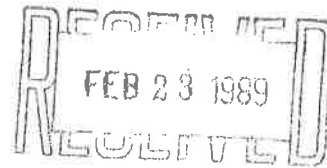




ARCHDIOCESE OF MILWAUKEE

Office of the Legal Counsel



TO: Bishop Richard J. Sklba
FROM: Joseph E. Dean, Jr. *JED*
DATE: February 21, 1989
RE: Dan Massie Case

3501 S. Lake Drive
P.O. Box 2018
Milwaukee
Wis 53201
414/769-3300
Archbishop Cousins
Catholic Center

Met with Martin Kohler, Attorney for Massie, and Robert Asti, Attorney for [REDACTED], in Kohler's office.

Asti said that the [REDACTED] family was grateful for help received from the Archdiocese, but concerned with how long it would continue. [REDACTED] is unwilling to continue at this time, but they are concerned that she may need it when she is a little older.

I responded by suggesting that the Archdiocese might offer this service for a maximum of 2 years, but nothing further.

[REDACTED] is apparently most afraid of any publicity, and that is partially the reason that she is unwilling to receive therapy at this time.

I stressed that Massie is not an employee of the Archdiocese of Milwaukee.

Kohler wanted to know what they had in mind, but depreciated the possibility of any payments and contended that nothing of any consequence had occurred. He cited several cases he had been involved in with significant facts, and no civil or punitive damage was assessed.

JEDJr/pd

ADOM018193



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P.O. BOX 954

ROCHESTER, MINNESOTA 55903

(507) 288-4693

FAX (507) 288-1240

May 21, 1992

MAY 26 1992

Reverend R. Thomas Venne
3501 South Lake Drive
P.O. Box 07912
Milwaukee, Wisconsin 53207-0912

CONFIDENTIAL

Re: Rev. Daniel J. Massie

Dear Father Venne:

I am writing in reference to Fr. Daniel J. Massie who was admitted to Guest House, Rochester, Minnesota on May 13, 1992 to undergo an evaluation process. Upon admission Fr. Massie was exhibiting mild withdrawal symptoms of tremulousness, nausea and sleeplessness, believing some of same related to his anxiety.

On May 15, Fr. Massie underwent a full physical examination at the Olmsted Medical Group. Laboratory results indicated

Father Massie also underwent psychological screening with Dr. [REDACTED] Ph.D.. Doctor [REDACTED] indicates Fr. Massie needs to give priority consideration to [REDACTED]

In conjunction to this, however, adjunctive psychological issues need attention.

All of these will be monitored throughout his treatment here at Guest House with the possibility of a further referral for ongoing therapy existing.



GUEST HOUSE®

To: Rev. R. Thomas Venne
Re: Rev. Daniel J. Massie

May 21, 1992
Page 2

During my interviews with Fr. Massie he was appraised of the above findings as well as the supportive documentation provided via his self-report and

Mr. [REDACTED] has been assigned as Father's counselor and will be informing you of treatment progress as Father continues in treatment here at Guest House.

Should you have any questions or concerns with regards to this correspondence or in any respect, please do not hesitate to contact me personally. I look forward to our continued relationship with the Milwaukee, Wisconsin Archdiocese and hopefully your upcoming visit to Guest House in the near future.

Highest regards,

[REDACTED]
[REDACTED], CCDCR
Clinical Services Supervisor

[REDACTED]
cc: Rev. Daniel J. Massie

ADOM018197

Dear Archbishop Rembert Weakland,

JUN 9 1992

My name is [REDACTED] you
meet with [REDACTED] myself,
and MR + MRS [REDACTED] in 1987 over
the charges of Fr. Don Massie
molesting my daughter [REDACTED] and
[REDACTED]. The girls were
students @ St. Mary's Church
in Meno. Falls. where Don Massie
was a priest of the parish. The
molestation (incidence) took
place @ the [REDACTED] home, which
Don Massie was found guilty of.

MR. [REDACTED] & I were separated
in [REDACTED] and since have been
divorced, which has left my
daughter with no insurance to
get counseling

[REDACTED]

Alan Masie was
seen in Lake Park, visiting a
P.S. [REDACTED], Lake Park is less
than $\frac{3}{4}$ of a mile from us and
according to police reports, I
thought Masie was not allowed
5 miles from the Germantown area.

[REDACTED]

All that I am asking is
that my daughter can find a
a good counselor. who deals
with people who have been
molested in their youth. and
that the Archdiocese pay
the fees for my daughter to
get the professional help
that she so desperately
deserves.

Please find it in your
heart to help us. Thank you
for your time.

Sincerely





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ADMINISTRATIVE OFFICES

1601 JOSLYN ROAD
P.O. BOX 420
LAKE ORION, MICHIGAN 48361
(313) 391-4445
FAX (313) 391-0210

June 24, 1992

JUN 29 1992

Rev. R. Thomas Venne
3501 South Lake Drive
P.O. Box 07912
Milwaukee, WI 53207-0912

Dear Fr. Venne:

We appreciated the opportunity to furnish an evaluation of Fr. Dan M. and we will do our very best to get him well started on the road to recovery.

We are able to offer our evaluation program at no charge to you thanks to the generosity of the many people who support our work for the church.

For your information and records, we are enclosing an invoice in the amount of \$1,572.40 marked "Paid." It contains a detailed summary of the evaluation services.

By the way, I want to remind you about our Promise Program. It provides retreatment at no charge during the first year after discharge from Guest House. We have found that some men need additional care during the first year after inpatient treatment, and this program is our way of reducing your costs related to this need.

A booklet describing the Promise Program is contained in the enclosed Information Kit.

Please continue to think of us as issues involving alcoholism, other chemical dependencies, and related problems arise in the course of your work. Please feel free to call me anytime if you ever have any questions, comments, or concerns. We want to help in any way we can.

Thank you.

Sincerely,

A.C.S.W.
Executive Director

Enclosures

MAR 13 1995

**SETTLEMENT AGREEMENT
AND MUTUAL RELEASE**

This Settlement Agreement and Mutual Release (hereafter "Agreement") is made by and between [REDACTED] and the Archdiocese of Milwaukee (hereafter "Archdiocese"), Dan Massie, St. Mary's of Menomonee Falls Parish (hereafter "St. Mary's") (all collectively sometimes referred to as the "settling defendants"), and the settling defendants' insurers.

WHEREAS, [REDACTED] has asserted certain claims for damages against the settling defendants; and

WHEREAS, the settling defendants deny the liability alleged; and

WHEREAS, the parties to this agreement wish to settle and compromise all claims of [REDACTED] against Dan Massie, St. Mary's, and the Archdiocese of Milwaukee, all of the Archdiocese's employees, agents, officers, directors and assigns, including, without limitation, all members of the Roman Catholic clergy, all Roman Catholic schools, all parishes, including without limitation St. Mary's, and any persons or entity affiliated with the Roman Catholic church in the territory of the Archdiocese of Milwaukee, including, without limitation, all insurers of the Roman Catholic Archdiocese of Milwaukee and its affiliated entities, and all insurers of any of the settling defendants, arising from the assaults and other conduct of Dan Massie alleged by [REDACTED], at her residence at [REDACTED]

[REDACTED]

ADOM018228

[REDACTED], Wisconsin, or elsewhere, without the necessity of further expense and proceedings in litigation, and further wish to generally release one another from all liability for any claims either may have against the other that may exist to the date of the signing of the Settlement Agreement, including, but not limited to, any claim by [REDACTED] for assault or battery of any nature against the settling defendants, and against any other persons or entities named herein who may allegedly be responsible for the actions alleged;

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

1. The settling defendants agree to pay to [REDACTED] the total sum of Twenty Thousand Dollars (\$20,000), receipt of which is hereby acknowledged. All parties will bear their own costs and attorneys' fees associated with this settlement. All parties acknowledge and agree that the amount in this paragraph may be comprised of several checks.

2. In return for the payment in paragraph 1 above, and for the mutual promises contained herein, and for other good and valuable consideration, receipt of which is hereby acknowledged, [REDACTED] agrees to release and forever discharge Dan Massie, St. Mary's,

Archdiocese of Milwaukee, and all the Archdiocese's employees, agents, officers, directors and assigns, including, without limitation, all members of the Roman Catholic Clergy, all Roman Catholic schools, all parishes, including without limitation St. Mary's, and any person or entity affiliated with the Roman Catholic Church in the territory of the Archdiocese of Milwaukee, including all insurers of the settling defendants, from and covenants not to sue them for, all claims, causes of action, charges, and demands of any nature, whether in tort, contract, or otherwise including but not limited to conspiracy and punitive damages, that she may have had at any time up to and including the date of the signing of the Settlement Agreement, including but not limited to any claims arising from any assault, battery, injury, whether physical or mental, or any other activity of Dan Massie.

3. The settling defendants and their insurers are also released and discharged to the full extent of their liability, if any, for contribution or indemnity. In accepting the sum referenced hereinabove, [REDACTED] hereby releases and discharges that fraction, portion or percentage of her total cause of action or claim for damages which she now has or may hereafter possess against all parties liable for such damages which would by trial or other disposition be

determined to be the sum of the fractions, portions or percentages of causal negligence for which the settling defendants and their insurers are found to be liable to [REDACTED] as a consequence of the events that gave rise to this settlement. [REDACTED] agrees to indemnify and hold the settling defendants and their insurers harmless from all further liability, loss, and/or claims arising out of any of the injuries, losses and damages [REDACTED] may have sustained, whether by claim for contribution or otherwise, and if necessary in order to save them so harmless, to satisfy on behalf of the settling defendants and their insurers any judgment in favor of [REDACTED] and/or any party to the extent of such fraction, portion or percentage of the judgment as the causal negligence of the settling defendants and their insurers is adjudged to be of the sum total of all the causal negligence of the adjudged tort-feasors. In the event [REDACTED] fails to immediately satisfy any such judgment to such extent, [REDACTED] agrees that upon filing a copy of this release, without further notice, an order may be entered by the court in which said judgment is entered directing the clerk thereof to satisfy said judgment to the extent recited hereinabove.

4. Dan Massie, St. Mary's, and the Archdiocese of Milwaukee hereby release and forever discharge [REDACTED] from all claims, demands, and

causes of action of any nature that were in existence up to and including the date of the signing of this Release and Settlement Agreement.

5. [REDACTED] and the settling defendants mutually agree that neither they nor their attorneys nor representatives shall reveal to anyone, other than as may be mutually agreed to in writing, any of the specific terms of this Settlement Agreement and Release or any of the amounts, numbers or terms and conditions of any sums payable to [REDACTED] hereunder. [REDACTED]

[REDACTED] hereby understands and agrees that the implementation of this confidentiality section of the Settlement Agreement and Release is of paramount importance to the settling defendants and that observance of this confidentiality section is of the essence to the Settlement Agreement achieved between the parties. Further, [REDACTED] agrees to abide by the terms of this confidentiality section as consideration for and as an integral part of this Settlement Agreement, it being understood and agreed by the parties hereto that any and all details of the Settlement Agreement are to be treated as if sealed and held as strictly confidential; and all parties agree that said terms are to remain forever sealed and confidential unless and until modified by court order for good cause shown. The parties further agree that under no circumstances will the amount of money paid to

[REDACTED] pursuant to the settlement be revealed to anyone for any reason whatsoever, nor shall any details of the settlement be revealed, including the terms and conditions of this confidentiality section. The only exception that the parties recognize to this confidentiality section would be if [REDACTED] were required to make disclosure to the Internal Revenue Service, compelled to testify by a court order, or if the plaintiffs need to supply certain information to a financial institution in order to obtain a loan or credit. Under these circumstances, [REDACTED] shall advise such institutions of the confidentiality section, and [REDACTED] shall give defendants or their counsel prior notice before making any such disclosure.

6. [REDACTED] warrants and represents that she will defend, indemnify and hold the settling defendants and their insurers harmless from any liability and/or judgment associated with any subrogation claims. [REDACTED] agrees that she will be responsible and liable for all payments that may be owing to any subrogated insurers.

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

8. [REDACTED] DECLARES THAT SHE HAS READ THE FOREGOING AGREEMENT; DISCUSSED IT WITH HER LAWYERS; AND FULLY UNDERSTANDS ITS TERMS. [REDACTED] FURTHER

DECLARES THAT SHE HAS OBTAINED PROFESSIONAL COUNSELING FOR THE INJURIES AND ASSAULTS ALLEGED AND UNDERSTANDS THEIR IMPACT ON HER AND UNDERSTANDS THAT [REDACTED] CONDITION MAY SUBSTANTIALLY WORSEN IN THE FUTURE; DECLARES THAT SHE IS ENTERING INTO THIS SETTLEMENT AGREEMENT AND RELEASE WITH THE ADVICE OF THE LAWYER RETAINED BY HER; AND DECLARES THAT SHE VOLUNTARILY ACCEPTS THE TERMS AND SUM OF MONEY UNDER THIS AGREEMENT FOR THE PURPOSE OF MAKING A FULL AND FINAL COMPROMISE, ADJUSTMENT AND SETTLEMENT OF ALL CLAIMS DESCRIBED ABOVE.

9. In witness of this agreement, we have hereunto set our hands on the dates respectively indicated.

[REDACTED]

Date: 1 0 1-11-92

In the Presence of:
[Signature]

ROBERT J. ASTI
[Signature]

Date: 1/11/92



ARCHDIOCESE OF MILWAUKEE

3501 S. Lake Drive • P.O. Box 07912 • Milwaukee, WI 53207-0912 • (414) 769-3300

Office of Auxiliary Bishop

June 24, 1992

MAR 13 1995

Dear [REDACTED]

When Archbishop Weakland received your letter, he was puzzled because he had no recollection of a meeting such as the one to which you alluded. Only after he shared your communication with me on June 11, 1992 was I certain that I was in fact the person with whom you had met, rather than the Archbishop himself.

