



**INTERNATIONAL PRIESTS**

**2010**

**U.S. Catholic Church  
2010 International Priests  
By Arch/Diocese/Eparchy**

<b>Arch/Diocese/ Eparchy</b>	<b># of Int'l. Priests</b>	<b>Country/ Countries</b>	<b>Type of Cultural Training Provided</b>	<b>Background Methodology</b>
Albany, NY	2 7 7	India Ireland Other	We do not provide the cultural training ourselves. If the priest is coming directly from a foreign country we make use of programs already available from other agencies, e.g. Maryknoll. Maryknoll provides cultural training programs for priests. Albany has sent priests for this training. One is offered by the University of St. John and the other is offered in collaboration with the Maryknoll Missionaries. They are called "ACCULTUREATION WORKSHOPS.	The backgrounds for international priests done by Albany include requiring a letter from the sponsoring Bishop or Provincial stating that the priest is in good standing. Additionally he must be interviewed by the personnel Committee. The Personnel Committee is separate from the Review Board. It is comprised of a social worker, a psychologist and a priest. Each international priest is screened by this board. Albany also does a background check through Choice Point on each international priest even if they say they have not previously lived in the United States.
Alexandria, LA	1 14 5 2 1 8	Colombia India Nigeria Philippines Poland Other	<i>Priests University</i> program: The diocesan Vicar for Clergy conducts this program, which indoctrinates the incoming priest in our customs. He covers our policies with them, and explains the functions of the different diocesan offices.	Every priest coming from a foreign country must provide permission from his Bishop, and a Letter of Testimonial from his Bishop that indicates he is in good standing. A background check is conducted on every incoming priest as soon as he receives his Social Security number. By policy and practice, the screening system

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				utilized by the DOA requires a full name, date of birth and a Social Security Account Number (SSAN) in order to conduct the background check. The background check includes SSAN verification, a 7 year criminal record search, a sex offender registry search, and if needed, a Motor Vehicle Report and a credit report. Once the international priest receives his SSAN, a US criminal check is conducted.
Allentown, PA	1 1 1 9	Colombia India Philippines Other	All international priests meet with the Secretary for Clergy for training in boundary issues as well as the Diocesan Sexual Abuse Policy and Diocesan Code of Conduct. All must attend a <i>Protecting God's Children</i> Workshop.	The Diocese conducts an International Background Check through U.S.I.S. The Diocese requires a letter of good standing from the priest's Diocesan Bishop or Major Superior.
Amarillo, TX	1 7 6 1 1	Colombia India Mexico Vietnam Other	International priests who are relatively new to the United States are mentored by a diocesan priest. He shares insights into culture of the United States as well as the more localized culture (religious, foods, sports, driving, laws, diocesan policies,	International Priests are screened as best as are the resources available. These include a computerized criminal background check (basically limited to the U.S. and its commonwealths), letters of reference from their home diocese/religious order, a telephonic-conference between the

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			morality and safe environment issues, etc.) and ways to relate to the various sub-cultures within the Diocese of Amarillo especially with the large and ever-growing Hispanic Community of multiple ethnic origins.	Bishop of Amarillo and the Bishop/Superior as to his suitability, a Letter of Testimony as to the priest's moral character, and several interviews by various Diocesan Officials.
Anchorage, AK	5 2	Philippines Other	There is no special program although all of these priests have been in and out of the United States for several years before coming to Alaska.	Only a letter from the priest's bishop. Pinnacle does an update on the priest's background. Pinnacle does have ability to do limited backgrounds out of the US.
Arlington, VA	4 2 2 2 2 2 1 2 4 29	Columbia India Ireland Mexico Nigeria Philippines Poland Spain Vietnam Other	The diocese is in the process of forming a program for cultural training and sensitivity to proper clerical boundaries.	A letter from priests superior stating that priest has never been accused of inappropriate behaviors is required. A discussion ensued that some western European countries may provide a police record or certification. They would like to have criminal checks.
Atlanta, GA	23 7 29 12 5 3 2	Colombia India Ireland Mexico Nigeria Philippines Poland	The Archdiocese of Atlanta does not have an enculturation program available for international priests at this time. However, according to Jennifer Broel, the diocese is considering and studying this issue.	An International Background Consent Form (if a criminal check is available in that country. If not it is required that the individual provide to the Archdiocese a police report from his country) is provided to the individual before

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	1 10 24	Spain Vietnam Other		any faculties are granted. This form is then submitted to Verifications, Inc. (a private investigative firm) to perform an international background screen. Once the background screening results come in, it is determined if the individual is qualified to be granted faculties. Also, it is required to have the Statement of the Ordinary on file. This background screening focuses on confirming or discovery of criminal records in countries where they are available.
Austin, TX	13 13 7 12 14 4 2 2 1 5 17	Columbia India Ireland Mexico Nigeria Philippines Poland Spain Sri Lanka Vietnam Other	We provide opportunities for groups of international priests to learn about the culture of the Catholic church in America – particularly in Central Texas. Program includes focus on accent reduction and appropriate relational boundaries.	For each priest we require a certificate of ordination, a statement of suitability from the Ordinary and we complete our EIM (Ethics and Integrity in Ministry - background) check – to include national and/or international checks when needed.
Baltimore, MD	6 1 8 1	Columbia India Nigeria Vietnam	Orientation to archdiocese; some are sent to Mexican-American Cultural Center. The Archdiocese of Baltimore	The priest is interviewed and a suitability letter is received from his Bishop.

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	3	Other	is currently developing new policies and procedures for international priests and seminarians. This would include better screening and training. Until the Acculturation policies and procedures are complete, the Archbishop has imposed a moratorium on the reception of any new seminarians and priests into the Archdiocese of Baltimore.	
Baton Rouge, LA	1 1 1 1	India Ireland Nigeria Other	We do not currently have a formal cultural transition program of this nature. We have not received any extern international priests in a number of years. The new international priests in our diocese joined their religious confreres of the same religious communities, who take on the responsibility of helping them adjust to life and ministry in the U.S.	A Testimonial of Suitability for Ministry from the Priest's Ordinary is required.
Beaumont, TX	5 6 3 3	India Nigeria Spain Vietnam	If it is offered by the Texas Catholic Conference, we send our new international priests (new to the U.S.) to the week-long "International Priests	Either the Major Superior or the sending Bishop completes a Confidential "Statement of Suitability" form on the priest. The priest completes a

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			Seminar". However, this has not been scheduled by the TCC for a few years, and we have not received any new international priests in the past year or two. We do provide an individual orientation from various perspectives-- Chancery, financial, human resources, sacramental, ethical--for priests who are new to ministry in this diocese.	"Background Questionnaire", answering specific questions re: abuse of minors or convictions. If possible, we have the priest bring with him a police report or some documentation to verify that he has not been arrested or convicted in his local jurisdiction.
Belleville, IL	1 1 6 1 1 5	Colombia India Nigeria Poland Sri Lanka Other	The majority of individuals coming into our diocese stay at the Bishop's Residence or other rectory for approximately 3 months prior to assignment. During their stay they are taught how to do laundry and cook. They also received accent reduction training if necessary.	We require a Letter of Testimonial from their superior. In addition, We do the same background checks that we do on diocesan priests. Bishop Braxton wants to personally know the superior or bishop. The individual must be recommended by someone known to the Bishop. There is also an interview between the individual, Bishop Braxton, the Vicar General and the Chairman of the Priests' Personnel Board.
Biloxi, MS	6 23 2 2 7	India Ireland Mexico Nigeria Vietnam	The Diocese relies upon training provided in seminaries and approves other programs on an as-needed basis. Religious Order priests complete	Background testimonials from their order. It is our understanding that the Embassy does a background check prior to granting a visa to come to the US.

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			programs through their Religious Communities. In some cases, other international priests receive this training in Dioceses in which they formerly served.	The remaining priests were background checked in 2003. The recently ordained were background checked in the seminary.
Birmingham, AL	1 6 3 2 2 1 1	Columbia India Ireland Mexico Nigeria Vietnam Other	Cultural training is provided to the International Priest by current Diocesan Priest and if possible a Priest from the foreign priest's country provides the training.	Letter of suitability from Ordinary. This letter from the Bishop of the Diocese where the International Priest is from has to address the good standing of the Priest and state that there was no indication of child sexual abuse or other suitability issues.
Bismarck, ND	10	India	We hold orientation sessions for every new priest. The session includes presentations on "Healthy relationships in pastoral ministry", "Living a balanced life as a priest", "Personal issues", technical information on marriage issues, and "Safe environment program."	The "Testimonial of Suitability for Priestly Ministry" form that is returned from the Bishop of the International priest has the check off of "He has never behaved in such a way as to indicate that he might deal with minors in any inappropriate manner."
Boise, ID	2 1 2 1 5	Columbia Ireland Mexico Nigeria Other	Cultural training is provided through one of several enculturation programs provided nationally. The enculturation programs' provisos are that the priest will	This is typically gleaned from Qunintana Investigations' background check, and from the "letter of good standing" from a priest's bishop or provincial.

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			be assigned to a parish or other pastoral ministry in a diocese or province, and that the enculturation program begins within two years of his first assignment in the United States.	
Boston, MA	5 9 13 3 7 3 2 7 1 1 110	Colombia India Ireland Mexico Nigeria Philippines Poland Spain Sri Lanka Vietnam Other	The RCAB has recognized the need for a cultural training for incoming international priest. The OCA in conjunction with the Office of Professional Standards & Oversight; along with Canonical Affairs is actively working to develop a comprehensive, culturally sensitive training that meets this identified need.	At the current time the screening method is based on a paper review from the diocese of origin. This review states that the priest is of good character and reputation. It also states they have no knowledge that the priest has been arrested, charged or convicted of any criminal act. Specifically it states that they are unaware of anything in his background which would render him unsuitable to work with minors. The RCAB conducts background evaluations on clergy from other countries if they have been in Massachusetts at least one year. The results of the screening are evaluated according to the criteria of the CORI Policy of the RCAB.
Bridgeport, CT	9 8 1 4	Colombia India Mexico Nigeria	A specially selected Pastor works with the priest, the Program Director of the Clergy Personnel Office meets individually with the priest and has a quarterly meeting	The M.Y.B criminal background check is processed through our Human Resources Department which is the same process used for all priests in the Diocese of Bridgeport. A

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	9 3 1 21	Poland Spain Vietnam Other	on various issues of enculturation with the entire group.	request for a testimonial of Suitability for Priestly Ministry is sent by our Bishop to the Bishop in the international priest's diocese in his country of origin. The priest application is checked by clergy personnel against the U.S.C.C.B. alerts. Our immigration attorneys are consulted about any alerts or concerns from the priest's country of origin. A letter is sent from the Diocese of Bridgeport Episcopal Vicar for Clergy to the American consul in the priest's country of origin to inform them of the priest's plan, financial arrangements and length of stay. The foreign priest is required to obtain a Non-immigrant Religious Minister Visa (R-1).
Brooklyn, NY	9 5 1 1 28 10 6 36	Colombia India Ireland Mexico Nigeria Philippines Poland Other	Through the Catholic Migration Office, incoming International Priests receive several classes on cultural orientation including, but not limited to, verbal and non-verbal communication.	After the initial contact is made with the non-incardinated international priest, the priest makes a formal request to be considered for ministry in the Diocese of Brooklyn. Based on assignment availability, a letter is sent to the priest listing all the required documents that are needed. The priest needs to submit for processing an R-1 Visa, if he does not have a Visa to come to the United States. One of the

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				documents is an affidavit that is requested of the Bishop/Superior of the priest. In this affidavit, the Bishop/Superior of the priest states that the priest “never had criminal charges brought against him”, and that the priest, “has not manifested behavioral problems in the past that would indicate he might deal with minors in an inappropriate manner”. Once all documents have been received, an application is filed with the United States Citizenship and Immigration Services (USCIC) on behalf of the priest. After approval is granted by the USCIS, this information is sent to the priest (Form I-129) to apply for an R-1 Visa in his country of origin. After the priest arrives to the Diocese of Brooklyn, he applies for a Social Security Card and submits to the Office for Clergy Personnel the Authorization and Disclosure for Background Check. The proper check is done using the services of Lexus Nexus. This process, which requires the certification from the Bishop/Superior of the priest, the approval of the USCIS, the

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				approval of the local embassy and the background search in the United States, provides a way to complete the review investigation before the final assignment of the priest is completed.
Brooklyn, NY St. Maron	16	Other	They are placed with one of our “seasoned” priests for at least six months for “enculturation”.	Our “foreign” priests are from Lebanon. We check their personnel file closely and interview their bishop in Lebanon. (Lebanon is a very small country and checking on them is quite simple).
Brownsville, TX	6 4 10 3 1 6 11	India Ireland Mexico Nigeria Philippines Spain Other	There is an orientation program that all incoming priests must attend. The orientation program covers many issues, but it includes treatment of the cultural features of our area. We specifically point out during this orientation what is considered culturally acceptable and non-acceptable in interpersonal relations and social interactions.	There is an orientation program that all incoming priests must attend. The orientation program covers many issues, but it includes treatment of the cultural features of our area. We specifically point out during this orientation what is considered culturally acceptable and non-acceptable in interpersonal relations and social interactions.
Buffalo, NY	2 6 1 1	India Poland Vietnam Other	In the only cases where we have solicited an international priest, a thorough review process has occurred and these priests are provided a local mentor to assist in aspects of the diocese where	A “Letter of Good Standing” is always required from sending diocese.

