loved and supported. Some place where you can commune with the Good Lord and talk to him. Someplace where the priest is a mentor and an example of what kind of a life we should lead. This other side of you is not a mentor; it is not someone I want my children and my grandchildren to strive to become more like.

I want my children and grandchildren to wake up every day making a conscientious decision to be the best person they can be. I want them to strive to look at the world with positive eyes, always seeing the best in every person and every situation. To me every action I make is a choice. To all of us every action we make is a choice, and with every action there are reactions. If the action is

done in kindness, love and consideration for others then the reaction will be done in the same manner. This is the kind of person I want myself and my family to mentor.

I'm truly sorry to say this but I have met with my family and as a family, we have chosen to stop ushering. We will continue to usher until the end of April so you have time to replace all of us, but after that we are done. Coming to church needs to be a more positive experience for us not a negative one. This has been a hard decision and one we have not entered into lightly, after all someone in my family has been doing it for over 51 years. I'm honestly heartbroken that it has come to this.

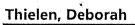
I feel that you will read this and still not believe what I have said is true. I believe that you will not take responsibility for your part in this matter. I can say this because I know so many people who have come before me and have told you all these same things already and nothing in you has changed. So I'm sure this letter will mean nothing either, but I still needed to write it. You still need to hear what you are doing to others whether you believe it or not. Before you came to this church we were so full of parishioners that we were buying land to build a bigger church. Since you have been here, now we are not even able to fill the pews on Sunday. I personally know of so many people who have left this church for other churches or have left the Catholic faith all together. It is truly sad to say but you have made a big difference in this church and not necessarily always in a good way. Don't get me wrong, you should be praised for all the good you have done too, but you lack the ability to treat people with the respect they deserve. After your sermon last week when you were talking about forgiving your friend for how he hurt your feelings and how you did not expect him to say the things he said to you, I could only think about you. How do you think we feel when you talk to us like that? The way you treat us is not what we as parishioners would expect from our priest either.

I will continue to pray for you and me and hope that one day things will change. Again, I'm very sorry to have to write this to you. It is not one of my proudest moments and I prayed long and hard about it before I wrote it. Most of it was written with tears streaming down my face for such a loss. But none the less it needed to be done.

Sincerely,

cc: Archbishop Nienstedt

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To:	Fhursday, April 11, 2013 - Fhielen, Deborah RE: letter	4:09 PM	0 1	,	
Deborah			and the second	fore and	he
Thank you so much for your he Piche' and to Archbishop Nier Thank you so much for your h	nstedt.		will send you	to go to both	Bishop
Original Message From: Thielen, Deborah [mail Sent: Thursdav. April 11, 201 To: Subject: RE: letter		m.org]			
Dear Ms.					Ĭ.
Archbishop Nienstedt uses the <a href="mailto:thielend@archspm.org">thielend@archspm.org</a> . Pleas the message itself. I will then God bless,	se send me the ema	il; however, plea		chbishop Nier	nstedt in
Deborah K. Thielen   Admini PAUL AND MINNEAPOLIS T: 651-291-4511   F: 651-29 thielend@archspm.org		fice of the Archb	oishop ARCHDI	OCESE OF S	SAINT
Original Message From: Sent: Thursday, April 11, 2013 To: Thielen, Deborah Subject: letter	 3 2:10 PM				
ARCHDIOCESE OF SAINT F	 PAUL AND MINNEA	POLIS CONTAC	CT US EMAIL		
First Name: Last Name: Email Address: Phone Number:					

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Church: St. Bridget of Sweden  City: Lindstrom  State: MN	
Subject: letter	
I wrote a letter that I sent to our priest and I would like to send a copy of this letter and some additional comments reegarding this letter to Archbishop Nienstedt so I would like to know his emaddress please. Thank you very much.	ai
Contacted From URL: http://www.archspm.org/departments/archbishops-office/index.php	

### Thielen, Deborah

From:

Sent:

Thursday, April 11, 2013 4:11 PM

To:

Thielen, Deborah

Subject:

Parishioner from St Bridgets Church

Attachments:

Father Wehmann Letter.docx

April 11, 2013

It is with a very heavy heart that I write to you today. I'm a parishioner of St Bridget of Sweden Church in Lindstrom, MN and have been for many years. Currently the priest that resides at our parish is Father Wehmann.

I was raised with a Catholic school background and my parents instilled in us to believe in the philosophy that our church is here to build us up and deepen our relationship to God and the people in our lives through compassion, charity and faith in action. They taught us that a priest was someone who we were to mentor and to look up to; they were to be treated with the utmost respect.

With all of this in mind I did something today that I never thought I as a Catholic would do, I wrote a letter to Father Wehmann and emailed it to him.

Attached you will find a copy of this letter that I sent to him. I am sending you a copy of this so you have a better understanding of what is happening in our church. My goal is not to bash him but to make him aware of what he is doing to the people of this parish. I know you are aware of the issues we are having with him but I still felt it was necessary that you get a copy of this letter too.

I know that the archdiocese had provided us with a consultant to better help him deal with his parish responsibilities. I know she was here for quite a while and it was with great hope that we prayed things in the parish would change. As a parishioner and an usher who sees and talks to others I am sorry to say I feel they have not changed at all, and maybe even gotten worse.

I'm aware of his great contributions to the parish and for those I'm eternally gratefully, it is the negative impact he is having that truly concerns me. When Father Chuck was here, this parish was bursting at the seams with parishioners. We had purchased land and were going to build a bigger church. As an usher I saw every week how many people were here and it was astonishing for such a small community. However, from my perspective now, there are substantially less people, each pew in our church now only holds a few parishioners. It is extremely sad to see what has become of our church.

I'm not certain what the answer is, I only know what is happening now is not working. I pray you can find a solution and help us all.

Thank you for reading my letter and listening to my concerns. May God Bless you and keep you safe.

INTER	CE MEMO from
ARCHBISHO.	OHN C. NIENSTEDT

ARCHBISHO. OHN C. NIENSTEDT					
TO:		∏Fr. M.Krenik			
Asp. Piché		☐Mr. Kueppers			
☐Mr. Accurso		☐Fr. Lachowitzer (Vicar, Region 2)			
☐Ms. Accerso		∏Fr. Laird			
, =		 ∏Ms. Laird			
☐Mr. Adkins		☐Mr. Marx (Catholic Charities)			
Sr. Ashton		☐Fr. K. McDonough (Vicar for Afro-Americans)			
☐Fr. Backmann (Retired Clergy)		☐Mr. S. McDonough			
☐Fr. Bauer (Basilica)		☐Ms. McKliget			
□Fr. Becker		☐Ms. Mealey			
□Sr. Breiter		□Mr. Mertens			
☐Msgr. Callaghan		☐Ms. Miller (CCF)			
☐Mr. Chapman		□Deacon Michalak			
☐Mr. Cherek		☐Mr. Pederson			
☐Fr. Cloutier		□Fr. Przybilla			
☐Ms. Dawson		□Fr. Rutten			
□Fr. Dease		☐Ms. Sawyer			
☐Mr. Dill		☐Fr. Schwartz (Vicar, Region 3)			
☐Mr. Dittman					
☐Mr. Eisenzimmer		☐Fr. Skluzacek (Vicar, Region 1)			
□Fr. Erickson		☐Ms. Stolpestad ☐Ms. Thielen			
☐Fr. Floeder (SPS)					
☐Deacon Friesen		☐Ms. Tomlin (Social Justice)			
□Deacon Gannon		☐Mr. Towalski			
☐Mr. Halloran	•	□Fr. Ubel			
☐Ms. Haselberger		☐Fr. Van Sloun			
☐Mr. Houge		Deacon Vomastek			
☐Fr. Kenney (Vicar for Latinos)		□Fr. P.Williams (Clergy)			
☐Fr. Kittock					
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### OFFICE OF AUXILIARY BISHOP LEE A. PICHÉ

# ARCHDIOCESE —— OF —— SAINT PAUL & MINNEAPOLIS

#### **MEMORANDUM**

Date:

April 17, 2013

To:

Most Reverend John C. Nienstedt

Cc:

Very Reverend Peter A. Laird, Deacon John Vomastek

From:

Most Reverend Lee Piché

Re:

CAB recommendations

Archbishop, you asked me to advise you of my thoughts on the CAB recommendations for new assignments.