In reviewing my records from our meeting on March 14, 1988, I noted the subsequent difficulty I experienced in my own efforts to encourage your cooperation with the civil authorities of Washington County to whom I had transmitted the case for formal investigation at that time. I also recall my concern to recommend any counseling needed, while the authorities attempted to sort out all the issues of the allegation. Unfortunately, if my memory serves me correctly, it was the mothers themselves who were most reluctant.

The matter is serious and the rights of all parties must be protected, especially after all this time. While I certainly want to care for the needs of your daughter, I must seek additional counsel before further response to your request. The unusual circumstances and the stipulations of the District Attorney's office leave me no alternative at this time. Apparently Father Venne has also responded to your letter and I must await his return before further response. Thank you for your understanding.

Sincerely,

Most Reverend Richard J. Sklba
Auxiliary Bishop of Milwaukee

RJS/rt

Blind copies to:
Archbishop Weakland
Mr. Matthew Flynn



ADOM018237

ARCHDIOCESE
OF MILWAUKEE

3501 SOUTH LAKE DRIVE • P.O. Box 07912 • MILWAUKEE, WISCONSIN 53207-0912 • PHONE 414/769-3300

OFFICE OF THE ARCHBISHOP



JUL 11 1995

June 19, 1995

Rev. Daniel J. Massie
Blessed Trinity Parish

[REDACTED]
Milwaukee, Wisconsin 53209

Dear Father Massie,

It is with a sense of joy in our shared faith that I ask you to become an Associate Pastor at St. Aloysius Parish, West Allis. Following the recommendation of the Personnel Board, I am happy to entrust the faithful of St. Aloysius Parish to your priestly care in collaboration with the Pastor, Father Mark Stangel, effective June 20, 1995. This appointment is for up to six years after which time it will be reviewed for possible extension.

As Associate Pastor, you are called upon to serve the needs of God's people so that they can take their rightful place as baptized Catholics in their own Faith-community and in society. Your mission, like my own, is one of teaching and sanctifying, and of administrating those areas delegated to you by the Pastor, Father Stangel. You are also asked to collaborate with the Parish Council and those organizations designated to work with you. Also, I trust that you will work diligently with the priests in your district and enter fully into the current Archdiocesan Parish Planning, "Walking Together: Collaborating for the Future".

It is a privilege to share my ministry with you. May God's blessings fill your life.

Sincerely yours in the Lord,

Most Reverend Rembert G. Weakland, O.S.B.
Archbishop of Milwaukee

ADOM018266

OCT 11 1999

Subject: sabbatical e-mail address**Date:** Sun, 10 Oct 1999 07:24:22 CDT**From:** "Daniel Massie" <[REDACTED]>**To:** clergy@archmil.org

Dear Joe, Bill, and Kathleen,

It occurs to me that it might be good to give you a way of contacting me from now till December 10th. Would it be possible to get this address to the chancery for their mailings?

Things here in Ireland are going well. Ralph is doing lots of golfing, while I'm doing more travelling. I just finished going to Mass in a city about 2 miles north from where I'm staying. I'm finding Liturgy here a bit frustrating. There's always two collections, or else sometimes none. There's usually two homilies, or sometimes none. Nobody sings. The congregation hardly ever stands, except for the Gospel and the creed. They're supposed to be kneeling but mostly they slouch in a half-kneeling, half sitting position. When it comes time for them to respond vocally they all speak at different speeds, which turns the Lord's Prayer into the Lord's Murmur. I always have had a lot of admiration for the faith of the Irish people which has gotten them through more painful times than have ever been asked of most of us. But it's also become, perhaps because of their suffering, a very private faith. It's as W.B. Yeats said in a poem about the Easter Uprising: Too much suffering turns the heart into a stone.

This past week was less academic, more personal enrichment. We took the Briggs-Meyers personality inventory. Once again, like when I took it ten years ago and twenty years ago, I came out an INFP, which means my life is dominated by emotions I'm too shy to reveal to others, so I communicate insight instead. Which is fairly right on, I guess. Though I tell people at lunch that it really stands for "I'm Not Fond of Potatoes." Which is also true, and a cause of some grinding of teeth at mealtime.

Still travelling a lot. Hoping a train or bus on weekends, doing walking tours of Dublin on Wednesday afternoons off. Most of the group isn't much into travelling. The 2/3rds who are Irish have already seen most of Ireland. The 1/3rd who are American are too exhausted to do anything but take it easy. In two weeks we have a week off. My plans are uncertain. I tried to talk people into going to some place exotic, or at least sunny, like Egypt or Milan. But nobody seems interested, Ireland being exotic enough for them I guess. Best chance is for the Northwest part of Ireland, which is where my relation comes from, and which is a bit far away for just weekend trips. I may spend half the week with others, and rent a bike for the rest. Traffic in that part of Ireland this time of year should not be bad.

Well take care of each other. I'm keeping you in prayer. In typical Irish manner, I'm doing it in a slouch.

Get Your Private, Free Email at <http://www.hotmail.com>

486. Massie, Daniel

On July 15, 1992, I met with Archbishop Weakland, who had reservations about Dan Massie returning to parish ministry at this time. I called Dan at St. Rita, West Allis and informed him of this decision. I explained the recent letter from the [REDACTED] family and some concern on the part of the staff at Guest House that all issues of sexuality had not been fully dealt with. He was very upset, so I suggested he meet with the Archbishop on 7/16/92 to discuss the decision with him. On 7/17/92, I spoke with [REDACTED], Dan's Counselor at Guest House and told him of this decision. I also gave him names of possible therapists for Dan, which he requested in his letter on July 9, 1992. The names I gave were, [REDACTED] [REDACTED] who have been working with Dan.

RTV

505. Massie, Daniel

On July 22, 1992, I received a call from Guest House in Rochester from [REDACTED], who is the counselor for Dan Massie. [REDACTED] said that Dan was taking the news of not being assigned to St. Elizabeth Seton "philosophically", but was concerned about what he was expected to do before he received an assignment. [REDACTED] said that Guest House did not want to release him without some idea of our plans. We discussed the issues of concern in the area of sexuality and whether further evaluation was necessary, though all agreed that some regular counseling was necessary. I told him that I would talk to Archbishop Weakland and call him back. I spoke to Archbishop Weakland on 7/23 and his concern is that Dan has not fully addressed the sexuality issues and his lack of adult relationships. He was open to Dan being assigned but with a more controlled supervision, that he live in the rectory and receive regular counseling. Tom Trepenier will be consulted about an appropriate place.

RTV

520. Massie, Daniel

On July 28, 1992, I spoke to [REDACTED] at Guest House about Dan Massie and some conditions for his next assignment. We will meet in my office on Aug. 14 and Dan will be finished with his program at that time.

RTV

559. Massie, Daniel

On August 14, 1992 I met with [REDACTED], Counselor from Guest House in Rochester, and Daniel Massie in my office. Daniel has now finished his program at Guest House. We discussed his After Care Plan and the final evaluation from the Staff at Guest House. I asked Dan permission to share this final report with Archbishop Weakland and he consented. Because of the allegations in a previous assignment, I informed Dan of the concerns for future assignment and necessary conditions. Dan did say that he would like to know upfront what all of this will mean for future assignments. [REDACTED] emphasized that staff was in total agreement except one person that Dan was suitable for continuing in parish Ministry.

RTV

ADOM018332

613. Massie, Daniel
On August 31, 1992 Dan Massie called to inquire about the decision on his assignment after my meeting with the Archbishop. I informed him that the Archbishop had approved his return to parish ministry with the conditions that he live in the rectory, have adequate supervision and continue the conditions of this relationship with minors, as well as the appropriate counseling. He will call Tom Trepanier about the assignment and then I will meet with him regarding his aftercare program.
RTV
952. Massie, Daniel
On December 11, 1992 we received notice from Guest House that Dan Massie's Phase I Recovery Program is at Lake Orion, Jan. 25-29, 1993.
RTV
2. Massie, Daniel
On January 4, 1993 Dan Massie brought in a statement for his insurance carrier, on HMO, to see if we could be reimbursed for his expenses at Guest House. He has plans to attend his AfterCare at Lake Orion at the end of Jan.
RTV
80. Massie, Daniel
On February 18, 1993 we received the report from Guest House for Dan Massie's participation in Phase I Continuing Recovery Program at Lake Orion on Jan. 25-29, 1993. They feel Dan is doing well with his AfterCare Program. He is scheduled for Phase II on July 26-30, 1993.
RTV
281. Massie, Daniel
On April 7, 1993 Daniel Massie called regarding a hearing by WHO insurance to discuss Dan's claim for coverage while at Guest House. The hearing is on 4/13/93. I thanked Dan for trying to do the best he could to appeal their decision to not fund his stay.
RTV
544. Massie, Daniel
On June 14, 1993 we received notice from Guest House that Dan Massie is scheduled for his Phase II AfterCare Session July 26-30, 1993.
RTV
813. Massie, Daniel
On August 30, 1993 I received a report from Guest House that Dan Massie completed Phase II of his Continuing Recovery Program July 26-30, 1993. All seems to be going well for him. His third and final stage is scheduled for the week of April 4, 1994.
RTV


ARCHDIOCESE OF MILWAUKEE
OFFICE OF THE ARCHBISHOP

December 26, 1996

JAN 6 1996

Reverend Daniel Massie

West Allis WI 53214

Dear Dan,

After receiving your letter of November 12, I discussed the issue with the Consultors. We were all in agreement that it is time that you receive your own parish. If it can happen this spring, all the better; but, as you mention in your letter, much might depend on how the situation works out at St. Aloysius and what possibilities also open up for you.

As you probably know, all the insurance companies are putting pressure on us, so that we might have to have a few safeguards in place; but I assure you they would not be stringent. Keep your eyes open for any parish that might be opening up that seems to fit your needs. Many blessings.

Sincerely yours in the Lord,



Most Reverend Rembert G. Weakland, O.S.B.
Archbishop of Milwaukee

CC: Bishop Richard J. Sklba
Vicar for Clergy Personnel
Priests' Placement Board
Priests' Pension Board
St. Michael's Priest Fund
Chancery


ARCHDIOCESE OF MILWAUKEE
OFFICE OF THE ARCHBISHOP

February 5, 2003

Reverend Daniel Massie
[REDACTED]
Beaver Dam WI 53916

Dear Dan,

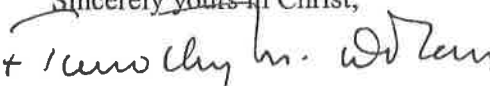
In the painful matter of your removal as pastoral team member of Sts. Michael, Patrick and Peter Parishes, I am proceeding with the removal in observance of the canonical norms (cc. 1740-1747). Following my request for your resignation on January 16, 2003, you have had some contact with Father Hornacek and I know you are considering that possibility. However, given the constraints of time, and my desire to respect the open-listing process, I must move ahead with these canonical actions.

I remain hopeful that you will submit your resignation to facilitate considerations about your future. Since you have the right to make your views known, I invite you to prepare your rebuttal in writing. You may wish to review the following documents on file:

- 1) The results of my preliminary investigation;
- 2) The summary of my discussion with the two pastor consultants;
- 3) The summary of my reasoning which urges your removal.

Since none of the reasons for proceeding with this process are new, should you wish to review the documents and prepare a rebuttal, I ask that this be done by February 12, 2003. To arrange for that review, please contact Barbara Anne Cusack to set an appointment time.

I had hoped that we would have resolved this matter more quickly but I do want to accord you your canonical rights. Despite everything, I do continue to keep you in my prayers.

Sincerely yours in Christ,

Most Reverend Timothy M. Dolan
Archbishop of Milwaukee

cc: Reverend Patrick Lagges

REVEREND DANIEL MASSIE
SUMMARY OF FILES

Date of Birth: September 11, 1952

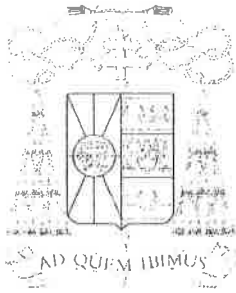
Last name	First name	Assignment	Year start	Year end	Current
Massie	Daniel	St. Mary (Men	1980	1986	Active
		St. Rita (W Allis)	1986	1992	
		Blessed Trin	1992	1995	
		St. Aloysius (W	1995	1998	
		Beaver Dam	1998		

An incident was reported to the Germantown Police by Bishop Sklba in 1988. It took place in 1983 while Father Massie was assigned to St. Mary Parish in Menomonee Falls. The police report and subsequent interview with the girls (aged 12 and 9 at the time of the incident) describe a series of contacts between Father Massie and the girls. He was good friends with the parents of the younger girl and had easy access to the home, even if the parents were not there. There were frequent encounters involving "tickling" of the girls. There was one incident in which he engaged in a water gun fight and used the older girl as a shield holding her around the breast area until she became frightened. There was also an incident in which he entered the home of the younger girl while the parents were not present. He once again engaged in "tickling" and "touching" until the girl became uncomfortable. He then bound her hands and feet with tape and continued touching her. As she struggled, he continued touching and tickling her and had his hand under her shirt on her breasts. When she screamed, her younger sister came out of her room and the incident ceased.