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			processes, procedures, or cultures may differ. The Charter has been provided to these priests in his native language and most materials in the Safe Environment program are available using translation tools.	
Burlington, VT	4 5 4 1 4	India Nigeria Philippines Poland Other	On entry to U.S. and assignment to Diocese of Burlington, an International Priest is assigned to an immersion acculturation under the supervision of a Pastor in Parish community for 6-12 months. In addition all required training Safety of Children and Boundaries of American Culture.	Letter of Suitability by their diocesan Bishop or Archbishop in country of origin. Criminal Records check by country or providence of origin. Criminal clearance letter by Country or Providence of origin from Jurisdictional law Naturalization Visa Processing. Issuance of US Visa. Re-backgrounding to be done at 5 year mark (which includes foreign clerics)
Camden, NJ	1 12 1 3 2 1 9	Colombia India México Nigeria Philippines Poland Other	Maryknoll furnishes the safe environment/cultural training to the International priests (for those who do not understand English).	The evaluation process includes a letter of suitability from the priest's Major Superior (if from a religious community) or diocesan Bishop. The Diocese of Camden conducts finger-print-based criminal history background checks on foreign-born priests who come to work in the diocese.

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Canton, OH St. George Romanians	14	Other	Individuals are required to attend seminary courses in the U.S.	<ul style="list-style-type: none"> <li>• Background Check</li> <li>• Information communicated to Bishop</li> <li>• Psychological Evaluation</li> </ul>
Charleston, SC	6 6 1 5 3 4 8	Colombia India Mexico Nigeria Philippines Poland Other	The need for such training has been the subject of discussion at a Provincial meeting in November. Research is being conducted into various approaches in an effort to develop an effective program for the diocese.	The diocese has a formatted process for any priest coming into the diocese, which includes; Background screening is conducted by our diocesan investigator. There is much debate as to the quality of criminal checks obtained from the usual vendors. Our investigator contacts the police department in the country of origin to obtain the most accurate report possible.
Charlotte, NC	2 1 3 2 7	India Ireland Mexico Vietnam Other	We do not have a formal cultural training program. However, incoming priests receive appropriate training on a case by case basis.	Our vendor conducts international background checks in their country of origin. In most cases, the check is done in the city or region from which they came, rather than the entire country. If the priest has been here more than a year we conduct U.S. checks in accordance with our normal procedure for clergy, religious and lay employees. The diocese also requires a written application from each priest which includes a certification and letter of

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				recommendation from the bishop or provincial before faculties are granted.
Cheyenne, WY	1 4 3 3	Columbia Nigeria Philippines Other	The Diocese of Cheyenne sends the International Priest to Conception, MO for one month and they go through a cultural class.	Personal and Confidential Communication Between Applicant's Ecclesiastical Superior and Bishop of Cheyenne. Questions asked relate to accusations of harassment, sexual act with a minor, alcohol and drug related incidents, among others. A separate letter from the priest's superior is also requested stating their good standing with their own diocese or order, as well as anything in their background that would prevent them from serving in the Diocese of Cheyenne.
Chicago, IL	8 11 3 8 12 3 15 4 31	Colombia India Ireland Mexico Nigeria Philippines Poland Vietnam Other	Annual meeting on inculturation One week conference for Spanish Speaking priests on orientation and inculturation.	We obtain a letter from sending Bishop of Provincial responding to specific areas of concern; sexual abuse, addiction, canonical penalties and any concerns the Bishop/Provincial might have. In addition, we do a Background Check and obtain a CANTS form.
Chicago, IL St. Nicholas	1 26	Philippines Other	There is no formal cultural program on the Eparchial level for international priests;	All new international clergy are required to present: a) a copy of their valid passport and/or a

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			however, on the parish level, the pastor is responsible for facilitation of the cultural adaptation of his foreign associate and promotion of expeditious English language training (for example, helping the international priest with enrollment in weekly classes at a local community college). If the international priest is married with children, which is often the case in Ukrainian Catholic Church, arrangements are made for the adaptation of the whole family.	Permanent Resident Card (Green Card); b) an official letter from their own Bishop about their good standing; c) a clearance letter from a local law enforcement agency, specifically indicating background information and any prior issues with the law. In addition, new clergy undergo a reference check and have a face-to-face interview with Eparchial officials.
Chicago, IL St. Thomas Syro-Malabar	44	India	Current priests assist the new priests from India in understanding the culture in America. They work closely with the new priests and provide the cultural training prior to the new priests going out to one of their Parishes or being assigned to a hospital or American Catholic Diocese. The Syro-Malabar priests are always available should the new priests have issues that they need to discuss or seek guidance.	The Bishop has direct contact with the Bishop or Superior of the Order that the priest is assigned to in India. The Bishop requires a letter from the Bishop or Superior setting forth the good standing of the priest and that there is no history of sexual abuse or other personal problems that would be adverse to his serving in the St. Thomas Syro-Malabar Diocese.



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Cincinnati, OH	1 1 1 1 9	Mexico Nigeria Philippines Vietnam Other	Some of the International Priests in the Archdiocese of Cincinnati are members of Religious Institutes and we rely on the Religious Institute for the cultural training. Others are chaplains in the VA and other hospitals, and they have come from other assignments in the United States to the Archdiocese of Cincinnati; they have some awareness of the culture of the United States before they arrive in the Archdiocese of Cincinnati. One priest is the chaplain of a small (100 household community) and he is assisted by members of the community with adapting to life in the United States. Some are students at Catholic schools and, for example, live in rectories with other priests and learn about life in the United States that way.	We rely on the letter of suitability from the ecclesiastical superior; we perform a criminal background check by fingerprinting; we get a copy of their visa/passport.
Cleveland, OH	2 2 5 1 9	Nigeria Philippines Poland Vietnam Other	The Secretary and Vicar for Clergy and Religious meets with each priest as he arrives to the diocese. In that meeting cultural issues are reviewed and	Since all are present on either a Religious Worker Visa or a Student Visa, which requires FBI background check, we have relied on that as our background process

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			the priest is informed of various opportunities for cultural training that are offered throughout the United States. Many of the priests have already participated in cultural training offered by their respective Congregations or Diocese.	when entering the United States. We also require personal contact from their respective Bishop or Religious Superior, who must testify that there have been no criminal charges ever brought against the priest.
Colorado Springs, CO	1 3 1 2	Nigeria Poland Vietnam Other	There is an orientation process and training for all new clergy that may touch on some aspects of our culture, but cultural training is not the primary focus.	Since most of our foreign-born clergy have been in this country for at least five years, we ask for proof that they are clergy "in good standing" who have had criminal background investigations as well as safe environment training from the bishop of the diocese that they had been serving in. We also run a criminal background investigation and do safe environment training with them once they arrive.
Columbus, OH	1 2 4	India Nigeria Other	This is provided on a personal, one-on-one basis through the Chancery Office. The priest's current experience of the United States is taken into consideration. Regina Quinn, SEC, advised that they do not have any formal cultural training. However, she has met	Letter of good standing from the priests' bishop and the background checks that are accomplished through visa application process.

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			with the two priests from Nigeria. During these meetings she discussed the role of women in the U.S. Catholic Church. She believed the meetings went well and received positive feedback.	
Corpus Christi, TX	7 36 12 1 1 3 9 5 5 6	Colombia India Ireland Mexico Nigeria Philippines Poland Spain Vietnam Other	Incoming international priests attend a cultural seminar at the Oblate School of Theology in San Antonio, TX.	The Diocese of Corpus Christi allows international priests to serve in our diocese if their Bishop/Superior recommends them and also submits a Letter of Suitability/Liability to our Bishop.
Covington, KY	11 1	India Other	Most of the international priests come from religious orders of priests who are missionary in nature, so they come with some skills for adapting to a new culture. The Carmelites of Mary Immaculate (cmi) which comprise 8 of the 12 international priests have a “regional superior” residing and working in the Diocese. He assists in acclimating new priests from his community and	A questionnaire is sent to the local Bishop or religious superior. Most of the “foreign priests” come from the same religious community in India with whom Bishop Foys has a relationship. One of the priests from the religious community has been named the “regional superior” of the group. He helps acclimate the priests to the Diocese of Covington and assists in addressing personnel issues.

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			helps address personnel issues. Priests are required to complete the Virtus training when they arrive in the Diocese.	
Crookston, MN	4 1	India Poland	We don't have a specific protocol for incoming International priests other than that they may be placed with a Pastor for 6 months to 5 years to act as an associate. A local American priest in good standing with the Church is assigned as a mentor to the international priest.	Initially there is a telephone interview to determine the applicant's English speaking ability. A <i>curriculum vitae</i> is evaluated and references are called. If the phone interview is positive then a personal interview is set up. The Bishop and the Vicar General and in some instances the Assignments Committee conduct a personal interview with the applicant. A domestic and an international background check is conducted using the LexisNexis Company.
Dallas, TX	6 3 1 13 3 15 1 5 1 8 21	Colombia India Ireland Mexico Nigeria Philippines Poland Spain Sri Lanka Vietnam Other	The diocese provides a series of workshops for international priests that discuss a range of personal and professional issues pertinent to ministering in the United States. One priest has attended the International Priests Institute in San Antonio, Texas; two others are going this year.	The Diocesan Policy for Extern and Visiting Priests/Deacons requests the following documents: signed affidavit of suitability for ministry; a certificate of ordination; a complete curriculum vitae; a listing of references from those places where priest has served; for non-citizens, verification of a current R-1 worker visa or proof of legal

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				permanent residency. If a priest/deacon does not already possess an R-1 visa, the Chancellor's Office will need to issue a sponsor letter to the U.S. Embassy in his country (prior to his arrival); clearance by the local or state law enforcement agency in his country OR a statement of permission for the diocese to do a criminal background check (will need social security #); competency in the English language; a certificate of good health from a physician; a current driver's license; it is possible that a psychological evaluation may be administered before final acceptance is given.
Davenport, IA	1 1 3 4	Nigeria Philippines Vietnam Other	All priests are given a copy of the <i>Polices Relating to Sexuality and Personal Behavior</i> , etc. It is printed in English, Spanish and Vietnamese. The Vicar General meets the International Priests and gives them the history, culture and the awareness considerations they need to take in their ministry. Clear expectations are given	The diocese considers the country of origin and the cultural background from which they come so a fruitful discussion between the Vicar General and International Priests can be conducted so they understand our local and regional culture. A letter from their Bishop is submitted that they are in good standing.

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			about their duties and what activities they may participate in the Diocese. These new priests work with one of our senior clergy and the “culture” of the area and the necessary information about, car, travel, shopping, banking, etc. are given and explained and in some cases modeled by their mentor.	
Denver, CO	3 5 5 18 1 1 6 12 8 27	Colombia India Ireland Mexico Nigeria Philippines Poland Spain Vietnam Other	Not formally. They meet with the Vicar for Clergy and their respective dean on a regular basis. They are expected to participate in clergy formation such as Presbyterate meetings, retreats and annual convocation. If they are Hispanic there are regular meetings for those who work in Hispanic ministry.	The steps are: 1) The Bishop/Superior of the incoming priest must first write to Archbishop Chaput to indicate that he is willing to release the priest. 2) We must have a current letter from the superior for suitability for ministry. 3) If they are to be here longer than one month we must have a criminal background check.
Des Moines, IA	1 5 1	India Nigeria Other	Additional language facility training has been provided for our newest international priest as well as two others who could benefit from it. While the diocese has not provided other cultural training, possibilities for future consideration are being explored.	For priests who were not in this diocese prior to 2003, the diocese relies on reports received from their religious communities or home diocese. Once they are established in this country, the standard background evaluation procedure is implemented.