Your memo was dated April 11<sup>th</sup>, and because of my out-of-town meetings I received that memo only this morning. I apologize for the delay. In the meantime, CAB reconvened with you on April 16<sup>th</sup> and with your guidance formulated a slightly amended set of recommendations (attached).

I feel fine about supporting all of the recommendations except for one. Father Laird and I have discussed my reservations about sending Father Mark Wehmann to the Church of Saint William in Fridley. The culture of that parish has been solidly "progressive" for the past twenty years, both with regard to staffing and lay leadership, and as regards the sensibilities of the lay faithful in general. My fear is that Father Wehmann would struggle in that environment and his pastoral style and his forthright preaching would create more conflict rather than promote spiritual growth through a gradual redirection of the culture.

I would offer as an alternative the idea of assigning Father Mark Wehmann to the Church of Blessed Sacrament / Saint Thomas in Saint Paul, and of assigning Father Tim Dolan to the Church of Saint William in Fridley.

I agree with the proposal of keeping the Servants of the Eucharist in place at this time and getting them the help they need with finances, but to continue to entertain thoughts about a better location for that community in the Archdiocese over the next year. That would give us time to work with the Superior on a plan which would be good for the Archdiocese and for them.

I believe that Father Tom McDonough was granted permanent medical leave status. I am aware that he provides a great deal of sacramental help to the Cathedral. But I do not know whether he would be open to a more official long-term assignment as a senior associate. My understanding is that he does not have the capacity any longer for sustaining the obligations of a pastor.

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## Archdiocese of Saint Paul and Minneapolis Office of the Archbishop

### CONFIDENTIAL

### MEMORANDUM

TO:

The Most Reverend Lee A. Piché

Very Reverend Peter A. Laird

FROM:

Archbishop John C. Nienstedt 🜙

RE:

Fr. Mark Wehmann

DATE:

April 18, 2013

I am grateful for Bishop Piché's observation that Father Wehmann may not do well at Saint William's.

However, with the problems he has had with parishioners, is Blessed Sacrament/St. Thomas the right place for him? They are presently getting over one trauma; would he present them with another?

/dkt



### Archdiocese of Saint Paul and Minneapolis Office of the Archbishop

### **CONFIDENTIAL**

### M E M O R A N D U M

TO:

The Most Reverend Lee A. Piché

Very Reverend Peter A. Laird

FROM:

Archbishop John C. Nienstedt 4

RE:

Fr. Mark Wehmann

DATE:

April 18, 2013

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However, with the problems he has had with parishioners, is Blessed Sacrament/St. Thomas the right place for him? They are presently getting over one trauma; would he present them with another?

/dkt

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May 21, 2013

The Most Reverend John C. Nienstedt Archbishop of Saint Paul and Minneapolis 226 Summit Avenue Saint Paul, MN 55102

Your Excellency,

In light of your desire to appointment me to another assignment, I hereby present my resignation as pastor of the Church of Saint Bridget of Sweden in Lindstrom, Minnesota, effective June 30, 2013. My four years here have been a blessing.

In Christ,

Reverend Mark Wehmann

En Mark Wohman

**Pastor** 



May 21, 2013

The Most Reverend John C. Nienstedt Archbishop of Saint Paul and Minneapolis 226 Summit Avenue Saint Paul, MN 55102

Your Excellency,

In light of your desire to appointment me to another assignment, I hereby present my resignation as pastor of the Church of Saint Bridget of Sweden in Lindstrom, Minnesota, effective June 30, 2013. My four years here have been a blessing.

In Christ,

Reverend Mark Wehmann

Pastor

12/4/12: FMW & MLK Perkins: 2:00 - 3:45pm

Personal introductions, backgrounds, and stories FMW summarized recent history: RIFs, Highway 8, relationship with KK, financial situation good

Reviewed recent experience with MB;

o FMW felt it was good, helpful. Also improvement in interactions since she has left in that now staff must interact directly as this is no intermediary, i.e. MB as a third party to the conversation

FMW reviewed new process he initiated to pilot a selected FF program text series in an effort to be more collaborative with staff

MLK observed that it appeared to be process of resolving issues around ministry

FMW shared experience of loss of previous DRE as "personality difference". This was especially difficult because FMW considered the DRE to be a friend. MLK suggested that perhaps the issue might be better defined as a leadership style difference rather than a personality difference. FMW agreed.

Reviewed documentation, with FMW providing copies of Plan of Action and Report to insure that both of us working from the same document. FMW also provided a 2 page document developed by TCH describing important areas for development. Both will be reviewed next session.

At this time it was decided not to advise staff of this relationship. FMW would like the two of us to meet with the Trustees in the near term future. Compensation questions were clarified. Confidentiality was discussed.

Next meeting scheduled for 3pm on Monday, 12/10, again at Perkins.

12/10/12: FMW & MLK Perkins: 3:00 - 4:30pm

Discussed KK not meeting on Tuesday for scheduled meeting around L & especially M. This presents planning and preparation challenges for FMW. Sensitive area. We will return to this topic later as a performance and accountability issue.

Revisited prior DRE experience, determining that there is no current need for further action or discussion.

Discussed process for hiring a new PM, including search committee. Respective roles of FMW and KK in process.

Briefly reviewed MB document. MLK asked about follow up plan set by BLP and FPL. Nothing formally drafted, but our meetings appear to be the start. FMW shared the concern of MB about his overextension.

Compared it to document from TCH, noting similarities. FMW noted Visioning as an additional growth area: "How set vision and get others to buy into it. This would also be an aid to supervision."

FMW shared his disappointment with not being asked to continue providing S Direction at Sem: hurt, confused, stung ... although now relieved.

A question about transition at SO, initiated a discussion of listening: sometimes the person just wants to be heard, you don't need a response, you don't have to solve a problem, sometimes you can't. During discussion, FMW self-corrected, apologizing for interrupting.

FMW to contact Ts to schedule meeting shortly after the first of the year. [Scheduled for 1pm on 1/3/13.] FMW to provide JDs of direct reports. [All except DRE received]

Key question(s) for Ts: Where have you seen greatest growth? Least growth? Area most in need?

Next meeting scheduled for 10:30 am on Friday, 1/11/13, again at Perkins.

01/03/13: FMW & MLK Forest Lake 1:00 - 2:30pm

Meeting at neutral site with FMW, Trustees G and C, and MLK. Introductions and background were shared.

They confirmed and verified the historical information previously shared by FMW.

The trustees were very open and expressed their confidence in FMW. They observed that he was very receptive to the MB process and continues to grow and improve.

It was apparent that there is a high level of trust between Trustees and FMW.