The case was turned over to the district attorney and subsequently to a special prosecutor for Washington County. In exchange for Father Massie's meeting certain conditions, the special prosecutor was willing to file an agreement of deferred prosecution on the count of sexual assault. The agreement was in effect from October 1988 for five years during which the statute of limitation tolled. This agreement was deemed confidential. One of the conditions of the agreement was that Father would obtain psychological counseling. He was seen by Dr. [REDACTED]

The police reports are in the hands of the victim's mother and attorney. In 1991, a civil attorney approached the Archdiocese for payment of psychological treatment for the victim. In the course of that effort the police reports were produced. The file contains a psychological report on the victim which demonstrates trauma over the incident. In 1992 an out-of-court settlement was reached, the terms of which included a payment of \$20,000. Father Massie paid most of this amount.

ADOM018424



TIMOTHY MICHAEL DOLAN

Miseratione Divina et Apostolicae Sedis Gratia
Archiepiscopus Milvauchiensis

Whereas the proposal to remove Reverend Daniel Massie from his office as pastoral team member of St. Michael, St. Patrick, and St. Peter Parishes was made by letter on January 16, 2003 and repeated on February 6, 2003;

Whereas the principles and norms of canon law have been diligently observed in discerning and communicating this proposal, namely:

- a) A canonical reason for removal has been determined, that is, his ministry has become ineffective (c. 1740) due to substantiated claims of sexual abuse of individuals while they were minors. Evidence of this reason has been gathered and placed on file at the Chancery, a summary of which follows:

Incidents involving two girls, aged 9 and 12, were previously reported to authorities. The case was turned over to the district attorney and subsequently to a special prosecutor for Washington County. In exchange for Father Massie's meeting certain conditions, the special prosecutor was willing to file an agreement of deferred prosecution on the count of sexual assault. The agreement was in effect from October 1988 for five years during which the statute of limitation tolled. This agreement was deemed confidential. One of the conditions of the agreement was that Father would obtain psychological counseling.

The police reports are in the hands of the victim's mother and attorney. In 1991, a civil attorney approached the Archdiocese for payment of psychological treatment for the victim. In the course of that effort the police reports were produced. The file contains a psychological report on the victim which demonstrates trauma over the incident. In 1992 an out-of-court settlement was reached, the terms of which included a payment of \$20,000. Father Massie paid most of this amount.

- b) The required consultations with two pastors, Reverend Gerald Brittain and Reverend George Rebatzki were held on December 27, 2003 and March 7, 2003.

c) Reverend Daniel Massie has had opportunity to inspect the acts but has not done so.

d) A rebuttal has been offered in opposition to the removal, summarized as follows:

Because these past incidents were known to archdiocesan officials at the time that Father Massie was appointed to the office of pastoral team member, it is unjust that the situation now be brought up again and action taken. Father makes additional statements that are more relevant to his continuation in active ministry than the removal of pastor process. Father further argues that he was not arrested or charged for the incidents but he does not acknowledge the deferred prosecution and the conditions that were part of that negotiation.

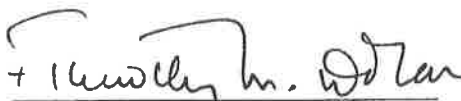
e) This rebuttal, considered by the Archbishop and his two pastor consultors, has been found insufficient to dissuade the proposal for the following reasons:

There is no substantive argument germane to the matter at hand, namely the removal from the office of pastoral team member. The issue addressed is more relevant to a continuation in active ministry which is a separate and yet-to-be-addressed matter.

Therefore, I, the undersigned Archbishop of Milwaukee, in virtue of my pastoral office and in conformity with the Code of Canon Law, hereby decree the removal of the Reverend Daniel Massie as pastoral team member of St. Michael, St. Patrick, and St. Peter Parishes, effective immediately upon communication of this decree by the Very Reverend Joseph Hornacek, Vicar for Clergy, at which time his former office will be declared vacant.

Moreover, Reverend Daniel Massie is advised that if he has just cause to lodge recourse against this action, it may be proposed to me or to the Holy See within fifteen available days.

Given in Milwaukee this 28th day of March in the year of Our Lord 2003.


Most Reverend Timothy M. Dolan
Archbishop of Milwaukee


Notary

ADOM018453

Dear Brothers and Sisters,

Two weeks ago you heard that I had gone away for treatment for alcoholism. Right now I'm at the Guest House, treatment center for Catholic priests and deacons, in Rochester, Minn. I am still fairly early in my treatment and there are a lot of things I don't understand yet. This all has come about as a surprise to me and maybe to many of you as well. I've been good at hiding my problem from others and myself. For a number of years I sometimes used alcohol as a way to relax on a day off or before going to bed. Several years ago it became a way in which I coped with the periods of unusual stress in my life. After a while the stress would lessen and so would my drinking.

Sometime around Easter I realized I had a drinking problem that wasn't going away and that going to a new assignment using alcohol as a crutch was a terrible idea and that I needed outside professional help.

I am grateful to the parish staff and the archdiocese for helping me find the help I needed. I am sorry that I didn't say good-bye to many of you. I honestly didn't know what to say.

It's hard to think much now about the future, but I hope to come back soon, sometime in late summer to thank you for all you've done for me.

The good news is that I am in good health, that I asked for help fairly early, that I have a supportive family and friends and that I believe that Jesus will get me through this.

After a very painful week, I am doing pretty well now, but I need to do better than that, and that's why I'm here. I'm learning a lot about myself. I need to find better ways of forming relationships and coping with pain. I've learned that alcoholism isn't just an addiction, but a disease like any other disease. It can't be cured, but it can be controlled, it doesn't have to run my life. I pray that if you have this or a similar problem that you, too, seek help and that you do so before things get too bad.

During my last Sunday sermon, I spoke how after Jesus defined discipleship as the willingness to shoulder the cross, when the time came for him to carry his cross, he failed. A stranger named Simon had to carry it for him. Jesus understands that sometimes failure comes not because we don't care enough, but because we're weak, or maybe too much is asked of us. I believe you understand that as well.

I'm deeply grateful for all your support and your prayers. I thank those who have written me notes and letters. They keep us rather busy here and I may not be able to respond to each one, but know that I appreciate them and you with all my heart.

Love,
Father Dan

(Fr. Dan Massie, Guest House, P.O. Box 954, 4800 - 48th St. Rochester, Minn. 55904)

CATHOLIC STEWARDSHIP APPEAL

The Stewardship Appeal is an essential part of our obligations. This appeal is an opportunity for all of us to give something back. Please return your pledge cards with or without a pledge, so we can reach our goal.

A VOCATION VIEW:

Our life is determined by the goals toward which we run. It is shaped by the mountain which we are climbing. If Christ is our guide, we shall strive for the goals. We will climb the mountain that will bring the Paradise we seek.

Ask for God's blessings on your work,
but don't ask him to do it for you!

A FAMILY PRAYER

Lord of all our families, whose days are spent with pots and pans or pencils and pens.

Accept our daily work as the prayer we often forget to pray.

Within our family guide us to realize what makes them grow.

Help us to deepen our respect for human life.

Aid us to enjoy the trees and flowers.

Teach us to cherish life in all its forms, old or new.

Make us aware of all graces and help us to use them well.

Grant that we may become a better father, mother, son or daughter, as we live each day.

At the end of life be near us so we can come to meet you face to face, and Thank you, Lord, for each day we live.

Amen

TEN COMMANDMENTS FOR MARRIAGE

1. Thou shalt not take thy partner for granted.
2. Thou shalt not expect perfection of each other.
3. Thou shalt be patient, loving, understanding, kind and true.
4. Thou shalt tend the garden of love daily.
5. Thou shalt take care that thy partner's trust not be violated.
6. Thou shalt remember thy wedding vows.
7. Thou shalt not hide true feelings - things of the heart can be discussed freely.
8. Thou shalt respect each other as individuals, endearing terms lift us.
9. Thou shalt let thy marriage grow. Face together, the future with confidence and trust.
10. Thou shalt never forget God, the Creator, for He is the one that made you.

FESTIVALS:

Holy Cross Parish - June 5, 6 & 7th - Rides, Music & Good Food


ARCHDIOCESE OF MILWAUKEE
DEPARTMENT FOR CLERGY

February 5, 2003

Rev Daniel Massie
[REDACTED]
Beaver Dam WI 53916

Dear Dan,

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

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

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

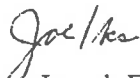
- 1) If a priest elects voluntary laicization, we would offer what has been our practice, if not policy, for more than a decade, namely \$10,000 when the petition is submitted and \$10,000 when a definitive response is received, regardless of the contents of the response. We would offer, in addition,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

February 5, 2003
Rev Daniel Massie
- Page 2 -

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

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

Sincerely yours in the Lord,


V. Rev. Joseph F. Hornacek
Vicar for Clergy

JFH/ks

ADOM018509

CRIME AGAINST PERSON REPORT

GERMANTOWN POLICE DEPARTMENT

17. NO. EXTRA COPIES: DISTRICT		18. BEAT		19. AREA		20. CITY		21. COMPLAINT NO.	
22. COURSE OCCUPATION		23. COURSE OF EMPLOY		24. OCCASION		25. VICTIM'S PLACE OF EMPLOYMENT OR SCHOOL		26. BUS. PHONE	
27. DESCRIBE LOCATION OF OFFENSE OR TYPE OF PREMISE		28. VICTIM'S		29. LOCATION OF OFFENSE ADDRESS		30. RES. PHONE			
31. VEHICLE USED BY SUSPECTS		32. LICENSE NO.		33. STATE		34. YEAR		35. REPORTING PERSON	
36. YEAR		37. MAKE		38. BODY		39. MODEL		40. COLOR(S)	
35. REPORTING PERSON		36. SEX-RACE-AGE		37. RES. PHONE		38. REPORTING PERSON'S ADDRESS		39. CITY	
40. BUS. PHONE		41. DATE AND TIME OCCURRED		42. DATE AND TIME REPORTED		43. CRIME		44. CLASSIFICATION	
45. IDENTIFYING CHARACTERISTICS OF VEHICLE		46. CODE: V-VICTIM (OTHER THAN IN BLOCK #11 AND SHOW SEX, RACE, AGE, W-WITNESS; P-PARENT OR GUARDIAN)		47. NAME		48. CODE		49. CITY	
49. SEX		50. RACE		51. AGE		52. HT.		53. WT.	
54. EYES		55. HAIR		56. COMPLEX.		57. CLOTHING		58. OTHER	
59. IDENTIFY SUSPECTS BY NO., NAME-ADDRESS-SEX-DESCENT-AGE-HT.-WT.-EYES-HAIR-COMPLEX-CLOTHING-OTHER		60. NO. CHARGE		61. NO. CHARGE		62. NO. CHARGE		63. NO. CHARGE	
64. WEAPON OR MEANS OF ATTACK		65. METHOD USED TO COMMIT CRIME		66. TYPE OF PROPERTY TAKEN IF ROBBERY, ETC.		67. TOTAL LOSS VALUE		68. TRADEMARKS OF SUSPECT(S); (ACTION OR CONVERSATION)	
69. NATURE OF INJURIES AND LOCATION ON BODY-VICTIM'S CONDITION		70. VICTIM HOSPITALIZED WHERE?		71. NARRATIVE: (1) CONTINUATION OF ABOVE ITEMS. INDICATE "ITEM NUMBER" CONTINUED AT LEFT. INCLUDE ADDITIONAL VICTIMS, WITNESSES AND SUSPECTS AS OUTLINED ABOVE. (2) DESCRIBE DETAILS OF INCIDENT. (3) DESCRIBE EVIDENCE AND PROPERTY & INDICATE DISPOSITION		72. DATE/TIME TYPED		73. NO. REPRODUCED	
74. REPORTING OFFICER		75. NO.		76. STATUS (CHECK ONE)		77. SUSPENDED		78. UNIT REFERRED TO:	
79. NO. OFFICER		80. NO.		81. SUPERVISOR APPROVING		82. NO.		83. REVIEWER	
84. NO.		85. NO.		86. NO.		87. NO.		88. NO.	

JUVENILE INFORMATION-CONFIDENTIAL

On March 31, 1988, Cathy Westphal of the Washington County Department of Social Services called and stated that she had received a report of a sexual assault, the reporting person was Bishop Sklba, see blk #9 & 11. Bishop Sklba is with the Catholic Archdiocese of Milwaukee. The incident alleges that there has been some type of sexual contact involving two juvenile females and an adult male. The incidents of sexual contact are alleged to have taken place over the last three years in the Village of Germantown, Washington County. Victim number one, see block 1, victim number two, see block 25. The alleged perpetrator is Fr. Daniel J. Massie, who is the pastor at St. Rita's Parish in West Allis, see blk 28. According to Ms. Westphal, at this time, the two juveniles were involved with [redacted] of the Germantown Social Services Agency.

FILE - D

ADOM030490

44-2000-#

SUPPLEMENT REPORT
IACR-1116-B

1. ARREST NO. [REDACTED]
2. COMPLAINT NO. [REDACTED]

<input type="checkbox"/> FORM USED AS CONTINUATION SHEET FOR CURRENT REPORT			<input type="checkbox"/> FORM USED TO REPORT FOLLOWUP INVESTIGATION OR SUPPLEMENTAL INFORMATION	
4. EXTRA COPIES	5. PAGE NO. 2	6. TRAFFIC CITATION NO.	9. CORRECT OFFENSE OR INCIDENT CLASSIFICATION SEXUAL ASSAULT	CHANGED? <input type="checkbox"/> YES
7. KIND OF REPORT CONTINUED <input type="checkbox"/> OFFENSE <input type="checkbox"/> TRAFFIC ACCIDENT <input type="checkbox"/> ARREST <input type="checkbox"/> FOLLOWUP OR SUPPLEMENTAL OR PROSECUTION			10. MULTIPLE CLEAR-UP? <input type="checkbox"/> YES (LIST OTHER COMPLAINT NOS. IN NARRATIVE) <input type="checkbox"/> NO	
8. OFFENSE, CHARGE OR INCIDENT ON ORIGINAL REPORT Blk #9.			11. VALUE OF PROPERTY RECOVERED \$	
12. INSTRUCTIONS FOR FOLLOWUP OR SUPPLEMENTAL USAGE. Under narrative, record your activity and all developments in the case subsequent to last report. Describe and record value of any property recovered, names and arrest numbers of any persons arrested. Explain any offense classification change. Clearly show disposition of recovered property and inventory no. Recommend to supervisor case status and to reviewer UCR disposition. Indicate "Item Number Continued" at left, if any.				

