

CARE AND SALARY FOR RETIRED PRIESTS

The following policy is applicable only to our officially retired priests of the Diocese of Owensboro as defined in the Diocese of Owensboro Policy Manual, Clergy Section, Personnel Guidelines:

1. Out of pocket medication will be paid out of the Charitable Trust Fund.
2. Retired priests will receive a gift of \$1,650 (effective 2011) per month out of the Charitable Trust Fund and adjusted annually by the Diocesan Finance Council. Priests will be expected to provide for their own food and housing except as provided for below in 4 B&C.
3. Retired priests with special needs are asked to please express those needs to the bishop. They will be met on an individual basis.
4. Retired priests will have the following "living arrangement" options upon retirement:
 - A. A priest may provide for his own living arrangements in a private home and receive from the Charitable Trust fund a monthly stipend as allowed for in paragraph 2 (above).
 - B. A priest may take residence in the Bishop Cotton Apartments and receive from the Charitable Trust Fund a monthly stipend of as allowed for in paragraph 2 (above) less a \$300 allowance for room and board. (Meals will be provided in the Carmel Home)
 - C. A priest may take residence in the Carmel Home (or comparably priced personal care facility). A priest may elect to pay his own expenses from the care facility or forgo his monthly stipend while authorizing the Charitable Trust Fund to pay said expenses. While in the Carmel Home the Charitable Trust Fund will provide \$500 per month as a personal spending allowance.
 - D. A priest, who has reached retirement age, may continue to work in a parish (or other Diocesan institution) assignment of his own volition. In such cases, the parish/institution will pay the priest's salary and benefits (car and education allowance, medical premiums, etc.) into the Charitable Trust Fund each month. The Charitable Trust Fund will dispense the same amount to the priest.
 - E. A retired priest who is asked to return to parish work on a temporary basis will also be paid the comparable salary and benefits (as described in paragraph D) from the Charitable Trust Fund. The parish/institution will then reimburse the CTF that same amount. If the priest is not performing all pastoral functions/duties, then the reimbursement will be pro-rated based on the duties assumed.
5. If option C (above) is the operative case for a priest's long-term care, the Charitable Trust Fund will pay for whatever level of skilled care is required in the personal care facility. The amount will generally exceed the monthly allowance provided for in paragraph 2 above. The Charitable Trust Fund will seek reimbursement for the excess of funds expended (in excess of paragraph 2) for

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long-term care from the priest's estate. This paragraph (5) will become effective as of October 1, 2011 and any priest currently receiving benefit under paragraph C, will be grandfathered under the previous policy (i.e. the CTF will not seek reimbursement from the priest's estate)