A continuing concern of the trustees is that the ASPM has not resolved the JIE process related to Resolution of Work Related Issues. The fact that this is unresolved results in continuing tension.

The trustees believe that a change in leadership would be detrimental to SB.

The trustees and MLK did not exchange contact information. To avoid further triangulation, they would contact one another through FMW. It was agreed that the mentoring relationship would continue to remain confidential.

A concern was expressed by the trustees as to how MLK would be aware of day to day issues and situations needing analysis and discussion for skill development given that he is not on site. It was noted that FMW will need to bring events to meetings for discussion. The areas identified for growth by MB and TCH will also be topics of discussion.

01/11/13: FMW & MLK

Perkins, Vadnais Heights: 10:40am - 12:10pm

Our discussion centered on:

- 1) debriefing a meeting with the DRE and a catechist to discuss a concern raised by a parent, a meeting that did not go as well as hoped for, and
- 2) a team building initiative with staff and with leadership groups via a discussion of Kelly's book <u>The Four Signs of a Dynamic Catholic</u> ("Book Clubs").

KK's active role in the latter provided an opportunity to give affirmation to KK.

The practice of MBWA, management by walking around, was also discussed.

A closing question for the future was raised about how to change employee holiday practice/policy for consistency across all employees.

FMW has training in Chicago next week.

01/24/13: FMW & MLK

Perkins Forest Lake: 3:30 - 5:30

Asked whether any additional reflections on the DRE/catechist meeting and what might do differently in a similar situation next time.

FMW shared concerns of security bags and use of numbering system to assure all are accounted for. He also indicated a desire to change bill approval and payment procedure to give him an opportunity to question spending that he considers of questionable value.

FMW shared results of liturgy meeting with KK and leaving issue of coffee in church during liturgy for another day so as not to end the meeting with a confrontation when the meeting had gone well to that point.

Points to ponder: DCAWYP (Don't complain about what you permit) and a reflection of MLK's "Remember to take home the right things." Often times we need to separate the behavior from the person in addressing performance.

FMW's brought for discussion his desire to revise and streamline the funeral planning and execution process in advance of hiring a new Pastoral Care Director. The desired outcome was that all related tasks would be identified and assigned to a respective staff person or volunteers in order to assure effective and appropriate pastoral and liturgical response to the family in their time of grief. FMW charged KK with this task in late November, with KK agreeing to have it completed by 12/10/12. He did not complete this task in a timely manner and a new PCD was hired. In early January FMW decided on another approach to resolve this issue. On January 10 FMW requested of all involved personnel, both staff and volunteer, via email that they provide him with a list of all their tasks related to funeral planning and execution. This was to be completed and sent to FMW by January 18. FMW planned next that the PCD would compile the lists and prepared a recommendation for FMW's review. The afternoon of January 22 a second request for information was sent to KK as he had not yet responded. KK responded at the end of that work day. FMW provide MLK with KK's response. The balance of our time was spent discussing the feelings and issues around this event and the next steps in the process.

At our next session we will review draft of funeral process tasks and assignments as developed by PCD, trying to anticipate what KK reaction may be and how to respond to him.

Next meeting at 10:00am on Thursday, January 31, in Forest Lake.

NOTE: Meeting cancelled due to a pastoral emergency.

02/05/13: FMW & MLK

Perkins Forest Lake: 2:00pm - 4:00pm

We reviewed summary of previous three sessions.

ASPM advised that resolution of JIE issue is pending decision by KK to continue.

Ed is still preparing the funeral ministry process and assignment of responsibilities. MLK noted that although there are no direct references to funerals in the PBA job description, there are several detailed references to funerals within the DLM job description. Outcome of this project may necessitate revisions to job descriptions.

MLK noted a concern about sense of "winning". It is important to acknowledge the reality that FMW can't be successful without KK being successful and vice versa. You need to be on the same team; it's not a competition. Collaboration is essential to move the mission and vision of the community forward.

Balance of conversation revolved around the GROW program. A potential issue exists around the two components of GROW, strategic planning and financial projections. KK would like to complete and receive the financial projection as soon as possible, and would like to request that StB's participation be moved up. He brought this up for discussion at the last Finance Council meeting. FMW does not feel leadership is yet ready for the strategic planning component. MLK observed and diagramed that in the absence of planned change, things proceed pretty much as they always have. It takes action steps to move is a new direction, potentially toward a new vision or desired future state. FMW agreed, yet noted that the reality of their recent past has been a slight decline as opposed to even maintaining the status quo and has only recently begun to trend back upward. He identified several signs of this upward trending, among them people in leadership looking for faithful teaching, the discussing by staff and leadership of Kelly's book on the four signs providing a common experience for advancing parish life, no more triangulation, community building via fish fries and block parties, and that KK and FMW have less tension and are less competitive in their relationship. FMW feels that the community will be ready to take on the strategic planning comparent in another year, after they have compared the Kelly book discussion, have continued growth as community, and MNDOT issues are closer to resolution.

MLK suggested that it may be possible to begin the financial modeling and projection component with Catholic Finance Corporation now, and add the strategic planning component later. This may be a good alternative, even if there is a relatively small cost to start the process earlier. KK could be asked to research this to determine if it is a possible option. When the strategic planning process is completed, the assumptions used in the financial modeling can be modified to reflect any financial implications within the strategic plan.

FMW and MLK will reflect on this issue over the next several days and revisit at next session. FMW needs to discuss with KK prior to 2/25 meeting of FC. Since TCH is aware of situation she could potentially assist by role playing with FMW.

Next session is scheduled for Monday, February 11 at 3pm.

02/11/13: FMW & MLK

Perkins Forest Lake: 3:00pm - 4:30pm

We reviewed the status of the funeral ministry team and assignment of responsibilities and the concerns around implementing GROW.

DPC is still finalizing the outline; a funeral last week gave him the opportunity to observe process and make adjustments. It has not yet been discussed with other staff members involved. MLK noted the need to be sure that what is presented to others has the word draft or proposed on it so that it does not appear to be a done deal and team members do, in fact, have input into the final process. Also acknowledged that since job descriptions do have reference to funeral duties, changing the process and responsibilities may necessitate changes to job descriptions.

In reflecting further on the grow process, FMW continues to believe strongly it will be best to wait and do both the financial component and the strategic planning component at the same time. He would like to address this issue tomorrow in his regularly scheduled meeting with KK. FMW is, however, willing to discuss further with KK to see if KK has a reason to implement the financial component now that is strong enough to change FMW's mind. FMW noted KK's additional interest in Planned Giving and it was suggested that this might be an alternate channel for KK's energy over the near term future and the results of the initiative could result in the beginnings of an endowment fund that could become a component of the financial plan when GROW is implemented. Such a fund could provide a revenue source for some new strategic initiative that is proposed during the planning component of GROW. FMW is also going to discuss this further with TCH. This will be on the Finance agenda as their meeting on 2/25.

The balance of our time focused on the need for a decision on the new RE series. The real question is not on the series but on the reality that the DRE must buy in to the new series and support it as the pilot program has been a success. The DRE currently is biased against the program and there can be no room for conversation or actions from the DRE that undermine the success of the program. A deadline is for a decision in March.

At the conclusion of our session FMW was positive, upbeat, and content. He noted that he was pleased <u>he</u> was handling things, not as with the MB process.

Next session is scheduled for Thursday, February 21 at 10:30pm at Perkins in WBL/VH.