ITEM NO. At this time, there has been no contact with the juveniles. A tentative date for interviews has been set for Monday, April 4, 1988, time unknown at this date. Sgt. Seeger spoke to Bishop Skiba, by phone. Bishop Skiba stated that he was made aware of the alleged incidents on 3-2-88, when he had received a phone call from of the parents of one of the juveniles involved. Bishop Skiba stated that he did meet with the parents on 3-14-88; and after hearing their account of the incidents, contacted the Washington County Department of Social Services. Bishop Skiba also stated that he had spoken to Fr. Massie concerning this incident. Investigation pending.

05-19-88, 8:30 a.m. [REDACTED] and [REDACTED] along with mothers [REDACTED] and [REDACTED] came to the station for the purpose of giving statements regarding sexual assaults, which took place during the summer of 1983. Statements were taken from the two young ladies and present at the time was ADA Carol Peterson, see attached statements. *DL*

5-20-88, 10:30 a.m., Piotrowski and Culver went to St. Rita's Catholic Church Rectory located at [REDACTED], West Allis. Detectives advised Fr. Daniel J. Massie, WM 09-11-52 of his Miranda Rights and advised him of the nature of the complaint and the allegations lodged against him. After being advised of his rights, and a brief description of the nature of the complaint, he declined to discuss the matter.

He stated he had not retained a lawyer, but

13. REPORTING OFFICER <i>[Signature]</i> NO.	31. STATUS (CHECK ONE) <input type="checkbox"/> OPEN <input type="checkbox"/> SUSPENDED <input type="checkbox"/> CLOSED	34. UNIT REFERRED TO	35. UCR DISPOSITION
14. REPORTING OFFICER <i>[Signature]</i>	32. SUPERVISOR APPROVING NO.	36. REVIEWER	NO.

had talked to one on the phone and was advised by the attorney not to make any statements to the police.

5-27-88 12:30PM Detective Piotrowski went to St. Eugene's Catholic Church rectory located at [REDACTED]; Milwaukee, and at this time spoke with Pastor Gordon Weber. Father Weber stated that he was assigned to St. Mary's parish in Menomonee Falls in December 1970 through January 1985 at which time he was transferred to St. Eugene's. He stated he was familiar with Father Masse and that Father Masse had come to St. Mary's parish in January 1980 direct from St. Francis Seminary from which he was ordained. This would have been Father Massie's first parish after ordination. He stated that during the time that he was at St. Mary's parish he, Father Weber, never received any complaints from anyone concerning the actions of Father Massie including the alleged victims parents. Father Weber stated he knew and instructed Father Massie when he was seminarian student and that [REDACTED] considered very bright and [REDACTED] liked. He said the only criticism directed toward Father Massie was that he was somewhat spacey and forgetful. In addition Father Weber stated that no one in the Catholic Archdiocese had ever reported any incidents to him concerning Father Massie while he was Pastor of St. Mary's or to the present date. He further suggested contacting Father Joseph Janicki, the current Pastor at St. Mary's who would have also served with Father Massie. *DJ*

SUPPLEMENT REPORT

10-11-88

2. ARREST NO. 1. COMPLAINT NO.

<input type="checkbox"/> FORM USED AS CONTINUATION SHEET FOR CURRENT REPORT			<input checked="" type="checkbox"/> FORM USED TO REPORT FOLLOWUP INVESTIGATION OR SUPPLEMENTAL INFORMATION	
4. EXTRA COPIES	5. PAGE NO. 4	6. TRAFFIC CITATION NO.	9. CORRECT OFFENSE OR INCIDENT CLASSIFICATION SEXUAL ASSAULT	CHANGED? <input type="checkbox"/> YES
7. KIND OF REPORT CONTINUED <input type="checkbox"/> OFFENSE <input type="checkbox"/> TRAFFIC ACCIDENT <input type="checkbox"/> ARREST <input checked="" type="checkbox"/> FOLLOWUP OR SUPPLEMENTAL OR PROSECUTION			10. MULTIPLE CLEAR-UP <input type="checkbox"/> YES (LIST OTHER COMPLAINT NOS. IN NARRATIVE) <input type="checkbox"/> NO	
8. OFFENSE, CHARGE OR INCIDENT ON ORIGINAL REPORT			11. VALUE OF PROPERTY RECOVERED	

13. INSTRUCTIONS FOR FOLLOWUP OR SUPPLEMENTAL USAGE. Under narrative, record your activity and all developments in the case subsequent to last report. Describe and record value of any property recovered, names and street numbers of any persons arrested. Explain any offense classification change. Clearly show disposition of recovered property and inventory no. Recommend to supervisor case status and to reviewer UCR disposition. Indicate "Item Number Continued" or "off", if any.

ITEM NO. 6-6-88 12:45PM Detective Piotrowski went to St. Mary's Catholic Church in Menomonee Falls and spoke with Father Joseph Janicki, the pastor of the church. Father Janicki stated he is the pastor of St. Mary's and had been since 2-19-85. He stated that Father Dan Masse was at the St. Mary's parish until 2-1-86 and therefore Father Janicki for approximately 1 year. He described Father Masse as exuberant, energetic, liked by the parishoners, intelligent and having a pleasant personality. He further stated that many of the people were very sorry to see Father Masse leave. The only criticism Father Janicki had of Father Masse was that he was somewhat absent minded and was referred to by some of the people as "Spacey Masse". Father Janicki stated that at no time did he ever receive any complaint at any time concerning the behaviour of Father Masse. Father Janicki further stated that prior to his service at St. Mary's he, Father Janicki, was a Vicar for the clergy in the Archdioces of Milwaukee. This position is the same one that is currently occuppied by Bishop Sklba and its function is to help troubled priests in the area of alcoholism etc. While serving as Vicar he stated he never received any complaints concerning Father Masse.

10-11-88, Carol Petersen and Piotrowski went to the office of Ted Welch, Polygraph Examiner in Madison, Wisconsin for the purpose of a polygraph exam to be administered to Fr. Daniel Massie. Massie was there along with his Attorney Martin Kohler and

30. REPORTING OFFICER NO.		31. STATUS (CHECK ONE) <input type="checkbox"/> OPEN <input type="checkbox"/> SUSPENDED <input type="checkbox"/> CLOSED		33. DATE/TIME TYPED NO. REPRODUCED NO.	
32. SUPERVISOR APPROVING NO.		34. UNIT REFERRED TO		35. UCR DISPOSITION	
36. REVIEWER NO.		37. DATE/TIME TYPED NO. REPRODUCED NO.		38. UCR DISPOSITION	

Written results of the examination findings will be forwarded to Special Prosecutor Carol Petersen for final disposition in this case/

STATE OF WISCONSIN : CIRCUIT COURT : ██████████ COUNTY

STATE OF WISCONSIN,

Plaintiff,

-vs-

Complaint Number: ██████████
(Germantown Police Dept.)

DANIEL J. MASSIE,

Defendant.

DEFERRED PROSECUTION AGREEMENT

Carol C. Petersen, Special Prosecutor for Washington County, on behalf of the State of Wisconsin and the defendant, DANIEL J. MASSIE, hereby enter the following Deferred Prosecution Agreement.

The defendant, hereinafter referred to as "the defendant" shall refer to DANIEL J. MASSIE, has been referred to the Washington County District Attorney's office and to the Special Prosecutor regarding a violation of subsection 940.225(1)(d), Wisconsin Statutes, occurring between May 21, 1983 and September 5, 1983. The defendant agrees to comply with the following conditions:

(1) The defendant agrees to undergo psychiatric or psychological evaluation and any recommended treatment. A copy of said evaluation report shall be supplied to the Special Prosecutor.

(2) Periodic reports on the progress of said treatment shall be supplied to the Special Prosecutor with a frequency of no less than every three months during the term of this agreement.

ADOM030506

(3) All communications between the defendant and the treating mental health professional shall be considered confidential and privileged except insofar as release of information is necessary to comply with paragraph 2 above.

(4) This Deferred Prosecution Agreement shall be held confidential.

(5) The defendant shall have no face to face contact with persons under the age of eighteen unless accompanied or supervised by a responsible adult.

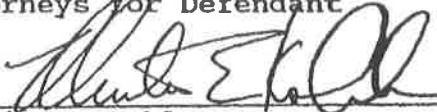
(6) The defendant shall not further violate the law during the term of this agreement, excluding non-criminal traffic matters.


(7) By virtue of this agreement, the defendant freely and voluntarily waives his right to a speedy trial and further agrees that all applicable statutes of limitation shall be tolled for the time during which this agreement is in effect. These provisions shall apply in the event of subsequent prosecution for the aforementioned violation.

The term of this agreement shall be for five (5) years from the date of its signing. If the defendant complies with all of the conditions stated above, the State of Wisconsin agrees not to institute criminal charges against the defendant for sexually assaulting A.M.S., date of birth, October 17, 1973 between May 21, 1983 and September 5, 1983, pursuant to 940.225(1)(d), Wisconsin Statutes.

Daniel J. Massie
Daniel J. Massie
DATED: Oct. 26, 1988

LEVINE & EPSTEIN
Attorneys for Defendant

By: 
Martin E. Kohler
DATED: 10-26-88


Carol C. Petersen, Special
Prosecutor for Washington County
DATED: 11/17/88

P. O. ADDRESS
LEVINE & EPSTEIN
324 East Wisconsin Avenue
Suite 700
Milwaukee, Wisconsin 53202
(414) 271-9595

ADOM030508

**SETTLEMENT AGREEMENT
AND MUTUAL RELEASE**

This Settlement Agreement and Mutual Release (hereafter "Agreement") is made by and between [REDACTED] and the Archdiocese of Milwaukee (hereafter "Archdiocese"), Dan Massie, St. Mary's of Menomonee Falls Parish (hereafter "St. Mary's") (all collectively sometimes referred to as the "settling defendants"), and the settling defendants' insurers.

WHEREAS, [REDACTED] has asserted certain claims for damages against the settling defendants; and

WHEREAS, the settling defendants deny the liability alleged; and

WHEREAS, the parties to this agreement wish to settle and compromise all claims of [REDACTED] against Dan Massie, St. Mary's, and the Archdiocese of Milwaukee, all of the Archdiocese's employees, agents, officers, directors and assigns, including, without limitation, all members of the Roman Catholic clergy, all Roman Catholic schools, all parishes, including without limitation St. Mary's, and any persons or entity affiliated with the Roman Catholic church in the territory of the Archdiocese of Milwaukee, including, without limitation, all insurers of the Roman Catholic Archdiocese of Milwaukee and its affiliated entities, and all insurers of any of the settling defendants, arising from the assaults and other conduct of Dan Massie alleged by [REDACTED] at her residence at [REDACTED]

[REDACTED] Wisconsin, or elsewhere, without the necessity of further expense and proceedings in litigation, and further wish to generally release one another from all liability for any claims either may have against the other that may exist to the date of the signing of the Settlement Agreement, including, but not limited to, any claim by [REDACTED] for assault or battery of any nature against the settling defendants, and against any other persons or entities named herein who may allegedly be responsible for the actions alleged;

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

1. The settling defendants agree to pay to [REDACTED] the total sum of Twenty Thousand Dollars (\$20,000), receipt of which is hereby acknowledged. All parties will bear their own costs and attorneys' fees associated with this settlement. All parties acknowledge and agree that the amount in this paragraph may be comprised of several checks.

2. In return for the payment in paragraph 1 above, and for the mutual promises contained herein, and for other good and valuable consideration, receipt of which is hereby acknowledged, [REDACTED] agrees to release and forever discharge Dan Massie, St. Mary's,

Archdiocese of Milwaukee, and all the Archdiocese's employees, agents, officers, directors and assigns, including, without limitation, all members of the Roman Catholic Clergy, all Roman Catholic schools, all parishes, including without limitation St. Mary's, and any person or entity affiliated with the Roman Catholic Church in the territory of the Archdiocese of Milwaukee, including all insurers of the settling defendants, from and covenants not to sue them for, all claims, causes of action, charges, and demands of any nature, whether in tort, contract, or otherwise including but not limited to conspiracy and punitive damages, that she may have had at any time up to and including the date of the signing of the Settlement Agreement, including but not limited to any claims arising from any assault, battery, injury, whether physical or mental, or any other activity of Dan Massie.

3. The settling defendants and their insurers are also released and discharged to the full extent of their liability, if any, for contribution or indemnity. In accepting the sum referenced hereinabove, [REDACTED] hereby releases and discharges that fraction, portion or percentage of her total cause of action or claim for damages which she now has or may hereafter possess against all parties liable for such damages which would by trial or other disposition be

determined to be the sum of the fractions, portions or percentages of causal negligence for which the settling defendants and their insurers are found to be liable to [REDACTED] as a consequence of the events that gave rise to this settlement. [REDACTED] agrees to indemnify and hold the settling defendants and their insurers harmless from all further liability, loss, and/or claims arising out of any of the injuries, losses and damages [REDACTED] may have sustained, whether by claim for contribution or otherwise, and if necessary in order to save them so harmless, to satisfy on behalf of the settling defendants and their insurers any judgment in favor of [REDACTED] and/or any party to the extent of such fraction, portion or percentage of the judgment as the causal negligence of the settling defendants and their insurers is adjudged to be of the sum total of all the causal negligence of the adjudged tort-feasors. In the event [REDACTED] fails to immediately satisfy any such judgment to such extent, [REDACTED] agrees that upon filing a copy of this release, without further notice, an order may be entered by the court in which said judgment is entered directing the clerk thereof to satisfy said judgment to the extent recited hereinabove.