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Detroit, MI	15 4 4 8 1 10	India Nigeria Philippines Poland Vietnam Other	Our Coordinator of Acculturation Services interviews incoming international priests to assess and recommend any training required, i.e. accent reduction, etc. The Coordinator is a priest who reviews the International Priests application documents, interviews the incoming priest and works with an Immigration attorney, employed by the A/D, to insure that all documents are in order and to determine what help, if any, the incoming priest needs. The incoming priest is also assigned to a mentor priest who spends time with him and assists in providing for any additional needs the priest may have.	An original letter of endorsement (with raised seal) must be received from the sending bishop/superior before considering a priest for ministry. If accepted, a formal letter of agreement between the sending and receiving bishops is prepared. Priests that have served previously in the U.S. must agree to undergo a criminal background check utilizing Credential Check. Other dioceses where they may have ministered are also contacted to ensure the priest's suitability to minister. The Archdiocese has centralized immigration processing and has an Immigration attorney on staff in its Office of Clergy and Consecrated Life to review and prepare immigration paperwork on behalf of visiting priests to ensure compliance with Government regulations.
Detroit, MI Chaldeans	15	Other	The Eparchy does not provide cultural training because our priests come from the same culture and serve parishioners from their own culture.	The bishop indicates that he obtains a letter of clearance "certificate of good standing" regarding any form of sexual conduct regarding any priest who comes from abroad. This letter is requested by our bishop from the

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				priest's former bishop where he had been serving.
Dodge City, KS	1 1 2 4	India Mexico Nigeria Philippines	The diocese provides an orientation process and a mentor to the priest when he arrives in the diocese. Also, the priest attends a program at Conception Seminary, Missouri called "The Language, Culture and Church for International Priests" (LCCIP).	We have a testimonial form that we ask the bishop or religious superior of the priest to complete. The bishop/superior is asked to initial every statement they can verify about the priest in question. The priest is also given a similar checklist of statements to affirm. If the priest has been ministering in another diocese in the United States, we also contact the bishop's office of that diocese and inquire as to the priest's character and performance during his time of ministry in that diocese.
Dubuque, IA	8 1	Vietnam Other	The Society of the Divine Word provides extensive training to all its members. All international priests speak English and the one from Ghana has been in country for several years and is thoroughly familiar with local culture and customs.	Full background check as well as a letter of recommendation from the superior attesting to the suitability of the priest for ministry is required prior to the acceptance of any priest from a foreign country.
Duluth, MN	4 7 1 2	India Ireland Poland Other	Occasionally training is provided based on the length of time they have been in this country before coming to our diocese.	We require a Letter of Suitability from their superior or bishop and we do a criminal background check.



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El Paso, TX	5 21 2 6 5 4	Colombia Mexico Nigeria Philippines Spain Other	The diocese is aware of a program at the San Antonio Archdiocese which has an excellent reputation in assisting international priest adapt to our culture. However the program is very expensive and unaffordable for the El Paso Diocese.	Background evaluation is conducted through S.P.I.S. A report is returned in regards to clearance/arrest history. In addition a police report from the priest's area of former residence is required.
Erie, PA	1 2	Mexico Philippines		Background checks are done by Intercoastal Research Investigations on behalf of the National Conference of Diocesan Vocation Directors. This background search includes the following: criminal record search in the Philippines, criminal record search in 19 states (including PA), Department of Corrections Database Search in 38 states, and Sex Offender Registry in 45 states.
Fairbanks, AK	1 3	India Poland	Priests are paired with staff and American priests for intensive orientation incl. cultures of the US and Alaska Natives. Priests deficient in the English language are sent for intensive English immersion instruction.	Priests must submit to an international criminal background check and letters of recommendation are obtained from their prior places of employment to include bishops, fellow priests and parish staff. We then contact those people as well as others they

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				may have worked with. Religious priests must be recommended by their religious superior.
Fall River, MA	2 4	Columbia Other	The designated person in charge of the ministries to Portuguese and Hispanics are responsible for cultural training.	The diocese does not require checks from the country of origin authorities, but relies solely on the originating bishop to certify their suitability for ministry.
Fargo, ND	2 1 7 1 1	India Ireland Nigeria Poland Other	We match the priest with another International Priest currently serving in the Diocese. We also assess their use of the English language and provide classes when necessary for pronunciation, etc.	We have MYB (Mind Your Business) do an international background check on the individual. We also require a current letter of good standing from his bishop/superior.
Fort Wayne - Southbend, IL	1 10 2 4 4 2	Colombia India Mexico Nigeria Sri Lanka Other	Once the International Priest arrives in our diocese he is stationed at the Cathedral of the Immaculate Conception in Fort Wayne (where the Vicar General is the Rector). The Vicar General gives him a 3-page document and discusses this with the International Priest. It covers administrative, pastoral, cultural, and sexual abuse information. The International Priest is given driving lessons and accent reduction assistance if needed.	We require an application to be completed, which includes references from his bishop and another priest as well as his ministry experience. Msgr. Schulte conducts a phone interview before he is invited to apply. A new procedure we are starting is an international background check conducted by Intercoastal Research and Investigations, Inc. for each International priest coming to our diocese. Once the priest arrives in our

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			He also attends the priests' retreat, Days of Recollection and Presbyterate meetings and events.	diocese, we ask his permission to conduct three background checks on him: 1) Indiana Limited Criminal History 2) Indiana Sex & Violent Offender Registry 3) Dru Sjodin National Sex Offender Registry Following these checks, he reviews our Policy and Procedures Manual for Employees and views our Safe Environment Training video.
Fort Worth, TX	14 2 6 1 7 12 9	India Ireland Mexico Philippines Spain Vietnam Other	The Diocese of Fort Worth sends all international priests to Oblate School of Theology, San Antonio, Texas, for their three-month International Priest Internship Program, which includes both cultural immersion designed to help each priest "translate" his pastoral skills into the new cultural context as well as to gain new skills, including language and computer use, to enable them to successfully enter his ministry assignment. New international priests are	Screening One, the company the Diocese of Fort Worth utilizes for background checks, has the capacity to run international background checks. In addition to international background checks, the diocese relies on Testimonial Letters from the Provincials of the Religious Communities and the (Arch)Bishops of the dioceses of foreign clergy, testifying to their record and asserting their readiness and capabilities for ministry. Foreign clergy are required to complete the initial, three-hour "Keeping Children

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			placed with experienced clergy from their religious communities or with seasoned pastors experienced in working with newly-arriving clergy.	Safe” training within 30 days of their arrival in the diocese and to sign an agreement form that they will abide by the Diocesan Code of Conduct. Foreign clergy are required to complete annual Safe Environment retraining throughout the years they serve in the Diocese of Fort Worth.
Fresno, CA	4 17 5 6 1 3 10	India Mexico Nigeria Philippines Sri Lanka Vietnam Other	The Vicar General has integrated a cultural element into the orientation sessions for new priests, including extern priests. Pastors are provided resources to mentor new priests assigned to their parish. VAC Dominguez recalled incidents where cultural differences inadvertently caused hard feelings. Behavior considered benign by one culture can be interpreted negatively by a priest from another culture. Msgr. Cotta confirmed that he has been assigned the responsibility of helping the new foreign priests adapt to cultural differences in America. He added that since the foreign priests come from	The extern Priest must present a “letter of good standing” from his Bishop from the Diocese of which he is incardinated. He is then fingerprinted through the FBI and DOJ in our Diocese. These agencies also provide sequential arrest reports. He may be required to undergo a physical and psychological exam.

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			various cultures, the orientation is very complicated.	
Gallup, NM	2	Nigeria	Orientation Day- Presentation by members of various cultural groups represented in the Diocese.	Endorsement of sending Bishop – Background check if the priest has been in U.S. prior to coming to our Diocese.
Galveston-Houston, TX	5 18 1 14 19 30 5 7 56 48	Colombia India Ireland Mexico Nigeria Philippines Poland Spain Vietnam Other	In 2008, the Archdiocese began implementing an International Priests Acculturation Program for foreign born clergy to assist them with assimilating into ministry in parishes in the Archdiocese. It is a two week intensive program that covers not only American culture, but also addresses a variety of Archdiocesan policies and procedures.	Before a priest is accepted for ministry in this Archdiocese the following are received: a complete curriculum vitae, a letter from a priest's bishop/religious superior detailing the priest is free of any past conduct that would affect his assignment (allegations of misconduct with minors or adults, addictions, emotional issues, financial history, etc., a completed Suitability for Ministry, from his bishop/religious superior and letters of reference from priests and parishioners of his diocese. In addition to the above, the priests also undergo a criminal background check through our established procedure.
Gary, IN	3 3 2 14	Colombia India Nigeria Poland		An Indiana and a National Background check is conducted on all international priests. The bishop requests a letter from the Bishop/Provincial stating that this

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				priest/religious is in good standing with the diocese in their respective country.
Gaylord, MI	1 3 2	Colombia Nigeria Other	Orientation is held for all coming out of seminary and for those incoming international priests. This is followed by review of our Code of Conduct and Safe Environment Policies for the Diocese of Gaylord.	We require a letter of good standing from the superior or bishop prior to final acceptance in our diocese.
Grand Island, NE	4	India	International Clergy in our diocese attend the Language, Culture, and Church for International Priests (LCCIP) at Conception Seminary. The program is a “three week intensive course designed to acclimate international priests to life and ministry in the United States,” through focus on public speaking and language skills, American culture, work relationships, preparation for celebration of the Sacraments, and additional areas (e.g., dealing with diversity of cultures and adaptation, personal boundaries in relationships, affluence, etc.) . Further information regarding	Currently, a series of questions is asked of the individual’s Bishop or Provincial Superior and included in the request for a letter of good standing. International Clergy in our diocese utilize CLINIC Religious Immigration Services. Background screening is conducted through CLINIC.

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			the program is available at: <a href="http://www.conception.edu/csc/programs">http://www.conception.edu/csc/programs</a> .	
Grand Rapids, MI	3 3 1 5 1	Colombia India Mexico Nigeria Other		We request that the diocese or religious community of the international priest provide us with documentation as to their suitability for ministry and clearance from criminal misconduct. They must also attend child protection workshop.
Great Falls – Billings, MT	3 1 1	India Ireland Other	International priests are sent to the Oblate School of Theology in San Antonio, Texas, where they receive cultural training to help them understand and adjust to life and work in the US.	We get testimonials for suitability for priestly ministry from their bishops prior to assigning them to work in our diocese.
Green Bay, WI	3 2	Nigeria Other	An International Priests Coordinating Committee has been established. Members help the foreign born priest acclimate to life in the United States by helping them with shopping, banking, driving, etc. An accent reduction curriculum is followed both online and in one on one sessions with an accent reduction specialist Priests are required to attend a VIRTUS Protecting Gods' Children	An International background check is completed by CICS Employment Services, Inc. Letter of good standing from the bishop of the home diocese.

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			Adult Awareness training session. The priests are paired with a parish pastor for at least 3 months before any assignment is given.	
Greensburg, PA	2	Philippines	International priests meet with each department head to discuss policy and administration as it relates to that department. International priests meet with native clergy for instruction and review of CODE OF CONDUCT FOR PRIESTS. International priests live with native priests for the first two months that they are in the country to assist in culturalization. International priests are required to attend a Virtus Protecting God's Children session.	A letter from the sending bishop identifying the priest as a priest in good standing and NBI clearance through Philippines National Bureau of Investigation.
Harrisburg, PA	3 2 4 1 2 7	Columbia India Nigeria Philippines Vietnam Other	We meet with the foreign priests when they arrive to familiarize them with the diocese and disclose the expectations of the diocese. Fr. Waltersheid meets with them every other month for the first year, they meet to discuss cultural issues and work	Besides questioning his Bishop or Superior regarding behavior patterns, we also run an Interpol report on all priest for any outstanding warrants.



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			environment, and spend time interacting with other foreign priests that have been in the diocese for a period of time.	
Hartford, CT	2 5 5 5 8	Columbia India Nigeria Poland Other	No formal program. In the past, some have gone to the Enculturation Institute at Saint John's University, New York. If it is believed that the foreign priest will benefit from it, the Archdiocese will assign another priest as his mentor for an unspecified period of time	We require a suitability statement from his Bishop. Background check required; Mind Your Business, Inc.
Helena, MT	1 3	Nigeria Poland		Home Bishop is required to write a letter certifying that the incoming priest is in good standing in all aspects of service in their diocese. This is reviewed by the Chancellor and Bishop before Bishop accepts service of a foreign priest. We do not run background checks because governments in foreign countries are unreliable in their reporting.
Honolulu, HI	3 4 33 1 8	Columbia India Philippines Vietnam Other	International Priests Orientation 1. Understanding Hawaii Reality 2. Catholic Church in Hawaii 3. Acculturation 4. The Road Map – Mission	We rely on the feedback and Letter of Suitability from their Bishop or Superior.

