

**DIOCESE OF GAYLORD**  
**POLICY FOR MINISTERIAL CONDUCT**  
**MISSION STATEMENT AND PROCEDURES**

**Preface**

This Ministerial Conduct Mission Statement and Procedures in the Diocese of Gaylord is to serve as a resource to the Bishop and his staff in regard to responding to clergy misconduct other than sexual abuse of minors. Upon the request of the Bishop, the Diocesan Review Board alone or with other persons appointed by the Bishop may become involved in reviewing clergy misconduct matters covered by this policy.

**Mission of the Ministerial Review Team**

The supreme goal of the Church is the salvation of souls . This policy is intended to aid in seeking that goal by serving the people of God in the Diocese of Gaylord by assisting the Bishop in his responsibilities for the fair and just resolution of clergy allegations that include misconduct alone or with other adults. This policy also seeks to heal those who have been injured and promote the re-creation of a sense of trust among the faithful and the larger community.

**Applicability**

Alleged clergy misconduct to be reviewed may include: sexual misconduct with adults; other sexual improprieties not involving minors; boundary violations, gambling; drug or alcohol misuse; financial misdeeds; code of conduct violations or other allegations of serious misconduct. (NOTE: The provisions of *Vos Estis Lux Mundi* and contact information for reporting to appropriate law enforcement and Catholic Bishop Abuse Reporting service (CBAR) apply to Bishops, Cardinals, Patriarchs or Legates, only, and are not part of this policy. *Vos Estis Lux Mundi* shall be published on the diocesan website and is supplemental to this policy)

**General Responsibilities of the Review Team**

1. The Review Team is assembled to provide advice and consultation to the Bishop and his staff regarding identified situations of clergy misconduct alone or with other adults.
2. The Review Team confirms that reports to civil authorities are made in accordance with civil law. The Diocese shall fully cooperate with civil authorities in any investigations.
3. The Review Team provides consultation to the Bishop regarding suitability for Ministry.
4. The Review Team may also offer recommendations regarding Diocesan policies and processes relating to ministerial misconduct.

**Conduct of Business**

The Bishop shall appoint the Review Team chairperson, who shall preside at all meetings of the Review Team. The Vicar General, Chancellor, Vicar for Clergy and others at Bishop's request may participate in meetings of the Review Team when considering cases, to assist and advise them. The Diocesan Attorney shall be responsible for the written recording of the discussion and recommendations of the Review

Team. In consultation with the chairperson, the Chancellor/Safe Environment Coordinator prepares the meeting agendas.

### **Quorum**

For advice on suitability for ministry, allegations of abuse, policy review, or advice to Bishop on all aspects of cases, a quorum shall constitute not less than three persons.

### **Procedures**

The Review Team may adopt procedures to govern details of its activities and investigations, such as the frequency of meetings, confidential review and maintenance of records, and any other business on a case-by-case basis.

### **Confidentiality**

All deliberations of the Review Team shall remain confidential in order to respect the dignity of the involved persons. Official disclosure of any review Team action or recommendations shall be made periodically through formal announcements prepared by the Bishop's Communications Department.

### **Review of Allegations**

The Review Team shall receive a report from the Victim Assistance Coordinator or Bishop's delegate, as appropriate, regarding all allegations of misconduct by clergy, when requested by the Bishop. Any contact by victims or families to the Review Team/members will be directed to the Victim Assistance Coordinator, or Bishop's delegate.

### **Consultation on Allegations**

The Review Team shall provide consultation to the Bishop regarding credibility of allegations, suitability for ministry and outreach to victims when requested by Bishop.

### **Policy Compliance**

For all allegations presented to it, the Review Team shall also determine whether the Diocesan policy on sexual abuse or other crimes was followed regarding the reporting to civil authorities.

### **Policy Review**

The Review Team shall periodically review the Diocesan policy on Ministerial Conduct. A report of any recommendations for changes in the policy shall be sent to the Bishop for approval.

APPROVED BY:

Date: February 12, 2021

  
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The Most Reverend Walter A Hurley  
Apostolic Administrator of the Diocese of Gaylord