4. Dan Massie, St. Mary's, and the Archdiocese of Milwaukee hereby release and forever discharge [REDACTED] from all claims, demands, and

causes of action of any nature that were in existence up to and including the date of the signing of this Release and Settlement Agreement.

5. [REDACTED] and the settling defendants mutually agree that neither they nor their attorneys nor representatives shall reveal to anyone, other than as may be mutually agreed to in writing, any of the specific terms of this Settlement Agreement and Release or any of the amounts, numbers or terms and conditions of any sums payable to [REDACTED] hereunder. [REDACTED]

[REDACTED] hereby understands and agrees that the implementation of this confidentiality section of the Settlement Agreement and Release is of paramount importance to the settling defendants and that observance of this confidentiality section is of the essence to the Settlement Agreement achieved between the parties. Further, [REDACTED] agrees to abide by the terms of this confidentiality section as consideration for and as an integral part of this Settlement Agreement, it being understood and agreed by the parties hereto that any and all details of the Settlement Agreement are to be treated as if sealed and held as strictly confidential; and all parties agree that said terms are to remain forever sealed and confidential unless and until modified by court order for good cause shown. The parties further agree that under no circumstances will the amount of money paid to

[REDACTED] pursuant to the settlement be revealed to anyone for any reason whatsoever, nor shall any details of the settlement be revealed, including the terms and conditions of this confidentiality section. The only exception that the parties recognize to this confidentiality section would be if [REDACTED] were required to make disclosure to the Internal Revenue Service, compelled to testify by a court order, or if the plaintiffs need to supply certain information to a financial institution in order to obtain a loan or credit. Under these circumstances, [REDACTED] shall advise such institutions of the confidentiality section, and [REDACTED] shall give defendants or their counsel prior notice before making any such disclosure.

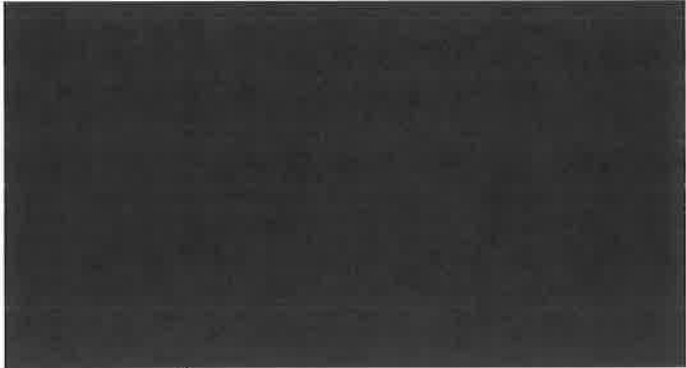
6. [REDACTED] warrants and represents that she will defend, indemnify and hold the settling defendants and their insurers harmless from any liability and/or judgment associated with any subrogation claims. [REDACTED] agrees that she will be responsible and liable for all payments that may be owing to any subrogated insurers.

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

8. [REDACTED] DECLARES THAT SHE HAS READ THE FOREGOING AGREEMENT; DISCUSSED IT WITH HER LAWYERS; AND FULLY UNDERSTANDS ITS TERMS. [REDACTED] FURTHER

DECLARES THAT SHE HAS OBTAINED PROFESSIONAL COUNSELING FOR THE INJURIES AND ASSAULTS ALLEGED AND UNDERSTANDS THEIR IMPACT ON HER AND UNDERSTANDS THAT [REDACTED] CONDITION MAY SUBSTANTIALLY WORSEN IN THE FUTURE; DECLARES THAT SHE IS ENTERING INTO THIS SETTLEMENT AGREEMENT AND RELEASE WITH THE ADVICE OF THE LAWYER RETAINED BY HER; AND DECLARES THAT SHE VOLUNTARILY ACCEPTS THE TERMS AND SUM OF MONEY UNDER THIS AGREEMENT FOR THE PURPOSE OF MAKING A FULL AND FINAL COMPROMISE, ADJUSTMENT AND SETTLEMENT OF ALL CLAIMS DESCRIBED ABOVE.

9. In witness of this agreement, we have hereunto set our hands on the dates respectively indicated.



ROBERT J. ASTI



Date: 1/11/96



DAN MASSIE

Dan Massie

Date: Jan 15, 1992

In the Presence of:
[Signature]

MARTIN E. KOHLER

[Signature]

Date: Jan 15, 1992

ST. MARY'S OF MENOMONEE
FALLS PARISH

By: Joseph A. Janki

Date: March 27, 1992

In the Presence of:
Debra A. DeLozaf

ARCHDIOCESE OF MILWAUKEE

By: Rw. P. Thomas Venne

Date: 3/24/92

In the Presence of:
Sister Rose Stinefast, SSND

MATTHEW J. FLYNN

[Signature]

Date: 3/31/92



LAICIZATION RESCRIPT - UNOFFICIAL TRANSLATION
Congregation for the Doctrine of the Faith

Prot. N.: 391/03 - 28972

Milwaukee

Reverend Daniel J. MASSIE, a presbyter of the Archdiocese of Milwaukee, has humbly petitioned for a dispensation from all the obligations connected with sacred Ordination.

Our Most Holy Father, Pope Benedict XVI

On the 3rd day of April, 2009

Having heard the opinion of his Eminence and Most Reverend Prefect of this Congregation, has granted the request of the presbyter for the good of the Church, but with the following provisions:

1. The rescript of the dispensation, being made known by the competent Ordinary to the petitioner as soon as possible:
 - a) *becomes effective from the moment of the notification;*
 - b) *inseparably includes a dispensation from sacred celibacy and, at the same time, loss of the clerical state. The petitioner never has the right to separate those two elements, that is, to accept the first and refuse the second;*
 - c) *if the petitioner is a religious, the rescript also grants a dispensation from the vows.*
 - d) *indeed, further, it carries with it, insofar as it is necessary, absolution from censures.*
2. Notification of the dispensation can be made to the petitioner either personally, or through one delegated by the same Ordinary, or through an ecclesiastical notary, or by "registered mail." The Ordinary ought to retain one copy (of the rescript) duly signed by the petitioner in testimony of his reception of the rescript of the dispensation, and also of his acceptance of its regulations.
3. Notice of the granting of the dispensation is to be inscribed in the baptismal register of the Petitioner's parish.
4. With regard to the celebration of a canonical marriage, the norms set down in The Code of Canon Law must be applied. The Ordinary, however, should take care that the matter be discreetly handled without pomp or external display.
5. The ecclesiastical authority, to whom it belongs to notify the petitioner concerning the rescript, should earnestly exhort him to take part in the life of the People of God, in a manner consonant with his new mode of living, to give edification, and thus to show himself a most loving son of the Church. At the same time, however, he should be informed of the following points:
 - a) *the dispensed priest automatically loses the rights proper to the clerical state, as well as ecclesiastical dignities and offices; he is no longer bound by the other obligations connected with the clerical state;*

ADOM039973

- b) he remains excluded from the exercise of the sacred ministry, with the exception of those functions mentioned in canons 976 and 986, §2 of the Code of Canon Law. and, as a result, he may not give a homily nor is he able to hold a directive office in the pastoral field nor to exercise the function of parochial administrator;
- c) similarly, he may not discharge any function in seminaries and in equivalent institutions. In other institutions of higher studies, which are in any way whatever dependent upon ecclesiastical authority, he may not exercise the function of director;
- d) also, in those institutions of higher studies which are not dependent upon ecclesiastical authority, he may not teach any discipline which is properly theological or closely connected with the same;
- e) on the other hand, in institutions of lower studies, which are dependent upon ecclesiastical authority, he may not exercise the function of teaching a discipline which is properly theological. A dispensed presbyter is held by the same rule in teaching Religion in an institution of the same kind not dependent upon ecclesiastical authority.

6. The Ordinary is to take care lest the dismissed presbyter, due to a lack of due prudence, exhibits scandal to the faithful. This pastoral care seriously urges the Ordinary with the greatest if any danger of abuse of minors, however remote, is present.

7. At an opportune time, the competent Ordinary is to send a brief report to the Congregation on his completion of the notification, and, finally, if there should be any wonderment on the part of the faithful, he is to provide a prudent explanation.

All things to the contrary notwithstanding.

From the Offices of the Congregation, the 3rd day of April in the year 2009.

/s/ +Aloisius Franciscus LADARIA, SJ
 Titular Archbishop of Thibica
 Secretary

/s/ Reverend Charles I. Scicluna
 Promotor of Justice

Date of notification: _____

 Signature of petitioner as sign of acceptance

 Signature of Ordinary



July 1, 2007

Daniel J. Massie
[REDACTED]

Beaver Dam, WI 54916

Dear Dan,

I am writing to you in an effort to keep you informed on the status of your case before the Congregation for the Doctrine of the Faith in Rome. The archdiocese sent the petition for voluntary laicization to the Holy See on October 3, 2003. It was again resubmitted at a later date. To date there has been no reply.

Although the Holy See has responded to a few cases, I am not aware of a response to your situation. I do not know where the case is in its process. Should I hear something, I will let you know. I do not mean to cause pain in your life and I appreciate the difficulty you are enduring. My intent is to be honest with you in this process. I find that sometimes not knowing is more difficult than knowing.

Please, be assured of my prayers for you, Dan. If I can be of some service to you, please feel free to contact me.

In the Lord Jesus,

Very Reverend Curt J. Frederick
Vicar for Clergy

|||


ARCHDIOCESE OF MILWAUKEE
OFFICE OF THE ARCHBISHOP

September 23, 2003

His Eminence, Joseph Cardinal Ratzinger
Prefect, The Congregation for the Doctrine of the Faith
00120 Vatican City State
Europe

Your Eminence,

May I respectfully submit herewith to the judgement of the Congregation for the Doctrine of the Faith the petition of the Reverend Daniel J. Massie, a priest of the Archdiocese of Milwaukee, to be dispensed from all obligations attached to sacred orders, including celibacy, and to be returned to the lay state. Father Massie has been accused of sexual abuse of a minor and was removed as a pastoral team member (*in solidum*) of St. Michael Parish and St. Patrick Parish in Beaver Dam, Wisconsin, in accord with canonical norms.

Let me explain the allegation. In 1988, a report was made to the Archdiocese of Milwaukee about two incidents that took place in 1983 when Father Massie was assigned to St. Mary Parish in Menomonee Falls, Wisconsin. These incidents concern two girls, aged 9 and 12 at the time. In both situations, Father Massie touched the breasts of the girls, in one case after having bound the girl's hands and feet with tape. Father Massie acknowledges his role in these events.

The police investigated both situations. They agreed to place Father Massie under an agreement of deferred prosecution provided that Father receive appropriate psychological counseling. Father Massie did so.

In 1991, an attorney approached the Archdiocese seeking payment for psychological treatment for one of the victims because of trauma experienced because of the incident. Eventually, an out-of-court settlement was reached, the terms of which included a payment of \$20,000.

In 1995, after a psychological evaluation and given that all the requirements of civil authorities had been met, my predecessor, the Most Reverend Rembert G. Weakland, O.S.B., returned Father Massie to full priestly ministry.

However, given that the *Charter for the Protection of Children and Young People* and the accompanying Norms provide that even one act of sexual abuse of a minor will result in the loss of the exercise of priestly ministry, I asked Father Massie to resign his office. He refused to do so and he was removed from office, all canonical norms for removal having been followed. In addition, I have informed Father Massie that I am unable to return him to ministry at any time in the future.

I am convinced that Father Massie has accepted this reality and now wants to move on with his life. Hence, he humbly and freely requests that he be dispensed from all obligations resulting from Holy Orders, including celibacy, and be returned to the lay state. In fact, a letter from Father Massie to our Holy Father is enclosed and indicates this desire. I strongly support this petition.

Moreover, Father James Connell, my Vice Chancellor, interviewed Father Massie, who acknowledged the accusation and indicated his free-will desire for laicization.

Finally, I am very certain that no scandal would arise if this dispensation were granted to Father Massie. In fact, it would help bring closure to a very difficult and sad situation.

Thank you for your kind consideration in this regard and I have the honor to be, Your Eminence,

Sincerely yours in Christ,

A handwritten signature in cursive script, reading "Timothy M. Dolan". The signature is written in dark ink and is positioned above the printed name.

Most Reverend Timothy M. Dolan
Archbishop of Milwaukee

September 6, 2003

**Request for Laicization
And Dispensation from the Obligation of Celibacy**

1. I swear to tell the truth as I know it before God.
2. Daniel J. Massie.
[REDACTED]
Wauwatosa, WI. 53226
Tel: [REDACTED]
3. I was born September 11, 1952, in Kenosha, WI.
4. Since ordination, I have been a priest of the Archdiocese of Milwaukee.
5. My father and mother still reside in Kenosha, WI. I have two sisters.
6. I entered the seminary in Fall of 1966, after graduating grade school.
7. There were no moral problems interfering with my formation or ordination. I received some counseling for depression after high school.
8. Though my family was supportive of my vocation, neither they nor anyone exerted undue pressure on me to become a priest.
9. My seminary formation was overly restrictive early in high school, but moderated over time. Academic formation was fine, as was spiritual formation. Professional training was adequate. Priest faculty generally presented a good moral example. Three things were lacking: a mature and honest explanation of sexual development, an emphasis on professional boundaries, and clarity on the distinction between sexual and non-sexual relationships.
10. The obligation of priestly celibacy was clearly explained prior to my ordination.
11. I sought to be a priest out of love for the preaching of the Word and the leading of prayer and Sacrament. There was also an element of pride in my desire to be seen as one close to God.

