



M E M O

FOR FATHER LEONARD KEMPSKI
FROM FATHER ED AIGNER
DATE JUNE 22, 1977
RE REV. MR. ED DUDZINSKI

(This memo will be in conjunction with the formal mid-term evaluation of Ed Dudzinski which at this point is awaiting a conference with Ed prior to final editing.)

On Friday, June 17, 1977, Father Howard Clark, pastor of Saints Peter and Paul, Easton, approached me as Supervisor of Ed Dudzinski about an incident that was reported to him. A woman in the parish talked with Fr. Clark about being upset in disappointing Ed when she refused to allow her eighth grade son to join Ed for a three-day vacation in Virginia. While Fr. Clark said that the woman may have been a little overprotective of her son, he felt that the woman was feeling pressured by Ed. Between the lines, he felt that the woman was also questioning Ed's relationship with her son. Father Clark said that either he or I should confront Ed on this, especially since he had told Ed prior to this that he was staying out too late at night with families, sometimes missing Mass in the morning because of late hours, and that this could be scandalous to the families. I had known that Ed spent a lot of time with this family and that one night he was there late and decided to stay at their home for the night.

I agreed on the need to confront Ed and we agreed to do this together when Ed arrived home late that evening.

Ed's response to the confrontation was that he had accepted the lack of permission for the son to travel with him. Ed shrugged it off as no problem. He didn't see anything wrong with taking one child with him. Ed had cleared the time off with myself but had not mentioned taking a parishioner with him. On a prior occasion Ed took an overnight fishing trip and I found out by accident that he had taken another boy with him. We talked of the fact that we were unaware that minors were being taken and of the possible repercussions of this. Also, the fact was mentioned that in a small parish other boys would hear of the special treatment given a few. Ed said that he was just treating eighth grade altar boys for their service. We said that this was the responsibility of the parish and not he himself. Ed cited knowing of other priests who had done this. Ed seemed very defensive and upset

that we were confronting him. He finally admitted that he often acted without thinking, implying that this was the case in this situation. Ed said that all kinds of special arrangements had been made for the trip, motel reservations, security clearance at the Navy yard, etc.

Ed went on the trip as scheduled and to my knowledge, he went alone. He had mentioned that he asked another boy when the first was not permitted to go.

Two days later I called the woman. I explained how important it was to tell me about the incident, since it would be beneficial to Ed in his preparation for ministry.

She began by saying that they (her family) were most favorable to Ed -- he was good company for the children (three of them) and that he shared a lot with them.

Regarding the incident, I asked if she felt pressured by Ed. She said definitely yes. He would not accept "no" from her. She felt bad saying no to him because he was hurt by it. She came to talk to Ed at the rectory explaining her reasons for saying no -- that she thought a group was going not just her son, and that she felt that all the arrangements were made before she was asked permission. Ed then went to her home and sat for three hours, in a sense, pouting. He finally asked her "What can I do to change your mind?" She said "Why don't you ask another child to go?" (mentioning the one he did ask secondly). He said "I can do more with one child than with a bunch. I really want Brad (her son) to go, since I know the family. I couldn't talk over matters from home with the other boy." He still asked "Is your answer still 'no'?" She then went to see Father Clark.

I record this incident because I see a pattern in Ed's ministry where he has a need to be with young boys and has often given me seemingly legitimate reasons for being with them. While gut feelings are difficult to document, I find that this incident allows me to recommend that Ed seek counsel from Dr. Lugar.

Evaluation Rev. Mr. Edward F. Dudzinski, Jr.
SS. Peter and Paul Parish, Easton, Maryland
Mid-Summer, 1977

(This evaluation should be read in light of a similar evaluation done in Summer, 1976, and also Rev. Mr. Dudzinski's mid-term self-evaluation of May 4, 1977.)

Rev. Mr. Edward F. Dudzinski, Jr., having been ordained to the order of Deacon in the Roman Catholic Church, returned to his previous placement as priest-intern at SS. Peter and Paul Parish, Easton, Maryland, in February, 1977. Ed seemed to have a new confidence in himself after his ordination and brought with him definite ideas about what he wanted to do in the parish as deacon and what he would do as far as the supervision process was concerned.

Having already supervised Ed for a summer, I followed my own recommendation that there was an increased need for Ed to discipline himself in presenting detailed reports of ministerial experiences for evaluation because I felt that Ed often missed opportunities to minister to people and that the reports would sharpen Ed's awareness of these opportunities. Ed resisted my suggestion of a weekly verbatim report and a weekly report of impressions. He preferred one of each on alternating weeks. In the first sixteen weeks, Ed submitted a total of four impressions reports and three verbatim reports. Because of this, I began to suspect some passive resistance to supervision.

Ed admitted this in his self-evaluation saying that the evaluative tools were for him a hindrance to his ministry, since he was thinking more of doing reports in a given situation than in listening to parishioners' needs. This made it difficult to assess Ed's ministerial abilities with parishioners. Of the three verbatim reports which were submitted, one was a pre-marriage investigation, one a hospital call, one a visit to a person in a nursing home. In the two pastoral calls, Ed did not respond to the needs expressed by the patients -- in one he tried to cheer the person, in the other he gave Communion. Ed told me that he had many successful counseling situations. When I asked why we never dealt with these situations, he said that he told the counselees that they were in a confidential situation and that he could not betray the confidence. He compared it to a sacramental confession situation -- that I, as supervisor, would recognize the people involved. While this may be true, I do not accept it.