02/21/13: FMW & MLK

Perkins, Vadnais Heights: 10:45am - 12:35pm

MLK made the analogy that, after reading Kelly's The Four Signs of a Dynamic Catholic, our process together (and that with MB) is not unlike Kelly's concept of incremental growth. Making small daily

investments and small but desistent steps in a positive direction is described ve of FMW's growth over the past year. "I can do that!"

Our conversation centered on the three major issues that are pending. FMW advised that he had also consulted with TCH on both the GROW initiative and the RE series process, gaining new insights on both. TCH advised that she has a comfort level with beginning the GROW process now; that it would not be necessary to wait until completing the Four Signs discussion process. This means FMW may have more reflection and discernment to do on his belief of the need to wait until leadership is better prepared for the process.

FMW also met with KK around the GROW process, asking KK to articulate his rationale for proceeding now while FMW restated his options. No final conclusion has yet been made, but the urgency around a decision at the FC meeting on 2/25 has gone away. The conversation was in a positive tone.

FMW also met the DRE to discuss the RE series selection process. He stated he was very clear in his expectation of moving forward with the new series and that the DRE must be "on board" with the new program, supportive in both word and action. The DRE agreed with this expectation. We discussed ways that this might be formalized in writing, either via email or by having the DRE prepare goals and objectives for next year and this action would be key among them.

FMW shared his feelings of hurt and frustration around an email that was sent to catechists where he learned that others had termed the theology of the email as beige. This raised again the question as to whether the DRE is "on the right seat" on the bus.

The first draft of the FMT responsibilities and assignments has been reviewed with FMW. The DPC is now preparing the second draft, again for review with FMW, then on to the staff for discussion and final agreement. FMW noted that he has advised staff to continue with the current practice until this is resolved to make sure that nothing is omitted in this important ministry.

On several of these issues we noted that in developing people we most often need to separate the behavior from the person and remembering that the only person we can truly control is yourself.

FMW mention he was meeting later today with BLP. He was pleased to be invited to this meeting because it is the first time that he felt he had been truly consulted with respect to his future options. Building a building of bricks and mortar as opposed to building a community may be a factor in this decision.

Next meeting will be on Tuesday, February 26, meeting first at SB, then on to Forest Lake for further discussion.

02/26/13: FMW & MLK

Perkins, Vadnais Heights: 11:00am – 1:15pm

FMW reported on his meeting with BLP. There is consideration being given to a different assignment for FMW, a smaller location with minimal staff. FMW is unsure that this would be the best fit for him, especially in adult education in that fewer people would likely be in attendance. Another open listing is perceived to likely be too liberal and probably not a good fit. The process is an ongoing one.

FMW told MLK of an upcoming meeting with FPL on 2/28. FMW is uncertain of the exact agenda, but perhaps is related to assignment. FMW indicated he would call MLK with an update after the meeting.

Although he would like to stay where he is, in all of this it should be noted that FMW appears genuinely open and accepting that the Holy Spirit is guiding the assignment process. He may be called to use his gifts elsewhere. He is aware of the rights of his position

FMW met with the DRE and the four piloting the new series. There was one occasion where DRE "tossed things under the bus", but moving forward with implementing the change for next year.

FMW was able to attend only sportion of the last FC meeting before leaving an emergency. He was able to comment on all agenda items where he needed to have input. GROW was not on the agenda. However, KK sent out an email communication on GROW this morning that FMW had not yet had an opportunity to review and analyze. Time of implementation is still undecided.

FMW noted that he also asked BLP about moving the tabernacle. He had proposed this earlier, but was advised to wait until the Spring of 2013. We discussed FMW's concept plan and the need for catechesis with the community. FMW intends to use FJPE expertise as an advisor and teacher in the transition. FMW has a number of volunteers in place to assist as well as a donor prepared to cover the relatively minor cost of the project. I asked if he would move forward with the project even if asked to take a new assignment and he said yes.

We discussed accommodations for email and general correspondence. Such communications may be necessary in the area of establishing accountability. FMW shared that he has looked into these options as well but has made no decision as it is likely they still would need some procedure for formal editing.

We discussed our relationship. FMW continues to appreciate that there is no triangulation and that our relationship is essentially confidential. He is also able to draw on his trustees for input as at times their knowing the other "players" is an important factor. He appreciates the questions I ask and the insights I offer, that I am sensitive enough to back off an issue when I sense that FMW is not ready to continue a dialogue on that topic rather than continuing to push it at that time. When we circle back at a later session he has then been ready to address it. Acknowledging that our meetings are dependent on others, our hope is to continue our relationship on its current basis, meeting approximately once per week. We may decide sometime in the future to go to every other week. We may continue to meet even if there is a change in assignment.

MLK offered to request a meeting with BLP to discuss our process and give input to the assignment process.

Note to MLK: we need to revisit the funeral ministry assignment process at our next meeting.

02/28/13: FMW & MLK Phone Conference 11:10am – 11:20am

FMW called to provide a quick summary of meeting earlier today with FPL. FMW described it as a good meeting. FPL expressed concern about MN8 project and its implications. Proposed teaming with SFX but not TFs and proposed their support for joint strategic plan, perhaps 16-18 months. FPL suggested the GROW initiative. FMW advised that he felt they could do it better in a year, but could do it now with SFX if that is desired direction and considering the likelihood of downtown support and guidance. FMW indicated he could deal with the first part of the process, the listening, even the angst. He has done this before. He requested that FPL advise him in writing of what they would like done and the desired direction they would like taken.

On a related note, KK recently came to FMW questioning whether FMW had talked with downtown since there have apparently been inquiries by them to the State and attorneys regarding MN8. FMW advised KK that he had not made any such contact.

03/13/13: FMW & MLK <u>Phone Conference 12:40pm – 12:50pm</u>

FMW called to advise of an issue involving two staff members based on an article published in the bulletin by one and an email in response from another. Should there be a response to the email and, if so, how should it be done and in what detail? It was determined that an immediate response was not necessary and we will discuss this topic further at our meeting tomorrow.

MLK reported on his meeting with BLP, a meeting that was very positive. BLP advised that it is unlikely that FMW will receive the anticipated letter from FPL until after assignments are finalized. Discussed possibility of sharing results of FPL meeting with KK, sharing confidentially the discussion and the felt need to wait for the anticipated instructions regarding future planning that may impact expected outcomes from their participation in the GROW process. This action might also be one that can help build trust in the relationship.

The balance of the meeting was spent discussing the bulletin article by TJ and the email response from TZ. FMW was asked to give his insights into the two written pieces and how he felt after "sleeping on it". FMW also noted that he had discussed this with two other priests the previous evening. FMW was less anxious about the articles at this time and was more concerned now about how to counsel TJ regarding this experience.

MLK observed that both messages were well written and felt that no harm or insult was intended. TJ may have overlooked other significant factors that led to resurgence in his church example. One sentence may have been construed by others to be a "zinger", but it is unlikely that was the intent. The response by TZ was likely written to share experience and give advice. Again, a sentence may have been perceived as a zinger, but again that intent was possible, but unlikely. The best response may simply be for TJ to acknowledge receipt of the email, say thanks, and say that he will take TZ's observations to prayer and reflection.

Possible lessons here are that often we feel or are expected to "Don't just sit there, do something", but frequently a better response is "Don't just do something, sit there". In other words, it is important not to over react, but to think before acting. We need to recognize, too, that sometimes people are not looking for a response; they just need someone to listen to them. They simply want to know that they have been heard and that somebody cares. Sometimes the best way to discover this is to ask, "What do you want or expect me to do based on what you've told me?" Frequently the answer is "Nothing. Thanks for hearing me out." Our presence is often the most important gift we can give another.