ADOM040003

12. At the age of 20 I began dating, and I took a year off from seminary studies after graduating from college to make sure that I wanted priesthood. As I approached ordination, I was relatively free from doubts about my decision.
13. Generally I was happy as a priest, and was very good at it. There were two exceptions:
- Over time, I began to doubt whether the Catholic Church knew as much about God, sexuality, and morality as it claimed to know.
 - After the accusations of sexual misbehavior came to light fifteen years ago, dealing with the Archdiocese became very difficult, especially at the time of change of assignment. Although they asked for minimal supervision, they seemed incapable of maintaining any decision about how to handle my case.
14. I usually prayed the Liturgy of the Hours once daily. I went on retreat at least once a year, and was faithful to daily prayer and ministerial preparation.
15. Except for the factors listed below, I was a good, well-loved, and successful priest.
16. I was a member of a priest support group (Jesu Caritas), and met with them regularly. I was honest with them about my life, and found their support helpful. I also had excellent relationships with my pastors and fellow associates.
17. As I was dealing with church and legal reactions to the accusation, I began to drink too much. Finally, in May of 1992, I called the Archdiocese and sought their help. [REDACTED]
18. In Spring of 1988, Bishop Richard Sklba informed me that two families had expressed concern about my behavior with their daughters back in 1983, when these girls were 8 and 11 years old. I met with him and described as honestly as I could what I remembered. I denied, and continue to deny, that I ever intentionally touched the breasts of these

two girls, or touched sexually any other child. He referred the girls to a social worker for counseling. The social worker met with the girls and decided the case had to be referred to the police. The police investigated for six months, and decided not to charge me. I negotiated an agreement according to which I would for five years receive counseling and restrict my contact with children. These restrictions were mild. I fulfilled the terms of this agreement. For a time the Archdiocese continued to require that I not be assigned alone to a parish with a school.

In 1995, Archbishop Weakland asked that I have a psychosexual evaluation. I met with a psychologist, and as a result of his positive evaluation the Archdiocese released me from all restrictions. Archbishop Weakland wrote me that I could apply for any parish I chose.

No other accusations have emerged. Despite the fact that the case had been fully investigated by the police with no charges and no long-term restrictions on my ministry, despite the fact that the Archdiocese had released me from all restrictions, in February of 1992 Archbishop Weakland put me on a list of six priests who have had credible accusations of sexual misconduct with minors.

After Archbishop Weakland retired, Bishop Sklba removed me from public ministry in August of 1992. Archbishop Dolan has indicated that he will not change this decision, and will not assign me to public ministry under any foreseeable circumstance. I am seeking voluntary laicization because I have no desire to engage in the limited kind of ministries that would likely be available to me even if I won an appeal. And I have no desire to continue to represent a Church that has treated people this way.

19. Under the Bishops' Charter, I have been removed from active ministry and from any priestly assignment.
20. I attend Mass on Sundays from the pews. I have not presided at any sacrament, publicly or privately, since August of 2002.
21. I have been attending classes at the University of Wisconsin Graduate School of Social Work in Milwaukee. I plan on receiving an MSW in 2005, after which I will work with the elderly, either in a hospice or in drug and alcohol work.
22. Since leaving priesthood, I have developed a serious relationship with a woman. It is likely that we will marry in a year or two. Though I have

no desire to remain a priest, I would like to marry and continue to worship as a Catholic. Therefore I ask for dispensation from celibacy.

23. I see no possibility of a return to priesthood. Even if the Archdiocese changed its decision to remove me, I would still leave.

24. My decision to leave priesthood is final. I make this decision freely.

25. I informed the Graduate School of the circumstances of my leaving priesthood as part of the admissions process. I've told faculty and students that I am a former priest, but have not told them why I left.

26. The landlord of my apartment knows I'm a former priest; the tenants do not. They will not be affected, nor I suspect will future co-workers.

27. I have nothing further to add. I am thankful for your attention, and respectfully ask for a quick response.

Signed this 6th Day of September, 2003

Daniel J. Massie

Subject: [Fwd: finances]

Date: Tue, 15 Jun 2004 14:48:40 -0500

From: Fr Joseph Hornacek <hornacekj@archmil.org>

To: schweihs kathleen <schweihs@archmil.org>

Very Rev. Joseph F. Hornacek
Vicar for Clergy
Archdiocese of Milwaukee
PO Box 070912
Milwaukee, WI 53207-0912
414-769-3490
<mailto:hornacekj@archmil.org>
<http://www.archmil.org/>

Subject: finances

Date: Sun, 13 Jun 2004 22:51:20 -0500

From: djmassie [REDACTED]

To: hornacekj@archmil.org

Joe,

There are three things I wanted to contact you about.

Since the Vatican has not acted on my request to be released from celibacy, I will be getting married in the Episcopalian Church on August 15th.

Also, as Archbishop Dolan indicated in his Feb. 5, 2003 letter, financial support will continue to be offered me as long as this case is in progress. Though insurance and pension payment will continue as in the past, will there be any increase in the \$1250 per month payment for the next fiscal year? Could you let me know soon, so I can do financial planning?

I decided not to transfer my pension benefits until I stop contributing into it. I'll decide at that point whether to transfer my funds to an IRA.

Dan Massie

February 27, 2003

Archbishop Dolan,

I am, for now, appealing your decision to remove me from my position of team member of the Catholic Parishes of Beaver Dam. I am refusing to resign. As I told Fr. Hornacek a month ago, I have no objection to your appointing a third team member here, if you think it best.

My reason for the appeal are fairly simple:

1. Canon law's statute of limitations.
2. Accusations against me were extensively investigated by the police fifteen years ago, and they neither arrested nor charged me. For the church now to take this action violates canon law and right judgment.
3. Seven years ago, the Archdiocese removed all restrictions from my ministry, and told me I could apply for any pastorate I wished. When I was appointed in Beaver Dam five years ago, no restrictions were applied and nobody had to be informed of past accusations. No actions or accusations have arisen since then to give the Archdiocese reason to reopen this case.
4. Once this matter became known, the people and staff of the Catholic Parishes, and the people of the local community have all been supportive of me. Nobody has indicated any distrust of me.
5. The process by which this decision was made was faulty. My account of events was never adequately communicated to those responsible for making this decision. Statements about me that the Archdiocese now admits to be false were made to the media.

As you know, I am being represented by Attorney William Gergen, who has been speaking with Matt Flynn. Mr. Gergen has asked that all correspondence with me be directed through him. Please do so from now on. Thank you.

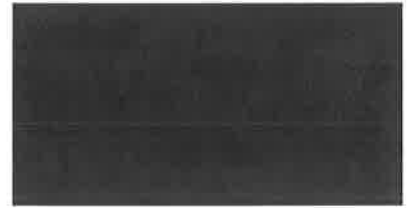
In Christ,



Daniel J. Massie

ADOM044616

Bishop Richard Sklba
Cousins Center
3501 S. Lake Dr.
St. Francis, WI 53235



Dear Bishop Sklba:

I am very disturbed by the dismissal of Fr. Dan Massie from ministry. The more I think of it, the more I am concerned about the zero tolerance policy the bishops passed in Texas. Is this the way you or the bishops think Jesus would act? Is this justice? How do you justify telling him (Fr. Massie) seven years ago that his debt to society is paid in full and then pull the rug out from under him as you did? If even priests cannot trust what their Archdiocesan superiors tell them, why should any of us?

Double jeopardy is not permitted anywhere in this country except in the Roman Catholic Church apparently. Is this supposed to improve the credibility of the Hierarchy in the eyes of the faithful? I suggest the opposite is the result occurring in Beaver Dam. Far from satisfying the insatiable demands of some victims of sexual abuse, you have created a whole new category of abused people. These are the faithful in the three parishes of Beaver Dam who have lost a highly regarded even revered priest.

In the four years Fr. Dan has served in the Beaver Dam he has been an exemplary priest. His homilies are inspirational and rank with the best half dozen priests I've been privileged to know in sixty-three years as a catholic and 25+ years involvement in parish council work.

When do we reach the point when bishops are held accountable for their failure to exercise prudential judgment with regard to how they assign priests? When will a bishop be removed from ministry for failure to live up to "the high standard expected of him"? If the bishops ever expect to improve their credibility with the faithful in the United States, these questions need answers. Abandoning priests to the talking faces of media public opinion just won't do it. Americans are impressed with basic fairness. In the case of Fr. Dan Massie basic fairness seems totally absent.

cc: Archbishop Timothy Dolan
Priests Personel Board ✓
Office for Parish Councils

Sincerely,



ADOM044634

Most Reverend Timothy Dolan
Cousins Center
3501 S. Lake Dr.
St. Francis, WI 53235



Dear Archbishop Dolan;

I am deeply troubled over the actions taken by the archdiocese in implementing the Bishop's Charter recently adopted. As a member of the Catholic community of Beaver Dam, I am most familiar with the circumstances leading to the removal from active ministry of our co-pastor Father Daniel Massie, but I am also very concerned about other priests whose histories may have been similar.

There seems to be no question that the accusations against Father Dan were made four years after the alleged abuse, were investigated by police who found no cause to bring charges against him and were subsequently dealt with by the archdiocese in a reasonable way with regard to evaluation and supervision over a period of several years. It seems that the same committee which reviewed his case several years ago and decided to remove any and all restrictions on him, has now reversed that decision in light of the zero-tolerance policy approved by the bishops in Dallas.

There have been many situations in schools systems which have adopted zero-tolerance policies with regard to drugs and weapons which clearly demonstrate that when zero-tolerance is applied, common sense is not applied. In fact, justice and conscience are totally ignored in many applications of zero-tolerance. That certainly seems to be the case in this application.

I do agree that rough play with young children was somewhat less than prudent. However, if everyone who has ever been somewhat less than prudent is cut out of any group, I doubt that there would be anyone left in that group. In justice, the consequences ought to be (and were until recently) appropriate to the offense.

As I retired teacher who has spent part of the every decade from the fifties to the present in the classroom, I am keenly aware of the change in attitude with regard to physical contact with students. I do not refer to corporal punishment, but to the literal pat on the back, the calming hand on an arm or shoulder, or even an occasional hug when it is warranted. Those were all common when I became a teacher, but now teachers are afraid that any contact of any kind may be misinterpreted with dire consequences. As the wife of a teacher, I have been even more aware of this danger for my husband than for myself.

As a mom, I have asked myself what I would have done had my daughter been involved. The attitude of the family in which I was raised, as well as the family I raised, was that pre-pubescent girls should be free to play and develop athletic skills without concern over non-existent breasts. I realize that this attitude is not universal, but I am certain that it is not unusual. Had I, or any of my children, been uneasy about the roughness of play by any adult, I would have explained these concerns and insisted that the behavior change. It

ADOM044635

would have been an uncomfortable conversation for both of us, but would have saved an enormous amount of anguish all around.

As teachers, priests, and any others become more reluctant to touch children in any way, I fear that children, who are spending more and more time away from their families, are becoming the "untouchables" of the twenty-first century. I recall how when our children were young and one of the priests would visit our family, he would have three kids on his lap the moment he sat down. It's not easy to hang on to three lively preschoolers at one time! I am afraid that any grandchildren I might eventually have will not have the opportunity to know that special bond between priest and families.

That bond was clear at our Mass this morning as young parents brought their small children to the altar to receive a blessing from Father as the parents received the Eucharist. It was clear in the tears of the congregation and its support for Father and in the anger felt so strongly by this community at this time.

There is a great deal of anger over the injustice of this removal. Why should a single accusation which was apparently dealt with appropriately many years ago put a priest in the same category with repeated abusers and the bishops who failed to protect children from them? There is a great deal of sadness and anger over the loss to this faith community of a real spiritual leader whose words and example have helped us to grow in our faith as individuals and as a community.

As we have read and heard about the coming of our new archbishop, we have come to expect a man of wisdom, justice and commitment. I hope and pray that you will find a way to restore justice in this diocese. There was investigation, evaluation, years of supervision, and a diocesan decision to release Father from restrictions. If a priest cannot trust that a statement from the diocese will stand, how can the rest of us trust?

Hopefully yours,



cc: Bishop Richard Skilba
Office for Parish Councils
Priests Personnel Board

ADOM044636

ARCHDIOCESE
OF MILWAUKEE

3501 SOUTH LAKE DRIVE • P.O. Box 07912 • MILWAUKEE, WISCONSIN 53207-0912 • PHONE 414/769-3300

OFFICE OF THE ARCHBISHOP

September 8, 1992

Rev. Daniel J. Massie
Mary Queen of Heaven Parish
[REDACTED]
West Allis, Wisconsin 53227

Dear Father Massie,

It is with a sense of joy in our shared faith that I ask you to become Team Member Pro Tem at Blessed Trinity Parish in Milwaukee. Following the recommendation of the Personnel Board, I am happy to entrust the faithful of Blessed Trinity to your priestly care in collaboration with the Administrator, Father Joseph Juknialis, effective September 8, 1992. The term of this appointment is open.

As a Team Member, you are called upon to serve the needs of God's people so that they can take their rightful place as baptized Catholics in their own Faith-community and in society. Your mission, like my own, is one of teaching and sanctifying, and of administering those areas delegated to you by the Administrator, Father Juknialis. You are also asked to collaborate with the Parish Council and those organizations designated to work with you. Also, I trust that you will work diligently with the priests in your district and enter fully into the current Archdiocesan Parish Planning, "Walking Together: Collaborating for the Future".

