



Diocese of
OWENSBORO

CARE AND SALARY FOR RETIRED PRIESTS

As the Diocese of Owensboro is committed to ensuring that all of our priests are cared for, 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 medical expenses will be paid out of the Charitable Trust Fund.
2. Retired priests will receive a pension from Christian Brothers through the Diocese or \$2,000 per month from the Charitable Trust Fund (effective 2020). Generally speaking, retired 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.
 - B. A priest may take residence in the Bishop Cotton Apartments. The priest shall pay \$300 per month for room and board. Meals will be provided in the Carmel Home.
 - C. A priest may take residence in a personal care facility such as the Carmel Home (or comparably priced personal care facility).

Payment for Care:

1. A priest may elect to pay his own expenses for the personal care facility.
2. Alternatively, a priest may elect to forgo his monthly gift as allowed for in paragraph 2 and direct that his pension or other income (i.e. social security, long-term care insurance, etc.) be sent to the Charitable Trust Fund, which will pay said expenses.
 - The amount paid to the personal care facility will generally exceed the sum of the monthly gift, the pension from Christian Brothers through the diocese, and other sources, including social security and long-term care insurance.

- If the priest asks the Charitable Trust Fund to pay his expenses for long-term skilled care, as a matter of justice, the diocese will seek reimbursement from the priest's estate for such excess funds expended over and above the amount already contributed by the priest (from monthly gift, pension, social security, long-term care insurance and lifetime gifts by the priest to the Charitable Trust Fund).
 - Any funds received by the Charitable Trust Fund that exceed the monthly expenses for the personal care facility, will be returned to the priest.
 - While in a personal care facility, the Charitable Trust Fund will provide \$500 per month as a personal spending allowance, which will not be considered in the calculation of excess funds expended.
5. A priest, who has reached retirement age, may request that the bishop permit him to extend a pastoral assignment in one year increments. The bishop will assess this request in consultation with the Priests' Personnel Committee. If the pastoral assignment is continued, the priest's salary and benefits (to include car and education allowance, medical premiums, etc.) will be provided by the parish.
6. A retired priest who is asked to return to parish work on a temporary basis will, in addition to receive his retirement, also be paid the comparable salary and benefits (as described in paragraph 5) by the parish. If the priest is not performing all pastoral functions/duties, then the salary and benefits will be pro-rated based on the duties assumed.