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			and Goals 5. Pastoral Leadership 6. Meeting with Department Heads This is a 2 day orientation meant to educate new international priests to realities in Hawaii and the U.S. They bring in guest speakers of interest.	
Houma-Thibodaux, LA	9 3 2	India Philippines Other	Upon arrival in the diocese, the foreign priest goes through an initial orientation meeting with the bishop's delegate and other Chancery staff. Throughout the year continuing education workshops are offered .The education workshops are geared to key in on cultural differences between their native country and the U S.	A Testimonial of Suitability for Priestly Ministry from the priest's bishop or superior must be submitted to our bishop prior to being accepted.
Indianapolis, IN	3 1 6 3	India Mexico Nigeria Other	St. Meinrad School of Theology presents a workshop, and a priest mentor is assigned.	The bishop of the home diocese must certify that the priest has not engaged in any sexual misconduct. They also must participate in a psychological evaluation and safe environment training.
Jackson, MS	19 3	Ireland Other		The priest is assigned by his order in the foreign country to the USA headquarters of the same order.

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				<p>Testimonials of Suitability for Ministry are provided. The Diocese of Jackson works with the USA headquarters of the religious order and obtains Testimonials of Suitability for Ministry assuring us there is nothing which would prevent the international priest from working in the USA. The diocese also does a USA criminal background check on the priest. In the case of the three non-Irish international priests, each has already worked at least a couple of years either with the religious order in the US or in a US diocese under the supervision of a member of the religious order. In cases where an international priest has worked in another diocese in this country, letter of recommendation are required from that diocese as well as from the priest's religious superior in this country. Also, a US criminal background check is done on the priest if he has spent any time in this country. We do not accept an international priest for work in the diocese unless he comes to us through his religious order in the USA and unless we</p>

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				have a close and long-standing relationship with the superiors of that religious order.
Jefferson City, MO	3 1 1	Nigeria Philippines Other	The priests have both a local and regional (Midwest) training on culture. The local training is done 2 times a year by the Ministry for Priest Committee (Fr. Corel) and the Chancellor (and former Provincial) of the SSNDs who has served in foreign countries. The regional training is at the seminary at Conception College for approximately 3 weeks and holds a cultural orientation for foreign priests and is open to all surrounding dioceses.	The Vicar General requires a background check (letter) from the local criminal authorities from their country. Along with a letter from the Bishop of the Diocese where they are incardinated or their Abbot.
Joliet, IL	7 1 5 1 4 16 5 8	India Ireland Mexico Nigeria Philippines Poland Vietnam Other	When necessary, we provide language and accent reduction tutoring. Some undertook seminary studies in the U.S.; some completed or are completing graduate studies.	We seek communication from the bishop or religious superior stating that the priest has his permission to seek ministry here. We ask for a curriculum vitae and request the bishop/superior to complete the suitability for ministry form and return it directly to us. In cases where the priest has served in other dioceses of the U.S., we require recommendations from those places.

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Juneau, AK	1	Other	During the audit period the one and only international priest assigned to Juneau, attended Sacred Heart School of Theology which is located in Milwaukee, Wisconsin. This course focused on proficiency with the English language. He also participated in an internship at a hospital dealing with communication skills, pastoral formation and self-direction. The diocese believed this training would be beneficial to the priest.	We asked for letters of reference and testimonials from the former Diocese and Bishop.
Kalamazoo, MI	3 7 2 1	Colombia India Poland Other		We rely on the honesty of religious communities and bishops of other dioceses to alert us of the quality of the person they are sending us and any issues including any sexual misconduct.
Kansas City, KS	2 7 1 4	Columbia India Nigeria Other	International priests attend The Language, Culture and Church for International Priests (LCCIP) Program at Conception Seminary, MO. LCCIP is a three week intensive curriculum designed to acclimate priests from other nations to life and ministry in the United States.	Bishop's statements and letters of suitability for priestly ministry are required prior to consideration of admittance in the Archdiocese. We utilize the services of Catholic Legal Immigration Network Inc. (CLINIC) in obtaining appropriate Visas; this process includes additional screening and

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			A two-day <i>New Pastor Orientation</i> is required for all new pastors, both diocesan and extern priests. Topics covered include Canonical & Pastoral Considerations; Physical, Emotional & Spiritual Wellbeing; HR Policies & Record Keeping; Safe Environment Program/Policies; Parish Leadership; Stewardship; Financial Record Keeping, Construction Policies/Procedures, Internal Controls and Parish Audits.	background checks. International Background Checks are also initiated by the Archdiocese through Zaeplex, as well as local and nationwide when applicable.
Kansas City, MO St. Joseph	1 1 1 3 1 2	Columbia Ireland Mexico Philippines Vietnam Other		A complete letter from their Bishop attesting to background check. If served in US prior to our diocese- Pro Mesa ISP background check done.
Knoxville, TN	3 2 3 1 2 3	Columbia India Ireland Mexico Nigeria Other	We do not offer a specific “cultural training” program.. Our international priests receive the same on-going formation training that our domestic priests receive. We are considering “accent reduction” training for those international priests that are difficult to	For International Searches performed for the Diocese of Knoxville, MYB performs a criminal court search of any criminal record based on the last address of residence in the foreign country in which they have lived. We utilize the services of a collection of foreign researchers

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			understand.	<p>that MYB partners with that conduct hand searches not only of court records in district and superior courts of foreign countries but also check in with local police commissioners and local tribal leaders where necessary. In addition to the actual search of court records, MYB runs an OFAC or Government Watch list search of denied persons that searches the following entities:</p> <ol style="list-style-type: none"> <li>1. OFAC Specially Designated Nationals (SDN) and Blocked Persons</li> <li>2. OFAC Sanctioned Countries including Major Cities and Ports</li> <li>3. Non-Cooperative Countries and Territories</li> <li>4. Department of State Trade Control (DTC) Debarred Parties</li> <li>5. U.S. Bureau of Industry &amp; Security (formerly BXA)</li> <li>6. Unverified Entities List</li> <li>7. Denied Entities List</li> <li>8. Denied Persons List</li> <li>9. FBI Most Wanted Terrorists and Seeking Information</li> </ol>

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				10. FBI Top Ten Most Wanted 11. INTERPOL Most Wanted List 12. Bank of England Sanctions List 13. OSFI – Canadian Sanctions List 14. United Nations Consolidated Sanctions List 15. Politically Exposed Persons List 16. European Union Terrorism List 17. World Bank Ineligible Firms.
La Crosse, WI	12 2 3 18	India Nigeria Poland Other	They are required to live with a mentor Priest for a number of months.	1. Countries of origin Bishop's written verification that they are a Priest in good standing in their Diocese. 2. Letters of recommendation are obtained. 3. Country of origin personal contacts with witnesses who can verify fitness and background of each candidate are made. 4. Bishop makes personal visits to the countries of origin to verify fitness and assessment. 5. Before assignment, a period of observation and assessment with a seasoned Priest must occur. 6. A criminal background check

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Lafayette, IN	1 5	Mexico Other		A Letter of Testament as to the individual priest's suitability for ministry and the fact that he enjoys the faculties of his Diocese of Incardination is kept on file at the Bishop's Office.
Lafayette, LA	2 4 1 1 9 1 1 5 6	Columbia India Ireland Mexico Nigeria Philippines Poland Vietnam Other		Statement(s) of suitability from diocesan Bishops or Religious Superiors. Mind Your Business criminal history screening (when possible).
Lake Charles, LA	3 1 5 2 2	India Mexico Nigeria Sri Lanka Other	All of our international priests have been in this country for years (and most have been in our diocese for years) and are proficient with the language as well as the culture. Fr. Whitney Miller, PhD., LPC, the Vicar for Ongoing Formation of Priests, and Fr. Aubry Guilbeau, the Vicar for Clergy, presented a seminar to all the international priests to address cultural issues.	Our Bishop communicates directly with the bishop or provincial of the priest before accepting them for service in our diocese. We use <i>Intellicorp</i> for some of our screening services. They use SS#, address and DOB information to screen. We also use fingerprinting through the LA State Police/FBI for some of our screening.

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Lansing, MI	9 1 1 18	India Ireland Nigeria Other	The cultural training was sponsored through the diocese's Priestly Life and Ministry Office under the aegis of a Sustaining Pastoral Excellence mini-grant from the Lilly Foundation. The several day in-service on enculturation addressed cultural differences and similarities along with expectations of the American way of life. It included, but was not limited to, boundary issues, clerical relationships with laity (both men and women). American cultural and societal expectations in public / private, e.g., hygiene expectations.	Protocol includes Testimonial of Suitability from the ordinary or religious superior; Request For Faculties Check List and Summary of Documents Needed; Curriculum Vitae.
Laredo, TX	1 3 13 9 2 4	Colombia Ireland Mexico Poland Spain Other	In-service Orientation meeting with the Vicar General, Chancellor and Vice-Chancellor; Continuous guidance by the Dean.	In addition to all required documentation, personal calls are made to ascertain that the written recommendations are accurate. Acceptance into the diocese is conditional. Continuous evaluation is required during the first year of service.
Las Cruces, NM	1 10 1 8	Colombia Mexico Philippines Spain		A background investigation is done in their home country by Intercoastal Research and Investigations. Bishop from their

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	5	Other		foreign diocese is interviewed. They are given a medical exam, and placed on a probationary period.
Las Vegas, NV	1 1 4 2 4	Columbia Nigeria Philippines Sri Lanka Other		All incoming clergy are treated equally, regardless of country of origin. Letters of Good Standing (in our requested format with required information) are a prerequisite. The Bishop or his designee speaks with the priest's prior Bishop or Vicar for clergy. Informational applications must be completed. Background checks are conducted by fingerprinting (prints are run through both FBI and State systems).
Lexington, KY	4 1 1 1	India Mexico Nigeria Philippines	The priests spend time in a location with a mentor priest selected to work with them on enculturation. They also must attend workshops at the diocesan offices to familiarize themselves with policies and practices and where to seek and get information. They must attend a safe environment training and read and sign the Code of Conduct. Two of our foreign nationals were ordained	The Bishop requires a letter of suitability from the major superior or president of the religious order. Additionally, the immediate supervisor for the religious order in the USA usually comes with the candidate priest to visit with the Bishop. The Bishop tries to meet with international Bishops /Superiors who sponsor priests, they also require a letter of good standing and rely a screening from U.S. Citizenship and Immigration.

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			for the diocese and receive the usual formation and training during their seminary years.	
Little Rock, AR	2 4 13 1 3	Columbia India Nigeria Vietnam Other	A diocesan priest has been appointed by the bishop as the Director of Orientation for International Priests. The newly arrived priests remain in residence with the director until his cultural training is completed	The Bishop or Superior of extern clergy provides the Diocese of Little Rock with a Testimonial of Suitability of Priestly Ministry which includes statements that he has never had criminal charges brought against him, never behaved in such a way as to indicate that he might engage in sexual behavior inconsistent with priestly celibacy, that he has never behaved in such a way as to indicate that he might act in an inappropriate manner with a minor nor has he ever been accused of any inappropriate behavior with any minor, that he is not struggling with alcoholism, drug addiction, or any other form of substance abuse, that he has no mental, moral, emotional or physical condition which might adversely affect his performance as a priest. We check with other priests working in the Diocese of Little Rock who are from his country to determine his suitability. If he has worked in the

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				United States previously we complete a background check with HireRight Services and contact the diocese(s) where he previously worked asking them to complete a Testimonial of Suitability of Priestly Ministry.
Los Angeles, CA	7 25 80 59 18 51 11 19 2 24 124	Colombia India Ireland Mexico Nigeria Philippines Poland Spain Sri Lanka Vietnam Other	For the last 18 years, the Archdiocese has sponsored an orientation program – COPIM (Cultural Orientation Program for International Ministers) – through the Center for Religion and Spirituality at Loyola Marymount University. This program consists of 3 three-day workshops for international priests during their first year in the Archdiocese. In addition, we have just initiated another program – Becoming Home – which consists of 8 monthly meetings with newly-arrived international priests to provide them with other materials not provided by COPIM.	We require a longer version of a statement by the Ordinary which requires the Bishop to respond more specifically to the priest's background: a. Never been suspended or otherwise canonically disciplined; b. No criminal record, nor criminal charges every been brought against him; c. Manifested no behavioral problems in the past that would indicate that he might deal with minors in an inappropriate manner; d. Never been involved in an incident or exhibited behavior which called into question his fitness or suitability for priestly ministry due to alcohol, substance abuse, sexual misconduct, financial