It is a privilege to share my ministry with you. May God's blessings fill your life.

Sincerely yours in the Lord,

Most Reverend Rembert G. Weakland, O.S.B.
Archbishop of Milwaukee

ADOM044676

ARCHDIOCESE OF MILWAUKEE

3501 SOUTH LAKE DRIVE • P.O. BOX 2018 • MILWAUKEE, WISCONSIN 53201 • PHONE 414/789-3300

OFFICE OF THE ARCHBISHOP

November 15, 1985

The Reverend Daniel J. Massie
St. Mary Parish

Menomonee Falls, Wisconsin 53051

Dear Father Massie,

It is with great pleasure that I ask you to become the Associate Pastor of St. Rita Parish in West Allis. Following the recommendation of the Personnel Board, I am happy to entrust the faithful of that parish to your priestly care in collaboration with the Pastor, Father Jerome Hudziak, beginning on January 14, 1986. This appointment is being made for a period of time up to six years.

As representative of the Archbishop in that parish, you are called upon to serve the needs of God's people so that they can take their rightful place as baptized Catholics in their own Faith-community and in society. Your mission, like my own, is one of teaching and sanctifying, and of administering those areas of parish life delegated to you by the Pastor, Father Hudziak. You are also asked to collaborate with the Parish Council and those organizations that are part of this parish.

It is a privilege to share my ministry with you. May God's blessings fill your life.

Sincerely yours in the Lord,

Most Reverend Rembert G. Weakland, O.S.B.
Archbishop of Milwaukee

ADOM044685

January 30, 1980

C
O
P
Y

Mr. Francis X. McCormack
Clerk of Circuit and County Court
Courthouse, Room 104
901 North 9th Street
Milwaukee, Wisconsin 53233

Dear Mr. McCormack:

With this letter kindly know that the Reverend Daniel J. Massie was ordained to the Priesthood on January 18, 1980, and has been assigned to St. Mary's Parish, Menomonee Falls, Wisconsin. His credential of ordination to the diaconate was filed with your office on May 2, 1978. Would you kindly annotate your own files to clarify this change of status.

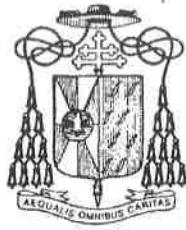
With kind personal regards, I am

Sincerely yours,

(Rev.) Robert G. Sampon
Chancellor

RGS/mk

ADOM044712



802 NORTH JACKSON STREET
MILWAUKEE, WISCONSIN 53202

Feb. 6, 1984

Dear Dan,^{Massie}

I just finished reading Ken Defus's resume' of his proodic review interview with you. I only want to add my own word of support. I have always seen you as an excellent and dedicated priest and am proud to be associated with you. I sensed always a little immaturity or logishness, but that can be an advantage too. What is important is that maturing is not confused with just growing hard and insensitive. I am sure you will avoid that. Peace and many

ADOM044717

ARCHDIOCESE
OF MILWAUKEE

3501 SOUTH LAKE DRIVE • P.O. Box 07912 • MILWAUKEE, WISCONSIN 53207-0912 • PHONE 414/769-3300

OFFICE OF THE ARCHBISHOP

March 31, 1995

The Reverend Daniel Massie
Blessed Trinity Parish

[REDACTED]
Milwaukee, Wisconsin 53209

CONFIDENTIAL

Dear Dan,

Sorry that I did not get back to you sooner after our phone conversation. I finally obtained a copy of the police blot. It is more serious than I had thought, Dan, and certain words and phrases are cause for more cautious action on my part. I am sorry about this but must be prudent.

I ask you to call Liz Piasecki with regard to an evaluation by [REDACTED]. We will have to share with them this blot. I hope you will be cooperative so we can have a clear picture where we are now and can make a well-balanced decision with regard to your future ministry. I am sure you would want all this brought to some resolution, as well.

The results of the psychological evaluation will have to be shared with Bishop Sklba, Carrol Straub, and myself.

Peace. Thanks much, Dan.

Sincerely yours in the Lord,



Most Reverend Rembert G. Weakland, O.S.B.
Archbishop of Milwaukee

CC: Dr. Elizabeth Piasecki

ADOM044724

Jan 28, 2000

Dear Archbishop,

I pray all goes well with you. I hear both our bishops have managed to avoid the flu that has beset so many. I came down with it myself and spent Christmas day in bed. It wasn't as badly timed as I'd first thought. Mike Hammer and a couple of religious order priests are Beaver Dam natives, spend Christmas up here, and were available to help Bill Key out that weekend.

My Fall sabbatical, at Marianella in Dublin, Ireland, went very well. It was a very diverse group of participants, 25 priests and 25 women religious, from all over the world. Just spending the months with them gave me a greater sense of the church world-wide. Since those attending were so diverse, the course content itself was somewhat more basic than I would have liked. But it's good to review the basics in the light of life's experiences. Ireland is going through a fascinating transition because of sudden prosperity and growing links with Europe. Changes that the U.S. went through in forty years (two-income families, declining Church attendance, etc.) are happening in ten years there.

Things go well in Beaver Dam. I think I'm happier than I've ever been in my life. Ministry here, while demanding both in time and energy, is a good match with my strengths and my gifts. I really like the people here, and I like working with Bill. Team ministry complicates decision making, and slows it down some. But I can't think of any other way of ministering to these people with two priests which would likely work out better.

Concerning the possibility of the three parishes here becoming one corporation: As we prepare for the likelihood that there will eventually be only one priest in Beaver Dam, joining the parishes together would be a positive step, for several reasons:

- For one priest to preside at liturgy for so many people, a decision will have to be made either to build a new worship-site or to extensively renovate an existing one, and that decision could better be made by one community than by three.
- A single corporation would simplify administration.
- The people here have a good history of working together, and lay leadership is, in general, in favor of merger.
- As the three parishes share the same priests, and increasingly the same staff and similar liturgies, some of the advantages of maintaining separate

parishes start to recede. We're no longer providing the variety that three parishes with three priests once did.

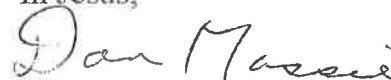
While I favor merger, I see it the end of a 2-3 year process, again for several reasons:

- As long as we have two priests, the current structure is working pretty well. Three years from now, we'll have a better sense of how long before a reduction in priests takes place.
- There is, as you're aware, substantial opposition, especially from some of our older members. These are good people, who have a great loyalty to their parishes. I don't want them to think we're rushing into things.
- There are important ways we can improve cooperation between these communities without formally merging them. An image I've used is that merger, like a marriage, should be a natural extension of a relationship formed over time. A longer engagement, in this case, has its advantages.

Of course, 2-3 years from now will be the time of transition to a new Archbishop. This complicates things. A new ordinary might not be willing to move on this right away. I don't know what to do about this.

I'll send a copy of this to the clergy office. Thanks again for all your support. Peace and joy to you and all you love.

In Jesus,

A handwritten signature in cursive script that reads "Dan Massie".

Dan Massie

270. Massie, Daniel

On Thursday, March 17, 1988 I met with Dan at my request to discuss the alleged misconduct in the Menomonee Falls area. Dan was extremely cooperative and candid, acknowledging that he does feel an attraction toward working with children and that he had been part of some situations which he perceived to be inappropriate. He has revised his principles of acceptable social conduct and had been seeking counseling.

RJS

267. Massie, Daniel

On Monday, March 28, 1988 I received a phone call from counselor, [REDACTED], of Menomonee Falls [REDACTED] who is currently dealing with [REDACTED]. [REDACTED] asked if I intended to make a formal report to civil authorities regarding the alleged abuse. After an extended conversation and exploration of his association with the matter, I indicated that I intended to make such a report. Having informed Dan of my intention, on Wednesday, March 30, 1988 I called the Washington County Department of Social Services and spoke with [REDACTED] who took the basic information and stated that someone from her office would be contacting the family and Dan as well. I told Dan of the conversation, and he decided not to pursue St. Barnabas Center for residential evaluation in Oconomowoc, but rather to seek prompt counseling through the out-patient services of Dr. [REDACTED]. Dan promised to make immediate contact and initiate the relationship with the Doctor as soon as possible. I informed [REDACTED] of my actions in this matter.

RJS

287. Massie, Daniel

On Thursday, March 31, 1988 I spoke with Sgt. Arthur Seeger, a member of the Germantown Police Department (251-1710), who will be interviewing the two girls on Monday, April 4, 1988 and who may thereupon proceed with some investigation if the matter seems worthy.

RJS

297. Massie, Daniel

On Monday, April 4, 1988 I spoke with Dan who stated that he had an appointment scheduled for Tuesday, April 5, 1988 with [REDACTED]. I shared some information which I received from St. Luke's Institute (via St. Barnabas Center in Oconomowoc) which stated that there is a tendency on the part of all parties concerned to block out memories of inappropriate activity. Dan continues to be cooperative, and I recommended that he contact a lawyer to be available if needed. On Monday, April 4, 1988 I spoke with Dr. [REDACTED], and he promised to give our office some kind of report at the first opportune occasion.

RJS

335. Massie, Daniel

On Friday, April 15, 1988 I spoke with Sgt. Seeger of the Germantown Police who reported that his efforts were at a stalemate because he had not been able to interview the children as yet due to the absence of counselor and alleged fears of the mothers. Consequently, he has not been able to contact Dan either. He will attempt to bring the matter to speedy resolution so that Dan need not experience the difficulty of endless waiting. On the same day I spoke with the father of one of the children, [REDACTED] indicating his desire to bring the matter to conclusion in the best interests of the children. He does not desire any formal public legal hearing and inquired about the cooperative willingness of Dan. I assured him of our efforts and he will attempt to bring influence on the mothers to cooperate with counsel and police officials.

RJS

369. Massie, Daniel

On Monday, April 25, 1988 I spoke with Dan who reported that he had met approximately three times with Dr. [REDACTED] and expressed a desire that the matter be brought to resolution as quickly as possible. Dan has also been meeting with his spiritual director.

RJS

ADOM044750

1989. Massie, Daniel

On Friday, December 22, 1989 I spoke with Dan who reported that things were going very well in his therapy and that he might be concluding his sessions with Dr. [REDACTED] even though the stipulations from civil authorities required either an additional three and one-half years of counseling or a formal letter from the counselor stating that this was no longer necessary. Since we had never received a copy of the formal stipulation, I inquired about the matter and Dan stated that there were no obligations from the Archdiocese and that there was no need to maintain that document in his file here in the office.

I spoke to Dan about the availability of the group sessions through Dr. [REDACTED] office.

RJS

70. Daniel Massie

On Friday, January 12, 1990 I spoke with Dan who stated that he did not believe participation in the group was helpful at this point; on his advice I contacted Dr. [REDACTED] in order explain the project more carefully and avoid misunderstanding among peer professionals used by the Archdiocese.

RJS

82. Massie, Daniel

On Tuesday, January 15, 1991 I met with Dan who reviewed the current status of his probation after slightly more than two years. I indicated a willingness to endorse a move from St. Rita's to another associate position in the Archdiocese and indicated my preference that some associate or team membership be maintained at St. Rita's or elsewhere during the five-year probation. I stated a willingness to review the matter at the end of that time when Dan feels he would like to move toward the assignment as pastor in some parish in the Archdiocese.

RJS

220. Massie, Daniel

On Wednesday, February 20, 1991 Dan called to report a phone call from his lawyer, Martin Kohler, who learned that the [REDACTED] family had engaged a lawyer in order to seek some kind of compensation for the allegations of the past. I recalled having paid a very small fee toward the family's counseling costs when the allegation was brought to my attention as a means of helping the discernment and meeting the needs of the family while the civil investigation was in process. I asked Dan to tell his lawyer to contact Joe Dean or Joe's delegate in reviewing the case and determining what response should best be made to this new development.

RJS

339. Massie, Daniel

On Monday, March 25, 1991 Dan approached me to see if there had been any further development with lawyers. I responded negatively since I have heard nothing after my phone call to Joe Dean.

RJS

638. Massie, Daniel

On Monday, June 10, 1991 Dan called to say that he is being summoned by his attorney, Martin Kohler, for an appointment on Thursday, June 13, 1991 and inquired if there were any developments known to this office. Since I have heard nothing from Joe Dean, Dan promised to keep us informed.

RJS

ADOM044753

373. Massie, Daniel

On Monday, May 11, 1992 Dan called to seek help for some severe depression and recent alcohol problems. He had Sam Lupo with him as he was afraid to be alone. Jerry Hudziak is aware of his difficulties. Dan felt a need to go for some evaluation of his problems. I called Guest House in Rochester, and they will accept him on Wednesday, May 13, 1992. Sam Lupo will drive him to Rochester. I offered to contact someone from the Task Force to talk with him. I gave him some names of those on the Task Force, if he should chose to call someone. He asked me to inform John Crosswaite of the situation which I did.

RTV

388. Massie, Daniel

On Friday, May 15, 1992 I received a call from [REDACTED] at Guest House in Rochester, Minnesota informing me that Dan had been drinking quite heavily for a couple months prior to coming to Guest House. He was now being medicated for withdrawal.

On Friday, May 22, 1992 I received another call from [REDACTED] regarding Dan that the issues regarding his attraction to girls 7-12 years old had surfaced and that perhaps a different program would be necessary in the future. They have decided that first they must see to his sobriety, and they would keep us informed when another treatment program would be more appropriate.