Another insight is that sometime we find what we are looking for; we have selective perception. If we think there was a negative intent we will likely find it; if we look for the positive, we will similarly find it.

03/19/13: FMW & MLK

Perkins, Vadnais Heights: 2:00pm - 3:40pm

We reviewed the status of the issue between TJ and TZ. This is no longer creating stress for FMW; happy to have talked to me and two others about this. FMW advised TJ to simply acknowledge the email. He will be meeting with TJ on Thursday to see how TJ is feeling about this now. If action is taken, it would be better for there to be a conversation between the two rather than email exchanges.

FF Council met last night and reviewed the new series. The meeting went well and DRE indicated support, yet expressed some "reservations". Study of Saints based on the naming of rooms for Saints will also be a component.

FMW advised KK of FPL meeting and the potential impact on the GROW process. KK indicated that he had heard of this possibility about a month ago. Confidentiality is to be maintained until specific direction is received from FPL's office.

FMW expressed at last meeting the need to develop a means of supervision for DRE. MLK made the observation that one person could not be singled out; that we would need to develop a process for all who report to him, and in reality, for all staff, i.e. those who report to other lead positions as well.

MLK asked what the key result areas are for each staff member and the outcomes desired in those areas by FMW. Also, what indicators let him know that the outcomes were achieved? FMW suggested goal setting in relationship to the four signs – prayer, study, generosity, and evangelization. MLK noted that

the four signs could be representative of any faith, and in reality, some fait to better on some of the signs than we do. How do we make them truly Catholic? We then spent time brainstorming on how the four direct reports might integrate the four signs into the key areas of their job descriptions and in setting goals for the coming year. We will revisit the brainstorming results next session.

FMW shared his current feelings on his position and transition. He feels good about being consulted, confident that he will (can) stay, but this has freed him to be open to other options.

Next meeting will be on Thursday, April 4 at 2:30 at WBL location.

03/21/13: FMW & MLK Phone Conference 10:40am – 10:50am

FMW called to discuss a music issue: Cantor for Holy Saturday. He requested that I review an email he had drafted to KK about a proposed resolution. He subsequently sent the email to me and I reviewed and edited it and returned it to him.

04/04/13: FMW & MLK
Perkins, Vadnais Heights: 2:30pm – 4:00pm

We reviewed Holy Week. The question of a cantor for the Exsultet on Holy Saturday was resolved as KK was able to find a singer.

FMW shared his feelings about the news reports of the Pope washing women's feet during Holy Week.

FMW met with TJ who had been able to work through is concerns regarding his article and email from TZ.

When asked about open listings, FMW continues to be open to the Spirit to possible change, but there have been no recent new listings.

Of primary concern to FMW was the reaction of TZ to his request for someone to be present during the times when FMW is scheduled to meet with C Candidates. He wants to be sure there is someone present to greet the students when they arrive and to be in the outer office during the interviews. This is a critical component of PCYI in FMW's eyes and coordinating PCYI is a job function within TZ's job description. FMW felt that TZ was not responsive to his request, in essence throwing him "under the bus" when he is trying to be in full compliance with the safety requirements of PCYI. We briefly discussed the JIE implications of this interaction. FMW intends to go to the office tomorrow and address his concerns with TZ. FMW may send me an email draft of a response to TZ to review following this meeting.

04/18/13: FMW & MLK Perkins, Vadnais Heights: 1:15pm – 2:40pm

FMW advised that the tabernacle project is progressing nicely. There has been no negative feedback; in fact he has asked the FC and PPC to try to seek out any negative feelings about this initiative. It is hope that the new location can be blessed/dedicated on the Feast of Corpus Christi.

There was also a minor concern around invitations for a youth event and "work orders" which was resolved in a satisfactory manner.

A letter was sent to FMW with a copy to JCN regarding FMW comments regarding ushering when they debriefed following the Easter season. This was troubling to FMW. FMW has left messages to try to have a conversation with the person about this issue.

The other major issue and major focus of our conversation was bringing resolution to the interaction with TZ discussed at the last session. FMW met with her several days after the encounter and TZ apparently discounted the conversation, saying that was not the intent of her statement. FMW provided for the

hospitality and supervision believing the secretary make the calls to meet as need. We discussed the need to respond more immediately and directly with some active listening techniques - what I heard you say was "...." By not addressing the issue with TZ and by asking the secretary to follow through, essentially neither issue was resolved. "If you have to eat two frogs, eat the ugliest one first." [Brian Tracy]

MLK also reminded FMW to be sure to take the right things home.

MLK asked about the review process. Is there a formal process at SB.? Does KK use an particular form or process? FMW advised that things were left unfinished last year because of the MB process and the action taken by KK. He acknowledged that he want to follow through on this this year.

FMW shared that he has been advised that his assignment will remain unchanged.

KK advised that GROW will begin in February, 2014. FMW has not as yet received a letter from FPL providing direction on any shared consultation process.

FMW noted that meetings and relationship with KK in admin role are improved. There is still much work to be done in the area of music, but FMW is choosing to focus on one area at a time.

04/30/13: FMW & MLK <u>Perkins, Forest Lake: 2:00pm – 3:40pm</u>

FMW reported that he has not been able to schedule a meeting with the usher who sent a letter to him, copying JCN.

Confirmation interviews went well. Proper supervision and hospitality was provided as arranged by the secretary. FMW acknowledged again that he did let TZ "off the hook" on this issue.

The tabernacle project is proceeding nicely. FMWs direction to leadership to see if there are negative feelings around this change have still not discovered such reactions. FMW is the solution to lighting of the stained glass windows/panels to the volunteer woodworkers/contractors.

The road construction project created a potential problem when a discharge pipe from the large capacity – 2,000 gallon – sump and pump that protects the facility from ground water seepage was severed by the contractor. With the arrival of spring and melting snow run off combined with rains, an intermediate solution needed to be determined to protect the facility from water damage. The contractor's solution was to run a new discharge pipe behind the altar and near where the tabernacle will be located once moved. The challenge is that when the pumps runs once the holding tank is full it takes approximately 15 minutes to empty. The sound of the pump is negligible, but the sound of the water moving through the pipes can be heard at the back of church. This is troubling to FMW. He is concerned that the sound will be heard by the assembly if it happens during a liturgy. And knowing himself, it will be a source of distraction to him as presider should it happen during liturgy.

Seeking a solution now brings into play the relationship with KK and his role in facility repair and maintenance. KK has suggested wrapping the pipe with insulation (a solution FMW and I also discussed), but has not gone further in looking for a solution. FMW would like to find a way to avoid the possibility of the pump going off during liturgies, i.e. a way to override the system and empty the tank prior to the start of liturgy.

The discussion centered on how to manage/supervise to bring about a solution more desirable to FMW, or at least to determine whether the override solution is possible, and if so, what the cost would be. At minimal cost, the solution could be implemented; if the cost is excessive, wrapping the pipe could be an alternate solution. FMW could go directly to a contractor, but does not want to be seen as going over KK head, creating a problem and potentially undoing the growth in their relationship. At the same time he is frustrated that KK does not consider this to be as significant a problem as FMW does.