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				<p>irregularities or other causes; e. No other particular mental or physical attribute, condition, and/or past situation which would adversely affect performance of his sacred ministry.</p> <p>The application form provided to the Archdiocese by the priest is sent to the Bishop for review and comment before he is accepted.</p>
Lubbock, TX	9 4 7	India Mexico Philippines	All foreign priests are sent to the Mexican American Cultural Center in San Antonio, TX for a four week acculturation program. (The predominate Catholic culture in this diocese is Mexican American.)	The Diocese of Lubbock uses Mind Your Business Inc (MYB). They provide international background checks. In addition, we require a letter from their home diocese bishop or superior that they are in good standing with the diocese/community.
Madison, WI	1 1 2 3 3	Columbia India Mexico Spain Other		The Diocese of Madison requires a suitability for ministry letter from the bishop of incardination of an extern priest from a foreign country. In addition, we typically require an international background check on the candidate for any foreign country in which the priest resided. The level of the background check will vary with the host countries legal system. We require VIRTUS training and consent to our diocesan sexual abuse, misconduct, and harassment policy

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				upon arrival in the Diocese of Madison.
Manchester, NH	2 1	India Poland		Since all priests serving in the Diocese of Manchester have resided in the US for a period of time a NH Criminal Background check, Massachusetts CORI check and or a Choice point check is conducted in addition to a Letter of Good Standing. There is no attempt to conduct a foreign background check.
Marquette, MI	8	India	Their first assignment is as an associate with an American priest.	The Diocese of Marquette requires a letter of good standing from the superior of the foreign priest. The Bishop also requires that each international priest produce a certified criminal check conducted in their home country.
Memphis, TN	4 1 5 2 1 4	India Mexico Nigeria Philippines Poland Vietnam	The priests are placed with another priest to orient to the parish and community.	A Letter of Good Standing is required to be signed by the candidates Superior in addition to the Background check conducted by S-2.
Metuchen, NJ	2 11 9 12 25 11	Columbia India Ireland Philippines Poland Spain	All international priests have been invited to attend a five day residential program titled “Acculturation Seminar for International Priests” sponsored by Vincentian Center for	The Office of Priest Personnel requires signed and notarized Diocese of Metuchen priest application by applicant’s Bishop or Religious superior certifying applicant’s suitability for ministry.

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	12	Other	Church and Society and St John University at St John University, Queens Campus, NY.	In addition, all foreign priests are required to be criminal history background evaluated by fingerprint submission to the Federal Bureau of Investigation and the NJ State Police. Additional background search is conducted utilizing an investigative computer search company.
Miami, FL	4 7 37 4 3 1 3 8 1 21	Colombia India Ireland Mexico Nigeria Poland Philippines Spain Vietnam Other	VIRTUS – Protecting God’s Children	All international priests must have a letter from their home Bishop verifying they are a priest in good standing and complete a criminal history questionnaire from their local police department. The Chancellor conducts a background check every five years for all international priests.
Milwaukee, WI	1 10 3 2 1 1 5	Colombia India Mexico Nigeria Poland Spain Other	Assessment is made on a case-by-case basis and training requirements are affected by the reason for the priest’s presence in the archdiocese. If a priest is here for parochial ministry his language and cultural skills are assessed. If it is determined that training is needed, it is part of the ESL program at Sacred Heart School of Theology.	A letter of suitability must be completed by the diocesan bishop / major superior. Safe environment training is required.



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Mobile, AL	3 10 1 6 1 2	India Ireland Mexico Nigeria Philippines Other		Letters of testimonial from bishops/major superiors are required as part of the screening process. The testimonial letters indicate whether or not a priest has a Criminal History or has ever been accused of sexual misconduct with a minor or an adult. Once the priest arrives, he is required to do Child Protection training particular to the Archdiocese of Mobile. The Archdiocese conducts its own background check when sufficient personal identification is available.
Monterey, CA	3 9 19 4 4 8	Colombia Ireland Mexico Philippines Spain Other	They must attend COPIM (Cultural Orientation Program for International Ministers at Loyola Marymount University. A series of three, three day workshops held in November, April and February.	Each foreign priest must provide a letter a recommendation from his superior, have a behavioral assessment, and a psychological evaluation to determine his fitness for ministry.
Nashville, TN	1 14 4 2 2 4	Colombia India Mexico Nigeria Vietnam Other	Priests who have never served in a U.S. Diocese before are not assigned until they have gone through a mentoring process with a currently serving Pastor from their home country this is overseen by the Chancellor. They focus on appropriate relations with parish staff,	All foreign priests who are being considered for a first time assignment must have a testimonial from their bishop or religious superior attesting to their fitness for ministry and that there is no current or past reason that they can not function in ministry with children or youth. They will

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			parishioners, and young people on a cultural level as well as trained into our policies and requirements for identifying and reporting abuse.	provide a release for a background check and if the country of origin is able to report one will be run. Once they have a driver's license and social security card a background screen is conducted and once every 5 years another background screen is conducted.
New Orleans	4 17 2 5 4 25 8	India Ireland Nigeria Philippines Spain Vietnam Other		The diocese uses testimonial letters and information from superiors in the religious congregations.
New Ulm, MN	2 1	Nigeria Other	International priests are required to participate in a three week acculturation program sponsored by the Archdiocese of St. Paul and Minneapolis. During these three weeks they are introduced to cultural differences, monetary responsibility, regional food, driver's education and theological shifts that are required for pastoral ministry in the United States. Depending on the skills of individuals, accent modification is offered. One-on-	Our diocese requires letters of recommendation for each international priest. Bishops of the visiting priests are asked to give letters testifying to the stability of each priest; specifically, that they have never been accused of sexual misconduct of any kind. If the individual has been issued a social security number, a state criminal and sex offender check is processed. In all cases, the sending bishop has provided a letter of good standing attesting no criminal activity has been found.

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			one sessions are provided twice a week each semester.	The backgrounds would be conducted through HireRight.
New York, NY	12 60 5 4 62 52 12 14 21 5 137	Colombia India Ireland Mexico Nigeria Philippines Poland Spain Sri Lanka Vietnam Other	The Archdiocesan Office of International Priests offers monthly seminars for international priests, and offers an opportunity to attend the St. John's University Acculturation program.	All international priests are required to present a certificate of good standing from their ordinary or religious superior; if the priest served in another United States diocese, information is obtained from that diocese. Domestic background checks are conducted through ChoicePoint.
Newark, NJ	11 21 15 37 20 2 1 24	Columbia India Nigeria Philippines Poland Sri Lanka Vietnam Other	Offered but not mandatory in the Summer Institute for Priests run in conjunction with Seton Hall. The theme of week four (July 12-17, 2009) was <i>Liturgy in a Multicultural Community</i> . In addition, we have been involved in a series of conference calls to discuss cultural training for international priests. An in person session is scheduled later this fall.	The Certificate of Aptitude for Priestly Ministry in the Archdiocese of Newark affirms that risk factors have been assessed and the priest poses no risk for sexual abuse. We use the above mentioned Certificate of Aptitude to affirm that the priest has not been accused of any criminal conduct, nor does he have a criminal record.
Norwich, CT	12 11 2 2	India Poland Sri Lanka Other	Cultural training is conducted either at the diocese or at Yale University.	Two categories: 1.) Any extern cleric (priest or deacon) entering the Diocese of Norwich with the intention of

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				<p>living and/or ministering in the diocese <i>for less than three months</i> and who is NOT a resident of the United States is required to supply the following materials:</p> <ul style="list-style-type: none"> <li>* A complete <i>curriculum vitae</i> including name, date of birth, social security number, all addresses for the past five years, educational institutions, dates/ places of major orders, and all assignments for the past five years;</li> <li>* A signed and sealed statement of suitability from the Ordinary of each Diocese in which he has lived for the past five years. The statement of suitability must include a certification from the Ordinary that the cleric has had no criminal convictions and/or allegations of misconduct raised against him.</li> <li>* Three (3) recent passport size photographs;</li> <li>* A copy of passport or official travel document valid for at least one year;</li> <li>* A copy of the validly granted entry visa to the United States (if applicable);</li> <li>* Two references;</li> </ul>

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				<p>* A written commitment to abide by the policies of the Diocese of Norwich while ministering here and to depart at such time as he may be requested to do so by the Bishop of Norwich or Vicar for Clergy;</p> <p>2.) Any extern cleric (priest or deacon) entering the Diocese of Norwich with the intention of living and/or ministering in the diocese <i><b>for longer than three months</b></i> and who is NOT a resident of the United States is required to supply the following materials:</p> <ul style="list-style-type: none"> <li>* A completed Diocesan Employment application, along with a curriculum vitae;</li> <li>* Three (3) recent passport size photographs;</li> <li>* A copy of passport or official travel document valid for at least one year;</li> <li>* Proof of validly granted R-1 status;</li> <li>* A notarized good conduct certificate or police record from places of residence for past five years;</li> <li>* Two references along with a</li> </ul>

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				<p>signed and sealed statement of suitability from the Ordinary of each diocese in which he has lived for the past five years;</p> <p>* A written commitment to abide by the policies of the Diocese of Norwich while ministering here and to depart at such time as he may be requested to do so by the Bishop of Norwich or Vicar for Clergy;</p> <p>* A valid Social Security number;</p> <p>* A written, notarized promise to meet with the Vicar for Clergy or his designee within ten (10) days of arriving in the Diocese of Norwich.</p>
Oakland, CA	2 16 8 4 1 7 5 2 25	Colombia India Ireland Mexico Nigeria Philippines Poland Vietnam Other	Workshops provided through the Office of Clergy Services and the Director of Ongoing Clergy Education and Formation	<ul style="list-style-type: none"> <li>- Letter of Suitability from the Bishop of originating country or the Prior Provincial</li> <li>- Completed Application for Ministry</li> <li>- Review by Vicar of Priests and Pastoral Leadership Placement Board</li> <li>- Background Check</li> <li>- Fingerprinting</li> <li>- Safe Environment Training</li> <li>- Final approval by Bishop</li> </ul>

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Ogdensburg, NY	1 1 1	India Ireland Other		The three international priests listed above have all been in the diocese since before the Charter. All have had Virtus training, a background check through the diocese and all provided correspondence from their original diocese advising that they were priests in good standing.
Oklahoma City, OK	1 13 2 1 2	Columbia India Ireland Vietnam Other		Receipt of confidential assessment regarding the suitability of a cleric for ministerial assignment from the sending bishop or major superior; Signed Affidavit of Suitability and personal letter of endorsement from the sending bishop or major superior; curriculum vitae, including name, date of birth, place and date of ordination (profession of vows), and place and date of formational studies and (any) previous ministerial assignment under the direction of a bishop; a criminal background check with rerun (this is USA check so it is of doubtful benefit); a program of orientation – usually at least one year under supervision

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				of Vicar of Ministries or senior Pastor, including language studies, if necessary. . The Archdiocese has also utilized the services of the Mexican American Cultural Center Intensive Pastoral Spanish (IPS) and Intensive Pastoral English (IPE) Programs, San Antonio; and Archdiocesan safe environment protocol, including <i>Boundaries Training</i>
Omaha, NE	1 1 4	Nigeria Vietnam Other		We ask for a letter of recommendation/good standing from the priest's bishop.
Orange, CA	1 2 1 1 4 1 1 5	Colombia India Ireland Mexico Philippines Poland Vietnam Other	Option 1) COPIM-Cultural Orientation Program for International Ministers (3-day workshop offered by LMU) as recommended for individuals by the Director of Clergy Personnel or the Ministry to Priests Office. Option 2) NOT YET IN PLACE - <i>Mentoring International Priests</i> through the Mantle of Elijah Project (St. Patrick's Seminary and University, Menlo Park, CA) A team of priest mentors are currently being formed.	An agreement between the Diocesan Bishop and the bishop or provincial of the incoming priest. A Letter of good standing and testimonial of suitability from foreign priest's bishop/provincial. Complete ministry history including DOB, date of ordination and previous assignments. Certificate of Completion of Safe Environment training. Live Scan fingerprinting upon arrival in diocese (CA state and FBI).