RTV

Massie, Daniel

On Friday, June 5, 1992 I met with Dan at Guest House in Rochester. Dan shared his story about binge drinking in recent years and other issues he is facing. I met with Dan and his counselor, [REDACTED], on Saturday, June 6, 1992. Dan feels his treatment is going well but the staff feels it is too soon to evaluate the other issues regarding sexuality in his life. No decision has been made about further treatment for the other issues. This should be determined in late July. Dan seemed to be doing very well and even wondered whether this amount of treatment would have been necessary. [REDACTED] said Dan had good insights into himself but they needed to get to know more about him.

RTV

Massie, Daniel

On Tuesday, June 9, 1992 I received a letter written to Archbishop Weakland from [REDACTED] regarding her daughter, [REDACTED], who was allegedly molested by Dan in 1987. This happened at the same time as an allegation from [REDACTED]. The family of [REDACTED] recently settled with Dan's attorney. [REDACTED] was asking for financial help for therapy for her daughter because of this allegation. I believe that offer was given by Bishop Sklba at the time of the allegation. [REDACTED] had availed herself of this opportunity. The recent settlement might have entered into this situation.

[REDACTED] I sent a letter inform her that I was going to be on vacation for two weeks and would contact her in early July to discuss her concerns.

RTV

326. Daniel Massie

[REDACTED]

RJS

ADOM044755

963. Massie, Dan

On November 9, 1993 I met with Dan Massie to discuss the situation at Blessed Trinity when Joe Juknialis leaves in June. Dan would like to continue his ministry there and agrees with Archbishop Weakland that he should be in ministry with another priest. He said that he wished he had known this before Joe brought it to him and the team. I told him that Joe had called, and I was responding to his question whether Dan could take over when Joe leaves. I told Joe that in any case Dan would have to apply with someone else as a new team. Dan feels that he is doing well at Blessed Trinity.

RTV

238. Massie, Daniel

On February 22, 1994, we received a copy of a letter to Daniel Massie from Guest House. His aftercare session will be April 4-8, 1994.

RTV

4. Massie, Daniel

On January 3, 1995, I met with Dan Massie. We talked about Sheboygan County and some possibilities that he might be interested in.

CCS

138. Massie, Dan

On February 21, 1995, I called Dan Massie and asked him to see Dr. Piasecki to arrange for an evaluation. The Archbishop wanted a final evaluation to determine whether Dan would be without restriction before being assigned to a pastorate.

CCS

✓
241. Daniel Massie

On April 6, 1995 Dan called to report that he was making an appointment for a further evaluation with Dr. [REDACTED], as recommended by Dr. Elizabeth Piasecki. On the basis of the warning of possible subpoenaability expressed by Dr. Piasecki and his considerable emotional growth since the inception of therapy, he indicated his hesitancy to speak about inner emotional responses and his initial intention to answer any questions regarding activity or behavior. He also promised to share a copy of the Washington County Court stipulations with the Archbishop's office at the beginning of Holy Week. Subsequently, after further conversation with the Archbishop, I called Dan that same day in order to suggest an alternative treatment of the evaluation document, namely that it be destroyed upon reception in order to protect his client/counselor privilege. Dan stated that at the request of Dr. [REDACTED] he had made arrangements for four successive sessions, rather than a single four hour session. Since this might delay his availability for publishing the Spring assignment, he asked that information regarding the time factor be shared with Carrol Straub, which I did that same day.

RJS

ADOM044758

202. Massie, Dan

On April 10, 1995, Dan Massie and I met to go through his file. Dan didn't find anything objectionable. We shared his past restrictions and hoped for closure to it all, so an appointment would soon be possible. Dan brought in a copy of the Washington County Court stipulations which was given to Dr. Piasecki.

CCS

✓ 256. Daniel Massie

On April 10, 1995 I received a copy of the Fall, 1988 Court record and reviewed the stipulations of the special prosecutor noted in the deferred prosecution agreement in light of my recollection of the restrictions reported to the Vicar office by Dan Massie at that time. Psychological evaluation did occur and the stipulation of no unsupervised contact with minors was initiated, together with some sharing of information with Fr. Hudjak, Pastor of St. Rita's, in order to ensure proper compliance. The one item I do not recall ever hearing before was the stipulation that periodic progress reports were to be supplied to the special prosecutor every three months during the five years covered by the agreement. I do not know if a therapist provided that service according to Court request or not, since I had no knowledge of that specific item myself.

RJS

See Jones #
1107
(11/18/88)

302. Massie, Dan

On July 5, 1995, Dan Massie called to reaffirm his continuation of therapy with Dr. [REDACTED] Dr. Liz Piasecki agreed that it would be helpful for Dan to continue with [REDACTED] since there is a good feeling on the part of both the patient and the therapist.

CCS

415. Massie, Dan

On November 29, 1995 I called Dan Massie in response to a request to talk. He stated there is no urgency. He went on to say that he doesn't intend to ask for a transfer in the Spring of '96, but would ask for a parish in Spring of '97. He is concerned about the Archbishop feeling that he can never be placed as Pastor where there is a school, since parishes without schools have the the greatest number of applicants from priests. He reminds us that he is serving in a parish now that has a school. Would he ever qualify for such a parish? We set a date to talk - December 19th.

CCS

428. Massie, Dan

On December 19, 1995 I met with Dan Massie. He is doing well at St. Aloysius. He is content to remain there until spring of 1997. If his pastor, Mark Stangel would decide to leave at that time he prefers to move earlier or later since he fears he would have to make up an excuse to parishioners for his move at the same time.

CCS

155. Massie, Dan

On June 4, 1996 I met with Dan to reflect on his future. We had a very productive meeting. He hopes that in the near future he will be deemed acceptable to assume the responsibilities of a pastorate. I affirm this conviction. I truly believe he is ready.

CCS

ADOM044759

ARCHDIOCESE
OF MILWAUKEE

3501 SOUTH LAKE DRIVE • P.O. Box 07912 • MILWAUKEE, WISCONSIN 53207-0912 • PHONE 414/769-3300

OFFICE OF THE ARCHBISHOP

April 28, 1992

Rev. Daniel J. Massie
St. Rita Parish

████████████████████
West Allis, Wisconsin 53219

Dear Father Massie,

It is with a sense of joy in our shared faith that I ask you to become the Associate Pastor at St. Elizabeth Ann Seton Parish in New Berlin. Following the recommendation of the Personnel Board, I am happy to entrust the faithful of St. Elizabeth Ann Seton to your priestly care in collaboration with the Pastor, Father John Crosswaite, effective June 23, 1992. This appointment is being made for a period of up to three years.

As an Associate Pastor, you are called upon to serve the needs of God's people so that they can take their rightful place as baptized Catholics in their own Faith-community and in society. Your mission, like my own, is one of teaching and sanctifying, and of administrating those areas delegated to you by the Pastor Father Crosswaite. You are also asked to collaborate with the Parish Council and those organizations designated to work with you. Also, I trust that you will work diligently with the priests in your district and enter fully into the current Archdiocesan Parish Planning, "Walking Together: Collaborating for the Future".

It is a privilege to share my ministry with you. May God's blessings fill your life.

Sincerely yours in the Lord,

Most Reverend Rembert G. Weakland, O.S.B.
Archbishop of Milwaukee

ADOM044785


ARCHDIOCESE OF MILWAUKEE
OFFICE OF THE ARCHBISHOP

MAY 12 1998

April 13, 1998

Rev. Daniel J. Massie
St. Aloysius Parish
[REDACTED]
West Allis, WI 53214

Dear Father Massie,

With a sense of joy in our shared priestly ministry, I ask you to become the Team Member at the parishes of St. Michael, St. Peter and St. Patrick in Beaver Dam. Following the recommendation of the Placement Board, I am happy to entrust the faithful of these parishes to your priestly care in collaboration with the Moderator and Team Member, Father William Key. This is effective June 16, 1998. The appointment is for six years and is not renewable.

As Team Member, you are called upon to serve the needs of God's people so that they can take their rightful place as baptized Catholics in their own Faith-community and in society. Your mission, like my own, is one of teaching and sanctifying, and of administering those areas delegated to you by the Moderator, Father Key. You are asked also to collaborate with the Parish Councils and those organizations designated to work with you. Also, I trust that you will work closely with the priests in the area and enter fully into the Archdiocesan parish planning efforts.

It is a privilege to share my ministry with you. May God's blessings fill your life and reward you abundantly.

Sincerely yours in the Lord,

Most Reverend Rembert G. Weakland, O.S.B.
Archbishop of Milwaukee

Vicar


ARCHDIOCESE OF MILWAUKEE
OFFICE OF THE ARCHBISHOP

MAR 15 2000

March 9, 2000

Reverend Daniel Massie

████████████████████
Beaver Dam WI 53916

Dear Dan,

Don't think I forgot your letter of January 28. It is just that I am a little bit behind in my correspondence. Thanks for letting me know how your sabbatical went at Marianella in Dublin. You are not the first one who has gone there, of course, but the reports seem to vary somewhat. I guess the greatest experience is to be with people from all over the world.

I have noted your remarks about the situation in Beaver Dam as you begin to join the three parishes more closely together. As far as I can see, there is time to do this the right way so that we don't rush into it. People have to get used to, not only working with other people, but also recognize that the parish is bigger than the building they once worshipped in. You know as well as I do that it gets sticky at the moment one begins to close any buildings. And yet, if we don't close buildings, then there is no point in merging, since the costs remain prohibitively high.

Thanks so much, Dan, for writing, and I am sure that the planning office will keep all of this in mind as we move ahead, even if I'm not on the scene at the time. Peace and blessings.

Sincerely yours in the Lord,



Most Reverend Rembert G. Weakland, O.S.B.
Archbishop of Milwaukee

April 3, 2002

Rev Daniel Massie
[REDACTED]
Beaver Dam WI 53916

Dear Dan,

As you know from Archbishop Rembert Weakland's letter to all priests of March 21, 2002, he has appointed a Special Commission to review all diocesan policies concerning our diocesan response to sexual abuse cases.

Bishop Richard Sklba also informed me that either he or the Archbishop has contacted you in recent weeks to inform you that your case is one of six which will also be reviewed by the Special Commission to make certain that all policies and protocols have been and are being followed.

Enclosed, you will find two copies of a consent for release of information form which has been formulated by Matthew Flynn, diocesan attorney. Please sign and date both copies and return one to me in the envelope enclosed for your convenience. I ask you to do this as soon as possible to help expedite the work of the Commission. If you have any questions concerning the form or its meaning do not hesitate to contact me or Matt Flynn.

You are in my prayers during this time of special challenge for our Church. If I can be of any assistance or support to you please be in touch.

Fraternally yours,

V. Rev. Joseph F. Hornacek
Vicar for Clergy

JFH/ks

ARCHDIOCESE OF MILWAUKEE
DEPARTMENT FOR CLERGY

FILE COPY

September 10, 2003

Rev. Daniel J. Massie

Wauwatosa WI 53226

Dear Dan,

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

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

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

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

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

Fraternally yours,



V. Rev. Joseph F. Hornacek
Vicar for Clergy

JFH/ks

Cc: Rev. Patrick Lagges, JCD

JUN 26 2003

June 26, 2003

Archbishop Dolan:

I have decided to comply with your decision to remove me from ministry. Therefore I will not seek to appeal to the Vatican, and I do not intend to take any civil legal action. I will contact Fr. Connell next week and begin the process of seeking voluntary laicization.

In Christ,

Daniel Massie

ADOM056170

ARCHDIOCESE  OF MILWAUKEE
OFFICE OF THE ARCHBISHOP

DEC 12 2002

December 5, 2002

Reverend Daniel Massie
[REDACTED]
Beaver Dam, WI 53916

Dear Dan,

I know this is a very difficult time for you, as it is for so many of us, but please be assured that you are in my prayers. As the Archbishop of Milwaukee, I must address the spiritual wellbeing of all my people, yourself included. So, I thought it might be good for me to let you know my thoughts and reflections at this time as we attempt to bring some clarity and resolution to a very painful situation.

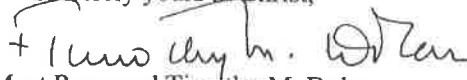
To begin, I want you to know that I believe that the Charter and Norms developed by the U.S. Catholic bishops provide needed structure and direction to this very difficult problem in the Church today. However, until the Holy See responds to the Charter, we all find ourselves in a state of limbo. Still, some clarification in your situation can be offered. I appreciate your willingness to step aside from your responsibilities at Beaver Dam Parishes in response to the request from Bishop Sklba to do so. Although it was no doubt very painful for you to do, such a move was truly in the best interest of all the concerned parties. Your cooperation reflected your concern for the people at the parish.

While we all await the Holy See's response to the Norms, I would not want to create any false expectations about future priestly ministry. Without pre-judging any situations, given the substance of the allegations against you, I cannot foresee ever authorizing your return to active ministry, nor would I be able to recommend you to another diocese or religious community. In other words, I consider your situation to be such that I do not see how you could remain in the office of *in solidum* team member. Therefore, I am asking for your resignation so that you and the parish can move on.

As you consider this request, I am sure that financial issues come to mind. So, I would ask you to see Father Joe Hornacek for clarification about how we might be able to assist you. You have given valuable years of service to the Church and deserve support. Furthermore, given the realities at hand, you might consider beginning a transition to the lay state, and might even want to request laicization. In this regard, Father Jim Connell in the Chancery Office can answer your questions and help you with the process. In the interim, I need to reiterate the importance of your not exercising any priestly ministry, other than celebrating Mass privately, and not publicly presenting yourself as a priest. I know that you have obtained the services of a canonical advisor. I encourage you to maintain that relationship.

Thank you, Dan, for your generous years of service to the Church. With the assurance of my prayers, I am,

Sincerely yours in Christ,


Most Reverend Timothy M. Dolan
Archbishop of Milwaukee