We discussed that FMW does have the ability to direct KK to get a bid for elementary liternate solution such as an override switch. He needs to be open with his feelings in making this directive. We discussed language that may be helpful in approaching KK for a solution. FMW feels he needs to balance this against the tabernacle project which KK is also involved in insure that all goes well there.

We discussed how some managers view their subordinates in a negative way, assuming they are not motivated and will try to get by with as little as possible. Other managers take a different approach, believing that everyone wants to do a good job, contribute to the mission of the organization, and can be trusted. I indicated that I was the later type of manager and put my trust and confidence in staff unless by their actions or performance they demonstrated otherwise. FMW acknowledged that he started off with the first approach and is still working to overcome that. He recognizes that the latter approach may be the better one.

We concluded with FMW sharing a Performance Review of one of the staff members from 2011. Reviews were not completed last year and he wants to be sure they are completed this year. This will be the topic of conversation at our next session.

05/09/13: FMW & MLK

Perkins, Vadnais Heights: 11:00pm - 12:35pm

FMW has not been able to follow up with the person who wrote regarding his comments about ushering.

The water sump pump issue is still unresolved. It did go off during the liturgy the night before and it proved to be distracting. KK was there to hear and experience the noise as well. It appears that FMW is going to contact someone he knows who is a plumber and ask for potential solutions before asking KK to seek solutions from a contractor.

Completion of the tabernacle move is on schedule for the Feast of Corpus Christi. There still have been no significant dissenting comments surfacing from the community.

FMW then changed the focus of the conversation to share that he has a new assignment. He received a call from JCN announcing his move to a new parish and to serve as chaplain at a hospital. We spent considerable time discussing the change and feelings around this event. He is accepting of this new role and shared again that once he knew he could stay that he was freed to consider other options. He does, however, wonder what decision makers think of him, how confident they are in him, and whether they trust him.

We briefly discussed how he might start at his new assignment. What might he do differently than when he started at SB? One thing discussed was starting with a positive attitude about existing staff, assuming their competence and their intent to contribute positively to the programs and mission.

We discussed performance reviews of staff even as he leaves SB. Yes, he should do them, in justice and fairness to both staff and his successor. MLK commented that in reviewing the sample received last meeting that there should be a closer connection or correlation between those items identified as improvement areas and goals for next year. Performance reviews will be discussed at our next meeting. FMW will try to complete drafts of at least two of them and email them to MLK in advance of our meeting.

We briefly discussed our continuing relationship based on his assignment being changed. It is unlikely that we will meet anytime immediately following his actual move, allowing time for the transition. MLK advised that he would be available as needed during the transition period.

MLK is going to try to set up a time to meet with BLP in the near future.

05/22/13: FMW & MLK Perkins, Forest Lake: 9:30am - 11:00am

FMW shared that the community was advised last weekend of his change in assignment. He had advised staff by email prior to the first announcement and leadership via email following the first public announcement.

The tabernacle move continues to be on schedule with dedication scheduled for June 1.

We discussed that this session would be our last under the current arrangements. MLK advised that he would be available for future discussions following the transitions should FMW feel it to be necessary.

The balance of the time was spent reviewing and discussing the draft notes FMW had prepared in preparation of his performance reviews for JS, TZ, and one for each of KK's roles. FMW had not prepared notes for Ed. FMW shared his comments and observations with MLK giving his suggestions and comments as well as noting potential reactions.

Before leaving, FMW requested that I let him know of any pertinent information I could share from my meeting with BLP.



# Archdiocese of Saint Paul and Minneapolis

Office of the Archbishop

Most Reverend John C. Nienstedt

May 22, 2013

Reverend Mark Wehmann Church of St. Bridget of Sweden 13060 Lake Blvd. Lindstrom, MN 55045

Dear Father Wehmann,

Thank you for submitting your resignation as pastor of The Church of St. Bridget of Sweden, Lindstrom, Minnesota. I accept your resignation, effective 11:59 p.m. on June 30, 2013, and am pleased to appoint you pastor of The Church of St. Boniface, Minneapolis, Minnesota, effective July 1, 2013. This appointment is for a six-year term. At the end of the six years the appointment may be renewed, at my discretion and in accord with the Archdiocesan policy on term limits for pastors.

I ask that you contact the Reverend Michael Skluzacek, Vicar for Region 1, to arrange a date and time for the formal ceremony of installation. The installation ceremony can be found in the *Book of Blessings*, Appendix I, "Order for the Installation of a Pastor," #2012-2045. During the installation ceremony you are required to make the necessary profession of faith and to take the oath of fidelity, in accord with the norms of the *Code of Canon Law*. Immediately after the installation please send one copy of the completed and signed documents of your Profession of Faith, Oath of Fidelity and Certificate of Canonical Possession of a Parish by a Pastor to the Chancellor for Canonical Affairs. The other copy should remain in the parish files.

On the above mentioned date, even though the ceremony of installation may not as yet have taken place, I ask that you assume the full care of souls of the parish. You will have all the rights, privileges, and obligations of a pastor in accord with the *Code of Canon Law* and the particular law of the Archdiocese of Saint Paul and Minneapolis.

I am also appointing you part-time hospital chaplain at the University of Minnesota beginning July 1, 2013 and continuing *ad nutum episcopi*. This position carries with it all the rights and responsibilities of a Chaplain in accord with canons 564 to 572 of the *Code of Canon Law*, as well as the particular law of this Archdiocese.

Thank you, Father Wehmann, for your willingness to accept these assignments. May God bless you as you begin your ministry to the people entrusted to your pastoral care.

With every good wish, I remain,

Fraternally yours in Christ,

The Most Reverend John C. Nienstedt Archbishop of Saint Paul and Minneapolis Assignment Letter – Reverend Mark Wehmann May 22, 2013 Page 2

CC: Most Reverend Lee Piché, Auxiliary Bishop and Vicar General
Very Reverend Peter A. Laird, Vicar General and Moderator of the Curia
Reverend Michael Skluzacek, Vicar Region 1
Deacon John Vomastek, Director, Clergy Services
Mr. Thomas Mertens, Chief Financial Officer
Ms. Natalie McKliget, Plan Administrator

Enclosures: Decree of Appointment

Profession of Faith Oath of Fidelity

Certificate of Canonical Possession



## Archdiocese of Saint Paul and Minneapolis

Office of the Archbishop

Most Reverend John C. Nienstedt

DECREE

In nomine Domini. Amen.

I hereby appoint the

#### REVEREND MARK WEHMANN

Chaplain part-time University of Minnesota Hospital beginning July 1, 2013 and continuing *ad nutum episopi*. Father Wehmann is afforded all the rights, privileges, and obligations of a chaplain in accord with the Code of Canon Law and the particular law of the Archdiocese of Saint Paul and Minneapolis.

Given at Saint Paul, Minnesota, this 22<sup>nd</sup> day of May, in the year of Our Lord 2013.

The Most Reverend John C. Nienstedt Archbishop of Saint Paul and Minneapolis

> Reverend John Paul Erickson Ecclesiastical Notary



### Archdiocese of Saint Paul and Minneapolis

Office of the Archbishop Most Reverend John C. Nienstedt

**DECREE** 

In nomine Domini. Amen.

I hereby appoint the

#### REVEREND MARK WEHMANN

pastor of The Church of St. Boniface, Minneapolis, Minnesota, effective July 1, 2013. This appointment is for a six-year term. Father Wehmann is afforded all the rights, privileges, and obligations of a pastor in accord with the Code of Canon Law and the particular law of the Archdiocese of Saint Paul and Minneapolis.