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Orlando, FL	15 6 26 4 2 12 7 2 4 36	Columbia India Ireland Mexico Nigeria Philippines Poland Spain Vietnam Other	We do not have a formal enculturation program for international priests, but they are included in gatherings of those ordained 5 years or less. They meet for prayer, social and educational activities. Also, at the September 2009 Priest Convocation, a two-day workshop on boundaries was provided for all priests, including international priests.	The Orlando Diocese uses Premier Info Source of Marietta, Ga. The applicant completes a regular fingerprinting form and an International Background form. This background check usually takes several weeks depending on the country of origin. The Bishop/Diocesan Administrator requires a letter of good standing from the priests' superior/provincial/bishop. The priest may not begin work until appropriately cleared and has taken the Safe Environment Training.
Owensboro, KY	6 1 2 2	India Mexico Nigeria Other	Acculturation seminar held. Assigned a mentor to be a contact person. Special effort to make introductions to other clergy and lay people. Enrollment in ESL or Accent and Dialect Reduction programs if necessary. Also provide opportunity for international priest to share his culture and church experience with priests of the diocese.	Letter of suitability from the sending bishop or superior prior to acceptance. Interviews, if possible, in person or on phone, with bishop, Vicar of Clergy, and members of Personnel Committee and/or International Priest Committee. Time of adjustment allowed before assignment. 90-day evaluation with periodic follow-up and evaluation. Before arrival, the men had received visas, which involved background screens. Once they had social

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				security numbers issued, the diocese completed the usual Kentucky checks plus had a private commercial agency complete an international check on each.
Palm Beach, FL	5 3 20 1 2 1 1 21	Colombia India Ireland Philippines Poland Spain Vietnam Other		Before entering our Diocese, verification is obtained from each one's bishop or religious superior that there is no criminal activity, or reason to believe the priest would be a danger in working with children, etc. Once here, they submit fingerprints for future screening. They are also required to attend our Safe Environment program as soon as possible after beginning work here.
Parma-Byzantines OH	3	Other	Each international priest is appointed Parochial Vicar to a parish with a full time pastor. These pastors, together with other local priests, provide informal cultural training in both work and social environments.	Bishop John has ongoing relationships with the Eastern Bishops of Slovakia and has conferred with these Bishops regarding their backgrounds.
Passaic for Byzantines , NJ	5	Other	The international priests attend the Clergy Days and the meetings at the Syncellates of the Eparchy which provides	Eparchial Bishops/religious superiors must submit to Bishop Skurla, Bishop of the Byzantine Eparchy of Passaic, letters

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			them cultural training. There are only two relatively new international priests and they have been easily acculturated into the eparchial society and the community. All of the other international priests have been in the United States for many years.	granting permission for the particular foreign priest to serve within the Eparchy of Passaic. Such letters must also include specific statements stipulating the worthiness of the particular priest to serve and that there are no present or past issues regarding allegations of sexual misconduct on the part of the priest. In addition to the required letter from the particular bishop/religious superior of the foreign priests the priests must complete Eparchy of Passaic Safe Environment Training and a National Criminal Background Check. The LexisNexis program of criminal background checks is utilized for this purpose.
Paterson, NJ	16 3 34 3 2 16 14	Colombia India Ireland Nigeria Philippines Poland Other		Our Diocese requires certification of the sending Bishop; i.e., Testimonial of suitability and Good Standing Letter. A Criminal Background Check is conducted in the United States, done through MorphoTrak. In addition they must take the Protecting God's Children program. Msgr. Mahoney also noted that the US Government

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				conducts backgrounds prior to granting visas to the international priests.
Pensacola/ Tallahassee, FL	1 3 8 2 3 2 4 8	Columbia India Ireland Philippines Poland Spain Vietnam Other	Cultural training comes with Associate and Pastor training workshops provided twice a year, through workshop courses provided by the web based program "Shield the Vulnerable" <a href="http://www.shieldthevulnerable.org">http://www.shieldthevulnerable.org</a> and an interview process with the Bishop and/or Chancellor prior to any approval of a priest or deacon applicant for ministry in the Diocese of Pensacola-Tallahassee	The Diocese requires an administrative process which includes the submitting of an application for ministry; a letter of suitability; letters of reference from previous assignments and an additional letter of disclosure. Information from the administrative process are screened through Pinnacle Investigations, Inc.. If the applicant clears the screening process, an interview is set up with the Chancellor, Priests' Personnel Board and Bishop Ricard. It is up to the Bishop in consultation with the Priests' Personnel Board to determine whether a priest/deacon applicant is suitable and eligible for an assignment in the Diocese of Pensacola-Tallahassee.
Peoria, IL	1 2 4 7	India Philippines Vietnam Other	If needed, the Diocese enrolls foreign priests into ESL classes.	The Diocese requires a letter of good standing plus a Priestly Suitability form signed by the Bishop or Superior of the international priest before he is assigned to work within the

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				Diocese. After an international priest has been accepted to work within the Diocese, a Department of Children and Family Services C.A.N.T.S. form is completed and a background check is requested from the Illinois State Police Bureau of Identification.
Philadelphia, PA	7 5 7 1 12 2 16	India Mexico Nigeria Philippines Poland Vietnam Other	The Archdiocese of Philadelphia through Saint John Vianney Center is coordinating efforts between Philadelphia, Newark, New York and other (arch)dioceses to establish a program for international priests.	When a priest comes to the Archdiocese from another country, they are asked to provide a background clearance from their local law enforcement agency as well as a Confidential Statement from their Superior.
Philadelphia, PA Ukrainians	23	Other	Upon arrival to the United States, priests from Ukraine attend a special one or two day workshop conducted by the chancery staff, which introduces them to the distinctive features of parish life in the United States, norms and requirements of parish administration.	Prior to receiving an invitation to the serve in the Archeparchy, prospective candidates have extensive interviews with the Archbishop. Then, before the decision to extend an invitation, the Consultors' Board helps the Archbishop to decide on the suitability of the candidate to work in the Archeparchy.
Phoenix, AZ	3 1 9 8	Colombia India Ireland Mexico	Seminar for Foreign Born Priests & Religious scheduled on September 16, 2010 – Agenda topics included: History	All priests (international and US) requesting faculties submit a letter of good standing from their Bishop or Religious Superior. In addition

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	8 10 3 1 4 18	Nigeria Philippines Poland Spain Vietnam Other	of the Catholic Church in AZ & Southwest, Customs/Culture in the United States, Q&A regarding Culture/Ministries, Sacramental Policies (including Baptism, First Confession, First Communion, Confirmation & Marriage), Loneliness in a foreign land, Safe Environment for Children & Youth, Sexual Misconduct Policy, and Policy & Procedure for the Protection of Minors.	all priests are required to undergo fingerprinting and background checks.
Pheonix, AZ/Van Nuys	1	Other		An official letter of recommendation is required from the Eparchial Bishop in Slovakia wherein the priest had been serving. This letter is filed by Bishop Dino. Dialog with Bishop Dino and the Bishop from Slovakia preceded acceptance of the priest from Slovakia. This dialog is continual and an evaluation will be administered at a later date.
Pittsburgh, PA	1 4 8 1 14	India Ireland Nigeria Poland Other	The Diocese of Pittsburgh is currently in the process of developing an Orientation Program for International Clergy.	An international priest who is requesting faculties to function in the Diocese of Pittsburgh must be in full compliance with the Safe Environment Program of the

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<b>Arch/Diocese/ Eparchy</b>	<b># of Int'l. Priests</b>	<b>Country/ Countries</b>	<b>Type of Cultural Training Provided</b>	<b>Background Methodology</b>
				Diocese of Pittsburgh. He must undergo a fingerprint clearance and provide documentation that he has attended the Protecting God's Children Workshop. He must also present a Testimonial Form signed by his Bishop or Religious Superior.
Pittsburgh for Byzantines, PA	1 1	India Other		The Archeparchy would require references and a letter of suitability from the bishop of the country of origin.
Portland, ME	2 3	India Other	We do meet with the Priest and go through an orientation by department which includes some cultural education.	We receive a letter of suitability from the sending order, provincial etc. We run a National Criminal and National Sex Registry and all our in state checks to be certain nothing shows up in their file.
Portland, OR	4 1 1 1 1 3 1 6	India Ireland Mexico Nigeria Spain Sri Lanka Vietnam Other		In addition to the required letter of good standing for international priests, CICS, a private web based background checking company, does an international criminal check. If the international priest had been in the United States before, CICS also conducts the federal, state and local criminal checks as well as checking sex offender registries for the US, the states in which they had lived and

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				the state of Oregon.
Providence, RI	2 1 1 2	Columbia Ireland Nigeria Other	Mentoring with senior priests. Those accepted are invited into the diocese, usually for a 3 to 5 year period, which is renewable. The last international priest come to the diocese over five years ago	The only foreign priests we accept are those recommended to us by our own diocesan priests. E-mail inquiries of graduate student priests in Rome or priests from India, Africa, etc. are ignored. If the priest is coming from a country that has a viable police force, a local PD check is conducted.
Pueblo, CO	1 4 8 8 1 6	Colombia Ireland Mexico Nigeria Philippines Other	This fall, the DOP program will be offered (probably mandated) for any priest who has been in the US 5 years or less. The program will include DOP cultural courses, safe environment and “environmental awareness” type courses (treatment/acceptance of women/children/youth, etc.). Language and business courses will be given through one of the local colleges.	Paperwork verifying ordination; Recommendation from Bishop verifying no incidents of sexual misconduct or other allegations; reference checking is completed, including personal recommendations from diocesan priests who are already serving in this Diocese; check with previous diocese (if applicable); compliance with any immigration laws; homeland security’s back ground check.
Raleigh, NC	4 1 1 2 7	Columbia Nigeria Philippines Poland Other		The Diocese of Raleigh contracts with Intercoastal Research, a firm based in South Carolina that has the ability to screen criminal backgrounds in other countries. These criminal background checks are limited to a 10 year window of

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				accuracy. The priest also provides documentation from their home Diocese and Bishop that attests they are a priest in good standing.
Rapid City, SD	3 2	Poland Other	International priests are assigned to a host family to learn the survival needs of driving, banking, language skills etc. Each also has a supervising priest who educates them in regards to acceptable cultural behaviors.	For priests from Uganda, we rely on the recommendation from their bishops. Those from Poland came to us during their seminary formation and had background checks done.
Reno, NV	1 3 3 6	Columbia India Ireland Philippines	If the priest was coming directly from his home country, the Diocese provided whatever was needed locally, such as training in English or accent reduction, driver education, etc. We have also used the Cultural Orientation Program for International Ministers provided by Loyola Marymount. For the most part, those from Mexico came as seminarians and have been trained in American Seminaries. Those from the Philippines have been in North America for some time prior to their arrival in the Diocese and have come from other Dioceses	Those who have come have had the recommendations of Bishop of the diocese where they have most recently served as well as the Bishop of their home Diocese overseas. We required that they provide the documentation that they have participated in a safe environment program. The State of Nevada requires all clergy who celebrate weddings to be fingerprinted before a license is issued. These fingerprints are processed through both the State records and the FBI so we are assured that there have been no problems since their arrival. This must be done even they were

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			in the U.S. or Canada where they had ministered for a number of years. The Indian priests have come as a direct result of a personal relationship between one of our Bishops and a Bishop in India.	fingerprinted prior to coming to Nevada.
Richmond, VA	1 2 13 2 1 8	Columbia Nigeria Philippines Poland Vietnam Other	The diocese requires attendance at an acculturation seminar at St. John's University Vincentian Center for Church & Society located in Queens, New York.	The Bishop from the home diocese must send a letter of suitability for ministry to Bishop DiLorenzo. This letter states that the priest is free to serve here and that there is not anything in his background that would prevent him from ministering. The diocese uses the services of InterCoastal Research and Investigations in conducting international criminal record searches, the company looks at crimes and offenses that are comparable to felonies in the United States. When available, this international criminal record check will report less serious offenses as well.
Rochester, NY	1 1 1 22	Mexico Nigeria Vietnam Other	New Priest Acculturation Workshop provided, which was held in the spring. Annual International Priest Retreat	Bishop letter of introduction & request for Diocesan assignment. Biography requested.

