

III. Retirement Endnote 5

A. Age of Retirement

1. A priest of the diocese who has served for thirty (30) years and has reached seventy (70) years of age may submit a letter of resignation to the Diocesan Bishop. The priest must discuss his intentions with the Diocesan Bishop and Director Priest Personnel one year in advance of his desired date of retirement. Retirement becomes effective only when accepted by the Bishop.
2. Resignation from full-time active ministry must be submitted before one's 75th birthday. The Director of Priest Personnel will contact the priest about his retirement plans as he nears his 74th birthday. Endnote 6

B. Priest Retirement Board

1. To coordinate issues of retirement, the Chairperson of the Presbyteral Council will serve *ex officio* on the Priest Retirement Board. Two retired priests will be appointed to Board membership and will serve as the Bishop's delegates for senior priests. Among their responsibilities is to meet yearly with each retired priest.
2. The Priest Personnel Office will maintain a list of retired priests interested in continuing limited ministry.

C. Retirement and Continuing Education

1. Retired priests are welcomed but not obligated to participate in the various diocesan activities and events for priests. They are strongly encouraged to attend continuing education opportunities, days of reflection and priest retreats.
2. In cooperation with the Continuing Education and Formation Committee and the Priest Retirement Board, the Director of Priest Personnel will schedule a pre-retirement seminar every three years for priests nearing retirement. Attendance is mandatory for those sixty (60) years of age and older.

D. Income

1. Premiums for health coverage will be paid by the diocese. The Finance Office will assist retirees in completing the necessary paperwork once their petition for retirement has been approved by the Diocesan Bishop.
2. A retired priest continuing to serve as a Pastor or Parochial Administrator after reaching the age of 75 is eligible to receive both his pension benefit and a full pastor's salary. Endnote 7
3. Retired priests serving in parishes are entitled to be reimbursed for mileage-related ministry. Endnote 8
4. It is not the purpose or intent of the Priest Retirement Plan to meet all the needs of a retired priest. Each priest must plan prudently and carefully for his retirement years through such means as Social Security, IRA's, annuities or other savings/investment plans.

E. Miscellaneous Concerns

1. A retired priest should not reside in the rectory of the parish where he last served. A pastor, however, is free to welcome a retired pastor to live with him in his rectory. Retired priests are encouraged to consider residence at the + Bishop Michael J. Murphy Residence for Retired Priest or the Blessed Sacrament Residence.
2. Fraternal care and solicitude demand that when a priest's ministry or well-being become seriously impaired, the Diocesan Bishop, Director of Priest Personnel and regional Vicar should be immediately notified.
3. Each priest is urged to keep a sealed copy of his last Will and Testament and Living Will on file in the Priest Personnel Office. These documents will be opened only at the time of death by either the Diocesan Bishop, Director of Priest Personnel or Vicar General. Care should be taken to up-date the Will as necessary.
4. All retired priests are obliged to comply with the requirements of the diocesan *Policy for the Protection of Children* and the *Sexual Abuse of Minors by Priests and Deacons Policy*. Endnote 9

END NOTES

⁵ Constitution, Priest Personnel Board, Article IX

⁶ Canon 538 mandates that pastors submit their resignation by their 75th birthday. This policy extends the requirement to all priests in active ministry in the Diocese of Erie.

⁷ Policy on pension benefits and continuing pastoral administration, as contained in a letter to the priests of the Diocese of Erie dated May 6, 2005 and effective as of July 1, 2005

⁸ Decree Concerning Mileage Reimbursement promulgated January 1, 2010

⁹ Refer to current diocesan policies for the *Protection of Children and the Sexual Abuse of Minors by Priests and Deacons*.