Given at Saint Paul, Minnesota, this 22<sup>nd</sup> day of May, in the year of Our Lord 2013.

The Most Reverend John C. Nienstedt Archbishop of Saint Paul and Minneapolis

> Reverend John Paul Erickson Ecclesiastical Notary

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# Archdiocese of Saint Paul and Minneapolis

Office of the Archbishop Most Reverend John C. Nienstedt June 4, 2013

Reverend Mark Wehmann Church of St. Bridget of Sweden 13060 Lake Blvd. Lindstrom, MN 55045

Dear Father Wehmann,

Thank you for submitting your resignation as pastor of The Church of St. Bridget of Sweden, Lindstrom, Minnesota. I accept your resignation, effective 11:59 p.m. on June 30, 2013, and am pleased to appoint you pastor of The Church of St. Boniface, Minneapolis, Minnesota, effective July 1, 2013. This appointment is for a six-year term. At the end of the six years the appointment may be renewed, at my discretion and in accord with the Archdiocesan policy on term limits for pastors.

I ask that you contact Reverend Mark Pavlik, Dean of Deanery 13, to arrange a date and time for the formal ceremony of installation. The installation ceremony can be found in the *Book of Blessings*, Appendix I, "Order for the Installation of a Pastor," #2012-2045. During the installation ceremony you are required to make the necessary profession of faith and to take the oath of fidelity, in accord with the norms of the *Code of Canon Law*. Immediately after the installation please send one copy of the completed and signed documents of your Profession of Faith, Oath of Fidelity and Certificate of Canonical Possession of a Parish by a Pastor to the Chancellor for Canonical Affairs. The other copy should remain in the parish files.

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I am also appointing you part-time hospital chaplain at the University of Minnesota beginning July 1, 2013 and continuing *ad nutum episcopi*. This position carries with it all the rights and responsibilities of a Chaplain in accord with canons 564 to 572 of the *Code of Canon Law*, as well as the particular law of this Archdiocese.

Thank you, Father Wehmann, for your willingness to accept these assignments. May God bless you as you begin your ministry to the people entrusted to your pastoral care.

With every good wish, I remain,

Fraternally yours in Christ,

The Most Reverend John C. Nienstedt Archbishop of Saint Paul and Minneapolis

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E-MAIL: thielend@archspm.org

Assignment Letter – Reverend Mark Wehmann June 4, 2013 Page 2

CC: Most Reverend Lee Piché, Auxiliary Bishop and Vicar General Very Reverend Peter A. Laird, Vicar General and Moderator of the Curia Reverend Mark Pavlik, Dean of Deanery 13 Deacon John Vomastek, Director, Clergy Services Mr. Thomas Mertens, Chief Financial Officer Ms. Natalie McKliget, Plan Administrator



July 2, 2013

Chancellor Diocese of Fargo 5201 Bishops Blvd Fargo, ND 58104

Dear Chancellor,

In light of the provisions of canon 903 of the *Code of Canon Law*, I write to inform you that Reverend Mark Wehmann is an incardinated priest of the Archdiocese of Saint Paul and Minneapolis. He is in good standing and is currently serving as Pastor of the Church of St. Boniface in Minneapolis, Minnesota. He was ordained on May 31, 2003, and is not restricted by any canonical penalties or impediments. He has satisfied the diocese's safe environment training program and has a clear background check on file.

Father Wehmann would like permission to celebrate funeral liturgies on July 3, 2013, at St. Lawrence's Catholic Church in Duluth.

Father Wehmann's contact information is as follows:

Church of St. Boniface 629 2nd St NE Minneapolis, MN 55413

Phone: 612-730-4215

Sincerely,

Susan Mulheron, JCL

Interim Chancellor for Canonical Affairs

cc: Rev. Mark Wehmann



MP Period: 10-1-12 to

Name: Fr Mark Wehman

8/22/13: met with Mark at Rectory of new parish, St. Bonaface in Mpls. He indicates there is no school associated with this parish, which is fine by him. A neighboring school has asked him to help out, but he has declined, not interested yet. He does not feel ready for the extra challenge in light of the new duties and his parish. He reports the June Extreme Faith Camp went fine. Still feeling his way with the new chaplaincy job at the U of M. He said it was too early to tell if he will like it. The new parish has money issues, but not much going on until fall when the church councils start to meet. Tried to get him to share his thoughts on the change in parishes, but he remains elusive, smiles and does not really say. He will not even indicate whether he prefers the city environment versus small town, "all is good". He lives with two other priests who are also chaplains. Same SD, Fr. Cozzens and Support group with Fr. Glen Jensen as contact person. His SD training wraps up this Fall, he is working with a couple seminarian interns with his SD help. I brought up issue of disclosure, he indicates he has never had to at the four previous parishes he has served, doesn't feel it is necessary, but will do so if the Archdiocese says he has to. Again, I told him I would be checking this out with the new Delegate for Safe Environment, Fr. Dan Griffith. JS

5/30/13: Met with Mark at the rectory. He is being re-assigned to St. Bonaface in Mpls as their pastor, and also as a chaplain at U of M Hospitals as of July 1<sup>st</sup>. He stated he is looking forward to move, felt he is being heard, I tried to inquire about the move being related to the HR issues he was having, he was not sharing. Appeared to me this is mixed blessing. Indicates his meetings with the consultant concluded this Spring, was addressing issues of Management and Supervision style. His mother and siblings live in That is a positive. Talked about boundary issues, he reports he feels confident about remaining aware of them. Is still planning to attend the youth retreat, called Extreme Faith Camp on June 29<sup>th</sup>, will hear confessions. There will be no change in SD or support group for him, but will be involved in new Deanery.

I brought up issue of disclosure in new parish, he was not sure if will have to. (I will check further)

Went to Chicago in May for another session in his SD training. Has two more to go, in October and next January, stated he is not sure where he will go with the SD Certificate ate, seemed somewhat minimizing this accomplishment.

Been a priest ten years, Archbishop had a lunch for priests celebrating landmark years yesterday. JS

4/30/13: Mark called, was wondering if ok to attend a JR High youth retreat up north in Mcgregor, so he can hear confessions, will be other priests there and youth from his parish, no overnight, will be occurring in June. I gave him the okay as he is aware of hsi issues and appearances re: when around children. Set up parish visit for May 23<sup>rd</sup>. Js

3/1/13: recvd signed attendance verification forms from Fr Glen Jenson for Support group monthly from Jan 2012 to end of Feb 2013. Along with signed forms from Paul Ruff for Feb 2012 monthly through Feb 2013. Also received signed verification form from Fr Andrew Couzzins monthly SD from 1/12 through 2/28/13. JS

1/29/13: Mailed Mont Plan to Mark for signature. JS

1/24/13: Met with Mark at Rectory at St. Bridget. Sees Paul Ruff for therapy sessions quarterly, is weaning himself off, regular SD and Support group attendance. Needs to submit attendance sheets for both. Left him an envelope. No issues within parish, good shape financially, no major projects planned. At Bishop Piche's suggestion, in December was assigned a mentor/coach by Bishop Piche. His name is Mike Kartochvil, who has experience in professional development and is helping out with HR issues within the parish. Attends quarterly meetings at Deanery, but does not consider them a support system per se. Feels can confide in one of the parish trustees. Still doing jail ministry and SD training through Crieghton. JS

10/2/12: Met with Fr Wehman at his parish residence at St. Bridget in Lindstrom. Level III, Boundries, Career changer, used to do accounting, been a priest for nine years. Grew up in Annandale, MN Attended U of M for accounting, but being a priest always in the back of his mind. Says he dated and had GF while in college. Ordained in 2003, Holy Trinity in SSp 2 years, Epiphany in Coon Rapids for 1.5 years. St. Vincent de Paul in Shakopee for 1.5 yrs, been in Lindstrom for 3 years.