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Rockford, IL	8 3 4 4 8 1 3	Columbia India Nigeria Philippines Poland Vietnam Other	When an international priest is loaned to our Diocese from the Diocese of his country, he is given an assignment with a priest of our Diocese who is able to help the priest adjust to our culture. Some of the priests coming from Colombia speak only Spanish, so they are enrolled in school to learn the English language.	The Diocese of Rockford's requirement of criminal background checks on all its foreign priests and candidates for ordination includes background checks from the country of origin, as well as from all countries in which the individual has lived for six months or more, prior to coming to the Diocese. The Diocese of Rockford has used an Immigration attorney to implement this program. In essence, each candidate must obtain a police certificate from each country locale in which he has lived for 6 months or more which discloses all arrests, reasons and dispositions for which there is a record. Note that there is a listing for 44 countries from which police certificates are not available including many Central and South American countries such as Mexico. Additionally, before an international priest is permitted to come to our Diocese, our Vicar for Clergy contact the Bishop of that priest for information and that bishop's recommendation. In

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Rockville Centre, NY	6 21 2 25 12 6 3 24	Colombia India Ireland Nigeria Philippines Poland Sri Lanka Other	Semester (1 session weekly) cultural awareness course at local college. This session is held at Molly College/Rockvill Centre once a week for a semester. All foreign priests are encouraged to attend. Week-long overnight seminar at local university each June This 1 week-long, over night seminar, is held at St. John's University, Jamaica, NY.	Require a Testimonial for Priestly Suitability" to be filled out by the home diocese Bishop or Religious Superior.
Sacramento, CA	5 7 19 9 4 14 9 1 2 7 15	Columbia India Ireland Mexico Nigeria Philippines Poland Spain Sri Lanka Vietnam Other	All new international priests are encouraged to attend COPIM, Cultural Orientation for International Ministers, which is conducted by Loyola Marymount University, Los Angeles.	All international priests are required to submit a Confidential Statement of Diocesan Bishop/Religious Superior that certifies that the priest is in good standing in his diocese and that there is nothing that renders him unsuitable to work with minor children. The international priest must submit a police report from the country in which he is living and fingerprint clearance.
Saginaw, MI	1 2 2	Columbia Poland Other		The diocese requires letters from the diocesan bishop or the religious superior sending a foreign priest to the Diocese of Saginaw verifying that the priest is in good standing in his diocese or

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				community and is not an offender. The letter assures the priest's fitness for ministry. If a foreign priest is coming from another diocese in the U. S., a letter regarding fitness for ministry is required from that diocesan bishop. In addition, an international background check is run on the priest, and if the priest has been in the U.S. then a U. S. background check occurs and, if appropriate, a state of Michigan background check.
Salina, KS	4 4	India Other	Our international priests are sent to Conception Seminary in Conception, MO which has developed a program to assist international priest with their adjustment to American culture and ministry. According to the web site of the Conception Seminary College, the Language, Culture and Church Program offers intensive English language studies and support in adapting to American culture and Church realities for priests and seminarians coming from outside the US. Attention	They must have a letter from their superior stating their suitability for ministry. They are also interviewed by the bishop personally. Usually this interview includes to vicar for clergy and other chancery officials. A standard criminal background check is performed; however this has limited effectiveness if they have been living overseas prior to arrival. As an added safeguard, they must serve as an associate with an American priest in the diocese for two years (at least) before becoming a pastor or

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			is given to developmental issues, cultural expression and community living.	working alone.
Salt Lake City, UT	4 3 3 4 1 2 2 2 4	Colombia India Ireland Mexico Nigeria Philippines Poland Vietnam Other	The only “cultural training” provided is an initial meeting with the Vicar General during the course of which standards of behavior acceptable in the US (and in Utah) are discussed. The VG meets with the international priests (and all newly ordained priests) on a periodic basis to insure there are no issues or problems.	Prior to accepting a priest from outside the diocese a letter (Testimonial of Suitability) is requested from the applicant’s home diocese.
San Angelo, TX	8 3 7 6 1 1	India Mexico Nigeria Philippines Sri Lanka Other	Monthly sessions are conducted by the Vicar General to assist with inculturization of the international priests. Various topics such as finances, taxes, cultural norms, local culture, driving, boundary issues, local dietary habits, social norms, etc. are covered. a) The training is provided in English. b) There is no one capable of providing the training in their native language. All of our international priests are proficient in English.	Prior to accepting a priest from a foreign country there is communication between our Bishop (via the Vicar General) and the Bishop of the incoming priest to assure us that he is in good standing and has no issues related to sexual abuse. An international background check is also performed, when possible.

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San Antonio, TX	7 2 45 35 4 7 21 8 3 23	Colombia India Ireland Mexico Nigeria Philippines Poland Spain Vietnam Other		Documentation is requested from the Provincial or Bishop that presents the priest in good standing. Local background checks are conducted, however if the priest was not in the country previously there is very little information available.
San Bernardino, CA	5 11 11 9 20 1 4 2 14	India Ireland Mexico Nigeria Philippines Poland Spain Vietnam Other	We employ the methods recommended by the Provincial and Inter-Diocesan Task Force organized through Region XI, including mentoring, orientation, language training.	We require the signed Affidavit from the priest's Bishop or Religious Superior and a more detailed background check entitled "Clergy Reference Form" from several confidential references. We use the same screening processes which we employ for all priests seeking ministry, including background checks, reference checks, personal interview, and ministerial assessment and evaluation.
San Diego, CA	3 2 24 9 2 33 2	Colombia India Ireland Mexico Nigeria Philippines Poland	Verified through an interview with Msgr. Callahan, the Vicar General that he along with Bishop Brom conduct a one day training session with all new international priests to include, expectations, policies and	The diocese requires a letter of suitability from the Bishop or Religious Order Superior that also states the priest does not have a criminal background. All international priests are entered into the LivesScan background

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	1 20	Spain Other	procedures of the diocese, ministerial requirements and local cultural norms. There is also a mentor priest assigned to the newly arrived international priests.	system that will automatically report to the Office for Priests any future activity that the system monitors.
San Francisco, CA	1 10 23 13 2 51 1 45	Colombia India Ireland Mexico Nigeria Philippines Poland Other	COPIM (Cultural Orientation Program for International Ministers) workshops a) NOCERCC workshops The National Organization for Continuing Education of Roman Catholic Clergy (New Pastors Program b) Chancery workshops c) Vatican II Institute workshops d) CLEAR SPEECH	Live Scan fingerprinting background evaluation, Letter of Good Standing, USCIS requires extensive documentation prior to issuing Visa.
San Jose, CA	1 4 11 10 1 25 3 19 37	Columbia India Ireland Mexico Nigeria Philippines Poland Vietnam Other	COPIM (Cultural Orientation Program for International Ministers) is conducted by the Ecclesiastical Region – Region XI in conjunction with Loyola Marymount University.	After consultation with the priest's ordinary regarding his suitability for ministry, a priest is accepted <i>ad experimentum</i> . We conduct background checks on all priests and subject them to the training that all priests undergo.
Santa Fe, NM	5 2 4	India Mexico Nigeria	When a Priest arrives from another country, he is assigned a parochial vicar in a Parish	Before accepting a priest from a foreign country, he must provide a letter of recommendation from his

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	2 4 9 5	Philippines Spain Vietnam Other	with an established Pastor. His cultural training would consist of the time spent under the guidance of this Pastor. He is usually assigned for at least one year before he is considered to be named a Pastor himself.	Bishop or Religious Superior, stating that he is a priest in good standing with no allegations of improper conduct, and a Curriculum Vitae. In addition he must have a quality recommendation from a priest or priests already serving in the Archdiocese who knows him well and can attest to his character. He must also complete the Abuse Awareness Training before he is allowed to minister in the Archdiocese of Santa Fe.
Santa Rosa, CA	3 11 9 1 6	India Ireland Mexico Nigeria Other		The screening process is all done Bishop to Bishop. Our Bishop must be satisfied that the individuals would meet any Safe Environment standards before he will accept them into our diocese.
Savannah, GA	1 15 3 2	Colombia Ireland Nigeria Other		Prior to the acceptance of a priest from a foreign country into this diocese, the ordinary or religious superior must provide our bishop with a signed statement attesting to the canonical suitability and good standing of the priest to minister in this diocese. In addition to the assessments provided this diocese by the ordinary/religious superior

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				of the priest, a criminal background check is conducted on the priest prior to the granting of faculties to minister in this diocese.
Scranton, PA	11	India	The Vicar for Priests spends one week in cultural training when the priests first arrive in the USA.	We conduct an international background search using Intercoastal Research and Investigations (Little River, SC), along with the mandatory testimonial letter from the Diocese of Nellore.
Seattle, WA	3 2 22 3 3 11 2 1 2 25	Columbia India Ireland Mexico Nigeria Philippines Poland Spain Vietnam Other	Priests who are from a foreign country but ministering in the Archdiocese of Seattle, participate in a 5-year continuing formation program for international priests. The first year focuses on local church and cultural topics, the role of women in the church, etc. Usually priests that have been in the U.S. for any length of time come with grounding in U.S. culture. Also, priests arriving new from foreign countries usually spend up to three months in an orientation parish. The orientation parish has a pastor, staff and	All International priests provide a signed testimonial of suitability from their ordinary or religious superior prior to receiving faculties. Upon arrival in the Archdiocese of Seattle, an international background check is run by our background check provider, CICS Employment Services.

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			parishioners that are willing and able to provide detailed orientation on all areas of enculturation. The incoming priest's English skill level is assessed prior to his being accepted to travel to our Archdiocese, with further assessment and classes/tutoring provided upon arrival, if needed	
Shreveport, LA	1 11 2 1 3	Columbia India Ireland Poland Other	Diocese is Currently studying how this should be implemented.	Regular background check procedures using USIS (now Hire Right) as well as receiving affidavit of suitability from their bishop or religious superior as well as all immigration documents.
Sioux City, IA	3	India	The Diocese has made use of such a program through Conception Abbey in Missouri.	The Diocese requires a written "Certificate of Suitability" before any foreign priest is accepted. Moreover, the priest's superior is expected to go on record as to that individual's good conduct and good standing. If the priest has ever been in the United States, a background check is performed. Finally, it is the policy of this Diocese NOT to accept foreign priests unless it is absolutely necessary, hence the small number in our Diocese at this time.

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Sioux Falls, SD	6 1 1 1	India Ireland Nigeria Other	Chancellor Klein stated the diocese would not be seeking any new international priests. However they have looked at a program offered by Conception Abbey in Missouri and will use that program to train any additional international priests.	Prior to any international priest coming to our diocese we conduct as rigorous a review as possible of the information available from the priest's bishop or superior as well as from any other diocese where they might have served. In addition, after they have been in the United States for a time we conduct background checks.
Spokane, WA	2	Other		We accept a letter from this individual's previous Bishop that the individual is suitable for ministry.
Springfield, IL	1 2	India Other		The Bishop/Vicar for Clergy meet/interview the priest to assess his suitability, review his academic degrees and pastoral assignments, and rely on the letter of recommendation from his bishop. A criminal history background check is attempted to be conducted in the foreign country but at this time this action does not occur until the priest is accepted for work in the diocese.
Springfield, MA	2 4 5	Nigeria Poland Other	Safe Environment training with priests who come to the Diocese from other countries includes discussion of the Policy and	No international priests are given faculties in this Diocese unless their bishop/superior has provided an Affidavit of Suitability. This

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			Code of Conduct; American cultural norms; the findings of the John Jay study on the causes and contexts of clergy abuse; how the awareness of clergy abuse has affected parishioners' faith and trust; and the U.S. Catholic Church's efforts to address these matters.	must be provided by the diocese of every location in which the priest has ministered, not just the diocese in which he was incardinated.
Springfield-Cape Girardeau, MO	3 1 1	Ireland Poland Other	There is no formal program. We would be interested programs available for dioceses.	Bishop requests a letter of fitness and endorsement of the priest from his superior. Intercoastal Research and Investigations performs an International Criminal Record search. The diocese was encouraged to further explore the services offered by this vendor in order to determine the comprehensiveness of the reports available.
St. Augustine, FL	1 10 1 4 1 7 1 2	Colombia India Mexico Nigeria Philippines Poland Vietnam Other		Recommendations from other priests, a certificate of good standing from the sending diocese or religious superior, and an international background check (more thorough for some nations than for others). The international background check is through Trans Union Employment Screening / National Conference

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				of Diocesan Vocation Directors.
St. Cloud, MN	5 2	India Other	If deemed appropriate, international priests are sent to Conception Seminary College to attend its "Language, Culture and Church Program for International Priests". Program includes language development; accent reduction; working w/laity; ethical and marital challenges in the U.S.; American history and culture; and dealing with the relative affluence of the U.S.	Each international priest serving within the diocese provides a letter from his bishop or superior regarding his fitness for ministry.
St. Louis, MO	6 2 1 3	India Nigeria Poland Other	A Protocol for International Priests is awaiting final approval from Archbishop Carlson. This will address cultural training and evaluation of risk factors for sexual abuse.	Their letter of fitness suffices for their first year of service here. After that they undergo the same compliance process as the other priests/laity that fall under Safe Environment compliance which requires that they be fingerprinted.
St. Louis – Our Lady of Lebanon	52	Other	All international priests come from Lebanon and all belong to the same Religious Order, which administers a comprehensive program for pastoral ministry in Lebanon. These priests are trained in Lebanon and in the USA in the ways of pastoral ministry of our	These priests are screened in Lebanon by the same religious congregation before they are admitted to minister in the USA. Prior to the assignment of any foreign priest we require letters of recommendation from the religious Superior, character references, and the results of the

