

DIOCESE OF CLOYNE

DIOCESAN POLICY ON THE RESIGNATION FROM OFFICE OF PARISH PRIESTS AND THE RETIREMENT OF PRIESTS

INTRODUCTION

The pastoral welfare of the Diocese as a whole is the primary concern underlying this policy on the resignation from office of Parish Priests and the retirement of priests in the Diocese of Cloyne. This policy also seeks to ensure for those resigning from the office of Parish Priest conditions which will be in keeping with their dignity. It is inspired by a spirit of gratitude to them and of appreciation for the years of faithful service rendered by them to the Diocese and its people.

1. PRINCIPLES OF CHURCH LEGISLATION

1.1 "A parish priest who has completed his seventy-fifth year of age is requested to offer his resignation from office to the diocesan bishop who, after considering all the circumstances of person and place, is to decide whether to accept or defer it. Having taken account of the norms laid down by the Episcopal Conference, the diocesan Bishop must make provision for the appropriate maintenance and residence of the priest who has resigned." (Canon. 538§3)

1.2 "Since clerics dedicate themselves to the ecclesiastical ministry, they deserve the remuneration that befits their condition, taking into account both the nature of their office and the conditions of time and place. It is to be such that it provides for the necessities of their life and for the just remuneration of those whose services they need." (Canon 281§1)

1.3 "Suitable provision is likewise to be made for such social welfare as they may need in infirmity, sickness or old age." (Canon 281§2)

1.4 "In accordance with the prescription of Cann. 281§2 and 538§3, the Irish Episcopal Conference hereby declares that, while leaving the details to be worked out in each diocese in accordance with its own circumstances and traditions:

- a. each diocesan Bishop have a specific and funded scheme, adequately designed to provide for the worthy maintenance and accommodation for all the infirm, old and retired priests of his diocese;
- b. a number of priest-representatives of the priests of the diocese be actively involved in the administration of the scheme;
- c. the adequacy of the scheme be reviewed regularly." (*Decree No.2 IRISH EPISCOPAL CONFERENCE*)

2. DIOCESAN POLICY REGARDING RESIGNATION FROM OFFICE

- 2.1 In accordance with Canon 538§3 of the Code of Canon Law all Parish Priests, incardinated in the Diocese of Cloyne, on the completion of their seventy-fifth year are requested to present their resignation from office in writing to the Bishop.
- 2.2 After due consideration of all the circumstances of person and place, the Bishop shall decide whether to accept or defer the resignation from office of a Parish Priest.

3. OPTIONS ON RESIGNATION

- 3.1 Resignation from the office of Parish Priest and retirement from all active ministry.
- 3.2 Resignation from the office of Parish Priest and assignment as a full-time Curate.
- 3.3 Resignation from the office of Parish Priest and assignment to part-time duties with the title of Parish Chaplain.

4. FINANCIAL PROVISION

- 4.1 The retired Parish Priest who retires from all active ministry is to receive a designated annual allowance from the Retirement Fund. As from 1st January 2006, this allowance will be increased in line with the Consumer Price Index. In addition, the fund will pay to him the housekeeper's allowance and telephone rental where applicable and reimburse him for the payment of local authority service charges, where applicable.
- 4.2 The retired Parish Priest who takes up the duties of a full-time Curate will be remunerated in accordance with the provisions of the Remuneration Scheme for Parochial Clergy in the Diocese of Cloyne from the dues account of the parish to which he is appointed. Telephone rental, housekeeper's allowance and local authority service charges, where applicable, will be paid by the parish to which he is appointed.
- 4.3 The retired Parish Priest who takes up part-time duties as a Parish Chaplain will receive his remuneration *pro rata* from the Retirement Fund and from the Parish Dues account in accordance with the Remuneration Scheme for Parochial Clergy in the Diocese of Cloyne. Telephone rental, housekeeper's allowance and reimbursement for service charges will be paid *pro rata* by the parish to which he is appointed and by the Fund.

5. ACCOMMODATION

- 5.1 In the case of a priest who has been assigned as Curate or Parish Chaplain, the parish to which he is appointed will provide his accommodation.
- 5.2 In the case of a priest retired from all active ministry, the following options will apply:
 - 5.2.1. Residence in a house belonging to a parish: the Fund will, in lieu of rent, pay a

designated sum to the parish to cover insurance and normal maintenance of the building and its surroundings. The priest occupying the house will pay for the insurance of his own property.

5.2.1.a Where this arrangement necessitates the renting of a house for a priest of the parish, the Fund will pay the rent in lieu of rent for the parish house.

5.2.2. Residence in a house belonging to the Diocese: The Fund will, in lieu of rent, pay a designated sum to the diocese to cover insurance and normal maintenance of the building and its surroundings. The priest occupying the house will pay for the insurance of his own property.

5.2.3 Residence in a house which is his own property: The Fund will, in lieu of rent, pay a designated sum to the priest to cover normal maintenance of the building and its surroundings. The priest occupying the house will pay for the insurance of his own property.

5.2.4. Residence with relatives: The Fund will, in lieu of rent, pay a designated sum to the priest. The priest occupying the house will pay for the insurance of his own property.

5.2.5. Residence in a rented house: The rent, up to a maximum figure based on current rates for a three bed-roomed house in the diocese, will be paid by the Fund. The priest occupying the house will pay for the insurance of his own property.

6. RETIREMENT HOME OR NURSING HOME

6.1 Nazareth House, Mallow: The Fund will pay the cost of maintenance directly to Nazareth House. The Fund will pay the retired priest an allowance equal to one third of the annual allowance designated for a fully retired priest.

6.2 Other Retirement or Nursing Home: The Fund will pay the cost of normal maintenance up to a designated maximum figure based on average current rates for Retirement Homes or Nursing Homes in the diocese. The Fund will pay the retired priest an allowance equal to one third of the annual allowance designated for a fully retired priest.

7. RETIREMENT OF PRIESTS OTHER THAN PARISH PRIESTS

7.1 The provisions of this policy, including the possibility of appointment as Parish Chaplain, where considered appropriate by the Bishop, will apply equally to incardinated priests, other than Parish Priests having completed their seventy-fifth year, who retire from full-time ministry or from all active ministry for good reason and with the approval of the Bishop.

8. RETIREMENT FUND

- 8.1 The Cloyne Sick Priests' Benevolent Fund will serve to finance the provisions of this policy.
- 8.2 A Committee of representatives of the priests of the diocese will be responsible for the administration of the fund in accordance with the stipulations of this policy.
- 8.3 The Bishop, in consultation with the Council of Priests, will draw up statutes for the constitution and procedures of this Committee.
- 8.4 The Committee will arrange for the provision of funds by:
- a. Collecting an annual contribution from parish income at a rate to be determined from time to time by the Bishop after consultation with the Council of Priests;
 - b. Holding an annual collection at Masses throughout the diocese;
 - c. Collecting contributions from all incardinated priests in ministry in the diocese at a rate to be decided by the Bishop on the recommendation of the Committee;
 - d. Prudent investment of the assets of the Fund;
 - e. Receiving bequests from the priests and people of the diocese and elsewhere;
 - f. Engaging in any other fund-raising activities which may be approved by the Bishop from time to time.

9. REVIEW OF POLICY

- 9.1 A periodic review of this Policy will be carried out by the Council of Priests of the Diocese to make sure that the Policy is fulfilling its stated aim.
- 9.2 Following the review carried out by the Council of Priests the Bishop will meet with the Diocesan College of Consultors in order to consider and decide on which modifications, if any, should be introduced into the overall Policy on Resignation from the Office of Parish Priest and the Retirement of Priests of the Diocese of Cloyne.