

CMSM

Safeguarding Ministry Conference

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Monitoring and Supervision

Paul Ashton, Psy.D., D.Min.

paul@paulashton.org

“Be at peace, then, put aside all anxious thoughts and imaginations, and say continually: ‘The Lord is my strength and my shield; my heart has trusted in Him and I am helped. He is not only with me but in me and I in Him.’” – Saint Francis de Sales

The Safety Plan

Safety Plans allow the Institute to articulate and demonstrate diligence in managing the future risk of members who have sexually abused minors in the past. Safety Plans improve consistency during the transitions of local and major superiors and provide a formal plan to which a review board is able to provide recommendations.

Standard 17

- Name of Individual
- Diocese/Religious Community/Institute
- Implementation Date
- Date of Review
- Amendment Dates
- Personal History
- Assignments
- Summary of Problem Behaviors (including age and gender of the survivors)

- Sex offender registry requirements, parole or probation
- Summary of the Member's risk assessment
- Psychological Treatment History and Outcomes
- Current/Proposed Living Arrangement/Internal Work including how the member spends the majority of their time
- Monitoring of personal relationships to ensure
- Risk Management Strengths
- Risk Managements Challenges
- Risk Reduction Strategies /Persons responsible for supervision
- Monitoring financial accountability
- Monitoring of electronic communications/social media/internet access
- Include issues of aging as related to risk
- Response of the Individual
- Violations/Reporting
- Consequences of non-compliance
- Review Board Approval
- Appropriate Signatures (member, major superior, supervisor)
- Document when the Member chooses not to sign the plan

Standard 18

This standard requires that members on a Safety Plan do not work in any position that allows access to minors or vulnerable persons or in any ecclesiastical ministry or office.

Appropriate work for a Member on a Safety Plan is determined in consultation with the review board. If a member on a Safety Plan is employed or volunteers in an organization, communication with them must include:

1. History of problem behaviors
2. Current restrictions
3. Name of Contact of the Major Superior
4. This is all documented in some form

NO

- Work in a parish
- Work in a school or other youth serving organization
- Work that involves one-on-one with vulnerable populations.
- Members on Safety Plans may participate in community mass, however, the Institute must use caution in assigning duties to a Member on a Safety Plan when the public attend the community mass.

Standard 19

The Institute ensures Safety Plan are reviewed annually by the Major Superior and the Review Board to ensure on-going compliance and the overall efficacy of the plan.

- Written protocols for regular documentation of compliance with Safety Plans, which include:
 1. Frequency of meeting between the supervisor and Member
 2. Frequency of meeting between the Major Superior and the supervisor
 3. Summary of the member's strengths and challenges under the Safety Plan

- The Institute ensures the Major Superior or his delegate evaluates and documents compliance with Safety Plans at least annually
- The Institute ensures the review board reviews each new Safety Plan within 30 days of the Safety Plan's development
- The Institute ensures the review board reviews each existing Safety Plan at least annually
- The Institute ensures the review board receives a written report of compliance, which includes:
 - The Member's overall response to the Safety Plan
 - Information about any violations of the Safety Plan
 - Information about any other boundary violations or misconduct
 - The Institute ensures the review board documents any recommendations offered to the Major Superior
 - The Institute ensures if a Member experiences any significant change in behavior, health status, the need for a change in residence, or a new allegation surfaces. Changes to the Safety Plan should follow.
 - Due consideration is given to the need for any Member to authorize the release of confidential information to the members of the review board.
 - Timely notice should be given to the Member, Local Superior and Supervisor for consideration and requests for modifications to the Safety Plan at the yearly review by the review board.
 - The review board can document its recommendations either in their annual report or in some other memo/minutes or format.

Standard 20

Careful consideration should be made with regard to who can be most effective in the role of supervisor. Supervisors need clarity of role, and how to handle non-compliance. Due regard should be given to the level of risk posed by the Member under supervision and the ability and availability of the supervisor to effectively fulfill the role.

- Determine the level of risk for a member once per accreditation cycle
- No physical or emotional disabilities for Supervisors
- Supervisors should have written guidelines regarding their role and procedures.
- Training of Supervisors is necessary
- Systems of accountability and support for Supervisors is a must
- Supervisors should have access to all information about a Member to fulfill their role
- Members on Safety Plans should live in a supervised setting
- At least one person in the community should know the full history of the Member on a Safety Plan
- Professional Risk Assessments should be used, especially for high-risk members or risk is assessed through an internal review of behaviorally based indicators
- Information shared with the Supervisor must consider civil and canonical law rights of the Member. Releases should be used
- If a member is moved to a care facility outside of the institute, then care should be given to inform the institute
- When a Member is moved to another Diocese, the Major Superior will communicate with the arch/diocesan Bishop the name of the Member against whom allegations have been made

Considerations

- Victim/Survivor/Thrivers - Offender/Perpetrator
- Victim/Survivor/Thrivers - Provincials; Abbots; Presidents; Superiors; Attorneys; Church; Families & Friends
- Offenders/Perpetrators – Superiors (local; Provincial; General) Local Community; Congregation; Church; Families & Friends
- Forgiveness; Reconciliation; Shame; Guilt;
- Circles of Care and Support: Spiritual Director; Psychologist (Psychiatrist); Mentor
- Retreats; Workshops; Community Engagement
- Is there a culture of honesty and openness or one of fear?
- Positive Neutral Negative Support
- Cognitive distortions: These distortions refer to self-statements made by sex offenders that allow them to deny, minimize, justify, and rationalize their behavior. Thought patterns that create a distorted, unhealthy view of reality. Cognitive distortions often lead to depression, anxiety, relationship problems, and self-defeating behaviors.
- Polarized thinking; Catastrophizing; Personalization; Mind reading
- Dual diagnosis, also called co-occurring disorder, dual disorder, or comorbidity, means a person has a diagnosis of both a substance use disorder and a mental health disorder

Adult Boundary Misconduct

- Adults Boundary Violations-- need for a Wellness Plan?
- What is the Level of Risk of Reoffending ?
- What are the similarities between adult boundary violations and those against minors?
- What is the role of grooming?

Emotional Impact:

- Both adults and minors can experience emotional distress, fear, resentment, and anxiety due to boundary violations.

Relationship Damage:

- Violations can severely damage trust, create unhealthy dynamics, and lead to a breakdown in trust of all relationships involved.

Psychological Harm:

- Repeated violations can have a lasting negative effect on the individual's well-being and mental health.

Power Dynamics:

- Even with adults, some boundary violations stem from an attempt to exert control or power over another person.

Differences between Minor and Adult Abuse:

- Capacity to Consent; Power Imbalances: Unilateral/Bilateral
- Adults have the legal and psychological capacity to provide consent, whereas minors, due to their ongoing developmental processes, cannot.

Inherent Vulnerability:

- Minors are naturally more vulnerable due to their physical and emotional immaturity, making them more susceptible to exploitation and harm.

Developmental Stage:

- Violations against a minor can disrupt their psychological and physiological maturation, impacting their ability to form healthy relationships and trust in the future.
- Legal Consequences