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			Eparchy. In addition, these priests receive comprehensive training in the form of seminars at the Clergy Conference which takes place every July.	psychological evaluation conducted by the religious congregation. The Eparchy does not have its own program of evaluation for international priests.
St. Paul/Minneapolis, MN	7 1 1 1 3 8	India Nigeria Philippines Poland Vietnam Other	Prior to assuming a pastoral or educational assignment, an acculturation program of at least two months is required. Topics addressed include priestly ministry in the United States, parish administration, and training in local customs and mores. No unsupervised ministry will be permitted until the foreign priest has completed the required training in maintaining a safe environment and the appropriate use of technology.	Archdiocese receives statement of suitability from Arch/Bishop in priest's home arch/diocese. The Priest must agree to submit to a legal and criminal background check.
St. Petersburg, FL	3 12 21 1 8 9 5 4 20	Colombia India Ireland Mexico Philippines Poland Spain Vietnam Other	Individual pastors may provide resources for courses in English pronunciation and accent reduction. Such resources currently exist within our diocese. We plan to employ the assistance of language evaluation experts to assess the English proficiency of our International Priests. Our	We require the attestation of the Bishop or Religious Superior from the priest's former diocese or religious order, stating that the individual is a priest in good standing and does not have a criminal record. Once they arrive in the diocese, they are screened using a joint FBI/Florida Department of Law Enforcement

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			diocesan Worship office and Tribunal staff provide regular liturgical instruction and sessions in marriage preparation and annulment procedures, respectively, to our International Priests. We are also re-establishing our semi-annual International Priests' dinners, allowing our bishop to become more familiar with these priests. We also plan to establish priest-mentors for International Priests, to help them acclimate to American culture.	criminal history background check based on fingerprints run through the FBI's NCIC criminal history database which has input from all US law enforcement agencies in the US and its territories as well as from Interpol (International Police).
St. Thomas. VI	1 1	Mexico Philippines	Msgr. Jerome Feudjio, Vicar for Clergy, gives the international Priests an overview and orientation of the Virgin Islands.	For a Priest to minister in our Diocese, a request for "Faculties Forms" must be completed and signed by his Bishop or delegate, and in this form it states that he is suitable to work with minors. Also, the Diocese has employed a background screening firm name "HireRight" to conduct background screening of foreign Priests.
Stamford, CT Ukrainians	5 32	Poland Other	Newly arriving international priests, must attend a series of seminars to assist in the	ESU uses the following in conducting background checks for international clergy: background



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			enculturation process. Twice a year, June and October, the bishop holds an educational conference for the clergy. During this conference a myriad of topics are discussed to include safe environment and cultural issues. During the June conference, all priests are given copies of all safe environment documents to include; Code of Conduct, background consent form, parish statistical form, training verification forms, etc.	check companies whenever possible, the international clergy's Bishop's reference and recommendation (required in all cases), Immigration Files (if available as they are in Canada), Seminary and University files.
Stockton, CA	13 6 7 13 2 9 2 3 6	Columbia India Ireland Mexico Nigeria Philippines Sri Lanka Vietnam Other	There is the week long Cultural Orientation of International Ministers to which each diocese of Region XI is expected to send any priest or sister who is coming into the USA to minister in the region. After the Region Eleven Task Force on International Priests conducted a study of all the dioceses in the two Provinces of San Francisco and Los Angeles and a three day consultation with delegates from each of the participating dioceses, Region XI formed a steering committee	He must have a letter of release from his bishop that recommends he is a priest in good standing. If it is possible, the Vicar for Priests also receives a letter from the police of this last city of residence that there is no criminal record for the man.

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			to develop a common procedure for the dioceses of both provinces. It will recommend the components of all training for international priests from initial orientation to on-going review. Msgr. Robert Silva of the Diocese of Stockton is the convener of this project. For those priests who are preparing to take over the administration of a parish, a series of ten three hour workshops addresses topics such as gender issues, treatment of women and the laity, policy on sexual harassment, and financial training. The training in the workshops for those preparing to take over administration of a parish is more than the diocese offers to volunteers, other priests, and diocesan employees	
Superior, MN	3	India	The majority of international priests accepted into our diocese have had prior experience in the United States. When this has not been the case, a mentor is assigned and the international	Consultation with all ordinaries who have had experience with the specific priest. Customary background checks are completed if the priest has served in the US previously.

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			priest spends a number of months working side by side with that mentor.	
Syracuse, NY	2 1 5	Nigeria Poland Other	When International priests come to the Syracuse Diocese, they are assigned to a parish with a pastor ordained in the Syracuse Diocese. The international priest assimilates to our culture during this assigned time before being transferred to a parish on their own. This information is provided by Msgr Richard Kopp's Office, Vicar for Priests.	When an international priest comes to our diocese we receive a letter of affirmation from the Ordinary of the priests' home diocese that explains the priest is in good standing within that diocese. The letter is often accompanied by a listing of the priests' assignments. Upon arrival, the international priest is required to attend a VIRTUS "Protecting God's Children" session in our diocese. A criminal background check will be processed at a later date should the priest receive a social security number.
Toledo, OH	3 2 2 3	India Nigeria Philippines Other	The priest has a mentor as well as assistance on a one to one basis. There is no formal program.	<ol style="list-style-type: none"> <li>1) The priest must not self-promote himself.</li> <li>2) The priest must be promoted by his bishop or his religious superior for ministry.</li> <li>3) He must possess the appropriate language skills.</li> <li>4) He must have the ability to adapt to other cultures.</li> </ol>

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Trenton, NJ	12 20 1 2 7 10	Colombia India Mexico Philippines Poland Other		Each priest must supply a letter from their Bishop in their home country and two recommendations.
Tucson, AZ	3 12 25 17 6 3 17	India Ireland Mexico Nigeria Philippines Vietnam Other	International priests are given an intensive orientation during their first three weeks in the Diocese. This orientation includes introduction to the Code of Conduct, Guidelines for the Prevention of and Response to Sexual Misconduct, Office of Child, Adolescent and Adult Protection, the Safe Environment Program, and the mandatory reporting law of the State of Arizona. There is an extended orientation, once per month, for 12 months for those priests who are new to the United States.	When the priest arrives in the Diocese, he completes additional paperwork, which includes a criminal history check in the United States; this is critical in case there has been any known or unknown previous presence by the priest in the United States. The priest goes through a process of orientation, during which additional observations are made. When the priest applies for permanent residency or naturalization, the priest undergoes a further and detailed criminal history check conducted by the FBI.
Tulsa, OK	6 1 1 5 1 1	India Ireland Mexico Nigeria Philippines Vietnam		The Bishop requires letters of suitability from the priests superior or Bishop. Also, the Bishop requests the priest's curriculum vitae. As stated above, most of the international priests who come to

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	3	Other		the Diocese of Tulsa have served in other dioceses in the United States where they have had previous assignments so letters of recommendation would be required from these dioceses.
Tyler, TX	14 23 11 2 1 1 2 1 15	Columbia India Ireland Mexico Philippines Poland Sri Lanka Viet Nam Other	The Diocese participates in enculturation programs when they are offered by the Texas Catholic Conference. The diocese also addresses cultural issues frequently in clergy formation training. Given the large number of priests from outside the area, the Bishop is very conscious about the needs to foster cultural sensitivity.	The Bishop generally personally discusses with the Bishop or Superior the candidate. At the minimum the Chancellor has direct contact. In addition the diocese receives a testimonial letter. Many times the priest is known personally by a priest serving in the diocese which provides further testimony.
Venice, FL	2 16 1 1 17 9 39	Colombia Ireland Nigeria Philippines Poland Spain Other	Each new international priest is assigned to a priest in the Diocese to mentor the new priest until he acculturated into the Diocese. This mentoring continues as long as deemed necessary.	If priests come to the Diocese of Venice from foreign countries they are required to: 1) Speak English 2) Submit a letter of good moral standing from their Bishop or Superior. 3) Provide clearance from their local police background check from Country of origin.
Victoria, TX	1 1 14	India Vietnam Other	Self Generated	A Letter of Good Standing from Superior/Bishop is required. Bishop Fellhauer also consults

Total of 6,453 IP's

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				with a network of priest from same country regarding the prospective priest. In addition, the diocese also requires a background check and attendance of the required SAFE/CPC, Renewal and Re-Cert training.
Washington, DC	2 1 3 4 1 3 1 21	India Ireland Mexico Nigeria Philippines Poland Spain Other	Although we do not have a specific training for international priests, we do a number of things to educate them about the communities they will be serving and the expectations regarding child protection. The Vicar for Clergy and Secretary for Ministerial Leadership meet individually with those priests who come to serve in a particular parish or with a chaplaincy to orient them to the Archdiocese of Washington and to explain the dynamics of the particular ministry and community. They are asked to attend the New Pastors Workshop and are required to attend Protecting God's Children for Adults. In addition, they would be invited	Letter of Suitability is required from the priest's ordinary or religious superior (must contain an impressed seal of the diocese). This letter should indicate that the priest has taken child protection training in his home diocese (that sentence is not in the Letter of Suitability and ADW response should actually state, "He has had a criminal background check which is on file in our Priests Personnel Office." Application form and Child Protection Policy is sent out to the priest to read and must return a signed acknowledgement form. If the priest will live in a parish, a letter is required from the pastor of the parish requesting permission. In the letter granting permission the priest is asked to attend a session of Protecting God's

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			to attend their local deanery meetings and other programs of continuing formation and education offered by the Archdiocese. We are looking at developing a workshop specifically for these priests.	Children for Adults. If the priest is living at the rectory and serving in the parish, he must be fingerprinted for the Archdiocese. If the priest is not living in a rectory and only ministering at weekend Masses, he must provide a Letter of Suitability from his diocesan ordinary or religious superior as well as a written acknowledgement that he has read and understands the Archdiocese's child protection policy. After these documentary requirements have been satisfied, and all such documents have been reviewed and approved, the Archdiocese may then grant faculties or permission to assist in ministry in the Archdiocese.
Wheeling-Charleston, WV	8 2 4 4	India Nigeria Philippines Other	<i>Successfully Speaking Program</i> and <i>Overview of American Inculturation Program</i> given to international priests in May, 2010. The former is designed to enhance international priests speaking skills; the latter assists them with understanding cultural behavior differences such as eye contact, cleanliness,	International priests present a "suitability" letter from their Bishop or Superior and participate in the Diocese's safe environment program which requires a background check through USIS, review of <u>Sex Abuse Policy</u> , and VIRTUS training.

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			dealing with elders, women, wealth, etc. New priests are also assigned as “in-residence” or “associates” to a “pastor mentor” in a parish. They learn about practical considerations such as how a priest interacts with parishioners in the U.S.	
Wichita, KS	1 5	Philippines Other	The priest is assigned as an associate pastor, or in residence, with a mentor priest, who guides the International Priest in adapting to culture.	A letter from the Bishop of the diocese in the country attesting to his good standing in his native country.
Wilmington, DE	2 1 1 4 2 7	India Mexico Nigeria Philippines Poland Other		The screening methods for international priests include the international background check and a letter from the priest’s Bishop stating that he is a priest in good standing.
Winona, MN	3 3 2	Colombia India Other	Cultural training is provided through priests already serving in the diocese from the same culture and our Office of Hispanic Ministry interfaces with our Spanish speaking priests on an ongoing basis.	Prior to entry into the country and diocese, foreign born priests go the CLINIC (Catholic Legal Immigration Network, Inc.) and obtain all appropriate documentation as well as permissions from their local Ordinary.
Worcester, MA	8	Other	Foreign ordained priests are in associate positions in parishes under the supervision of	The Diocese depends upon the testimony of suitability from the Diocesan Bishop or Religious



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			American-trained pastors who are aware of their cultural needs. The Brazilians are Religious Order priests who are also operating under the supervision of an American pastor in ministering to the Brazilian community in that parish.	Superior from their native country.
Yakima, WA	4 4 15 3 1 2	Colombia Ireland Mexico Philippines Vietnam Other	Priests are accepted on a provisional basis, and work in supervised settings in parishes before they are considered for regular placements and/or incardination.	CICS background check; Must have letter of recommendation from Bishop or religious superior in diocese of incardination or religious community; if they have served in the United States before, we also ask for references from dioceses in which they have served.
Youngstown, OH	1 2 6	Philippines Poland Other		The Office of Religious has created a form to be completed by foreign religious priests (and sisters) who are students. Among other things, this form asks for name of Superior while in the US, previous dioceses served, ministries served while in the US, and a reminder that priests must renew faculties annually. The letter of suitability must also be attached to this form.

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