Has been working with Bishop Pichet on some HR issues within the parish, says parish budget is okay.

RE: His Boundary issues: says not sexually motivated, liked to be around kids, says it is part escape for him, prefers kids company to adults, DOES NOT LIKE CONFLICT. His behavior was observed and reported. Has an eval with Dr. Barron, was in therapy with Dr. Seabloom for 2 years, sees Paul Ruff on occasion now, has helped him "get in touch with his feelings". Therapy pretty much based on an "on needed basis" now. Has a Director of Youth Ministry.

Currently taking training as a Spiritual Director for Certification thru Creighton University at Mundeline Seminary in Chicago. Travels to Chicago for that. Also performs jail ministry at Chisago County Jail. Has siblings living in western suburbs, sees on occasion.

- Reviewed Mont Plan: 1) Therapy had been seeing Ruff for two years, voluntary as needed basis at this time.
  - 2) Attends priest support group monthly verify attendance to POMS
  - 3) Spiritual Director is Fr Cozzens- verify attendance to POMS
  - 4) Disclosure- "as diocese sees fit" says has not been made at current parish, he defers to the arch about doing so. (disclosure to parish originally rec by CRB in 2008, but amended after meeting in 2009 to "at request of archdiocese")
  - 5) Limits- No one on one or contact with minors alone. No mission trips unless parish wide
  - 6) Contact with POMS quarterly

#### OATH OF FIDELITY ON ASSUMING AN OFFICE TO BE EXERCISED IN THE NAME OF THE CHURCH

I, Fa Mark Wahmahn on assuming the office of Passhall always preserve communion with the Catholic Church whether I speak or in the way I act.	•
With great care and fidelity I shall carry out the responsibilities by verelation both to the universal church and to the particular church called to exercise my service according to the requirements of the service according to the service a	h in which I am
In carrying out my charge, which is committed to me in the name of preserve the deposit of faith in its entirety, hand it on faithfully forth. As a result, whatsoever teachings are contrary I shall shu	and make it shine
I shall follow and foster the common discipline of the whole church the observance of all ecclesiastical laws, especially those which the Code of Canon Law.	
With Christian obedience I shall associate myself with what is expreshepherds as authentic doctors and teachers of the faith or established the church's rulers. And I shall faithfully assist diocesan bished activity, to be exercised by the mandate and in the name of the out in the communion of the same church.	olished by them as ops so that apostolic
May God help me in this way and the holy Gospels of God which I hands.	touch with my
FrWehmann	11/23/13
Priest's Signature	Date
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Simulations of Witness	Doto

Two Originals Needed:

Send one to the Chancellor for Canonical Affairs and maintain one in the Parish Records.

#### **PROFESSION OF FAITH**

I, Fr Wehman, 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 the and unseen. I believe in one Lord, Jesus Christ, the only Son of God, eternally of the Father, God from God, Light from Light, true God from true God, bego made, one in being with the Father. Through Him all things are made. For us for our salvation He came down from heaven; by the power of the Holy Spirit born of the Virgin Mary, and became man. For our sake He was crucified und Pilate; He suffered, died and was buried. On the third day He rose again in fur of the Scriptures; He ascended into Heaven and is seated at the right hand of the Will come again in glory to judge the living and the dead, and His kingdom no end.	y begotten tten, not men and He was der Pontius lfillment he Father.
I believe in the Holy Spirit, the Lord, the giver of life, who proceeds from the Father Son. With the Father and the Son He is worshipped and glorified. He has spot the prophets. I believe in the one, holy catholic and apostolic church. I acknowledge the forgiveness of sins. I look for the resurrection of the dead, and the world to come. Amen.	oken through owledge one
With firm faith I believe as well everything contained in God's word, written or has in tradition and proposed by the Church – whether in solemn judgment or in the and universal magisterium – as divinely revealed and calling for faith.	nded down he ordinary
I also firmly accept and hold each and every thing that is proposed by that same chu definitively with regard to teaching concerning faith and morals	ırch
What is more, I adhere with religious submission of will and intellect to the teaching either the Roman pontiff or the college of bishops enunciate when they exercing authentic magisterium even if they proclaim those teachings in an act that is not definitive.	ise the not
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Signature of Witness Dat	te

Two Originals Needed: Send one to the Chancellor for Canonical Affairs and maintain one in the Parish

Records.



I, Rev. Mark Wehmann, will review my personnel file at the chancery on January 2, 2014. I agree not to add to the file, remove anything from the file, make marks of any sort on or in the file, or to photocopy documents without written permission. I agree that this review process will be supervised by chancery personnel.

Rev. Mark Wehmann

I returned the file and did not add remove or alter any of its contents or photocopy documents without written permission.

Rev. Mark Wehmann

Chancery Staff Signature

February 2, 2014

Mr. Joseph Kueppers, Chancellor for Civil Affairs Archdiocese of St. Paul and Minneapolis 226 Summit Ave. St. Paul, MN 55102

RE: Wehmann, Mark

**Dear Chancellor Kueppers:** 

The purpose of this letter is to relate a conversation I had with Ms. [1] (phone number [1])
on February 2, 2014. Ms. contacted me via the Kinsale Consulting website indicating that she
wanted to know where she could provide information regarding Wehmann's previous inappropriate actions with
her children.
When I reached her by phone, Ms. stated that she was concerned that Wehmann's actions with
her children in late and early at at a school may not have been documented in his file. The first
incident involved her who was 11 or 12 at the time. Because her had not yet been baptized, she was told
that would have to first meet privately with Wehmann. Her met with Wehmann as instructed and once in
his office, Wehmann directed to take off shoes and lie down on the couch. Although Wehmann did not
touch , her told her that this made very uncomfortable.
to the school principal and were referred to Fr. Kevin McDonough. They met with Fr. McDonough (whom her
husband knew from attending the same school) and he told them he was going to put Wehmann through boundary
training. Although this may have been overlooked we did not see information regarding this incident in Wehmann's
"priest file."
The second incident involved Ms. Second several months later. Her was also a
student at the grade school, was attending a sports event when Wehmann came and sat beside
around , stroked hair and bought snacks - behavior Ms. described as "brazen" and as if "being
on a date." Ms. and her husband were not at the event, however other parents in attendance observed
the behavior and were so disturbed that they contacted the police. The police came to the home and
took a report from their
Fr. McDonough told them that contacting the police was the correct thing to do and also agreed to pay their
tuition at School in order to make them "think better of the Church." He also told them
that Wehmann would be removed from which he was. This incident was documented in the materials
we reviewed in Wehmann's priest file.
I advised Ms. That I would document our conversation and forward it to you for inclusion in
Wehmann's file and the materials that will be presented to the Clergy Review Board. She stated that she plans to
send a letter to Archbishop Nienstedt reiterating her family's experience and her concerns that Wehmann has not
been permanently removed from ministry and has continued to have access to children.
Sincerely,
Sincerery,

Kathleen McChesney, Ph.D.

KINSALE MANAGEMENT CONSULTING 202.369.5207

Mearl File this
In to, wehmann's
File thanks, but 2/3/14