Ed submitted four impressions reports which were discussed at our weekly supervisory meetings. Our somewhat regular meeting time was interrupted when Ed volunteered to help coach a little league baseball team on Saturday mornings. Ed did this because he "had never worked with that age group

her class. This seemed to be more a problem on the part of the sister. After this time there was a difficulty in getting meetings set up, since little in the way of written reports were being submitted.

Ed spent the largest portion of his time at SS. Peter and Paul school. Ed seems to work well with young people. He taught eighth grade regularly three days a week. Ed was careful to plan to leave time for other parish responsibilities plus a day off each week, though he later admitted that he did not often take them. Ed's reason for teaching was that he had never done it before and that the woman teacher wanted to observe him teaching to give suggestions for her own teaching.

Ed also organized liturgies at the high school. My understanding was that these were well prepared and successful. The one that involved Fr. Clark and myself, Ed left the bulk of the liturgy to us, staying in the background.

I still feel that Ed is most comfortable with working with young people. Most of his social contacts, to my knowledge, were with school age boys or with families of school age boys. One parishioner made the observation that Ed "is comfortable with the youth and draws good feelings from them - he needs to expand with adults - he did fairly well in the adult programs - he does have some maturing to do." Ed helped with some parent sacramental programs and his presentations were very good.

A difficult situation erupted at school shortly after Ed began teaching there, when the Pastor asked for the resignation of the high school principal. The day the news hit the school, Ed was involved with a disagreement with the eighth grade nun, a close friend of the high school principal. She wanted to move her class to the auditorium for a previously unannounced assembly. Since Ed felt that his class was more important, he told her that the class was to stay in the classroom. They argued about this in front of the class and when Ed lost out he went about complaining to other teachers about how this procedure was unacceptable. In our session on this, Ed agreed reluctantly that he was wrong to chastize the nun in front of her class and he later apologized to her. Ed has "strong principles" and that is why he could not let his class be taken from him.

Ed has some difficulty in dealing with the conflict between the Pastor and the principal of the school. When the issue came to the parish council meeting, Ed stayed in the rectory because he "did not want to get caught in the middle". Ed was upset about what people were saying about the Pastor and, in a Sunday sermon, dramatically told the people that it was wrong to be saying about 'someone' - "I hate your guts."

Ed denies having any trouble dealing with conflict, yet I feel that this is an area of needed growth for him.

Ed claims to have attended parish council meetings but they may have been the two that I missed.

The faculty at the school had mixed reactions to Ed when they spoke confidentially to me. Some said he was a great asset to the school; others felt he was overbearing, trying to impress everyone.

At the parish liturgies, Ed was visible and had good liturgical presence. His sermons generally were well prepared and he has better than average delivery. I recall hearing only one sermon that seemed confusing.

One of my questions to Ed on several occasions was about his relationship to families in the parish. The Pastor had expressed a concern to me and, according to him, also to Ed, about Ed staying out too late with families and occasionally not getting up for Mass in the morning. Ed even stayed overnight with one family with whom he was close friends. Ed said it was late so rather than come back to the rectory he just stayed over. Ed referred to "home visitations" and he gave the impression that he had a plan worked out for them. One of Ed's strong principles is that in order to be a good minister of the Church one has to be with the people and that, since he is with the people, he is a good minister. We never got to do a "case study" of a family visit. When I asked Ed how ministry was involved, he said that often when the children left the dinner table, the parents asked him religious questions. I brought up the question to Ed about his need for a family by asking "How do you feel about celibacy?" He shrugged his shoulders and said "No problem."

I had tried to deal with Ed about his need for the companionship of the boys at school. This for me has been difficult, since Ed responds with principles or ideals rather than on the affective level. Ed is aware of this. A woman in the parish early in the spring mentioned to me the concern of another woman about the amount of time Ed was spending with her son. She would not allow me to confront the woman so I felt bound to that.

Later a situation developed (described in detail in a separate memo which will be attached to this report) where a woman felt pressured by Ed to let her son travel with him to Virginia for a few days' vacation. This is the family referred to above where Ed spent the night. Ed said that he is very close to them and that they really know and accept each other. The woman in talking about the incident said that Ed had given so much of himself to her children. When I asked Ed about her saying about him in this incident that he was "still a young boy - just a kid yet", he merely shrugged it off.

Evaluation of
Rev. Mr. Dudzinski

- 4 -

July 6, 1977

After this incident another woman talked to me about Ed's spending a lot of time talking to her son at a parish social function. "Why didn't he talk to the adults there?", she asked. Ed said that this was later and that he didn't talk to him that long.

I told Ed that I perceived a continuing problem with authority because of his resistance to me as supervisor. Also, I felt Ed needed some assistance in dealing with his need of working with youth which Ed still sees mostly in terms of what he has to give to them -- he speaks their language. In these two areas I am recommending therapy with Dr. Lugar.

Ed resented this recommendation, first by asking "What happens if I do not go to him?" Secondly, he said that he did not like the way Dr. Lugar plays psychologist and this is just another form of harassment by the Vocation Department of which he is not alone among the seminarians in his resentment.

When Ed talked of the many "two-faced" priests in the diocese and attacked the Vocation Department, I was further convinced of the need for Ed to see a professional counselor.

EMA/rfc

Attachments: Summer 76 Evaluation
Self-evaluation of Ed Dudzinski, 5/4/77
Memo to Fr. Kempski

cc: Fr. Kempski
Ed Dudzinski
Rev. H. T. Clark