



POLICY FOR PRIESTS UNDER THE AGE OF 65 WHO ARE UNABLE TO MINISTER

From time to time, priests under the age of 65 may be unable to continue in ministry due to illness or other health-related concerns. The Archbishop or his designate will review each circumstance, and if warranted, the priest will receive the following compensation:

1. A percentage of an active priest’s salary, determined as follows:
(please attach documentation for Part A, B, C, below)

- A. Monthly social security payment (which must be taken at its earlier available date, currently 62): \$_____
- B. Pension from other sources (military, etc.): \$_____
- C. Any other monthly sources of income: \$_____
- D. Compensation paid from Special Clergy Support: \$_____
- E. Total: 80% of active pay: \$_____*

* Note: Active pay for FY23 is currently \$42,411 or \$3534.25 per month/80% is currently \$2827.40.

2. In order to ensure the fair application of this policy, priests will be required to provide the Vicar for Clergy with verification of income. A copy of federal and state tax filing for the past two tax years, along with any more recent pension or social security data, will be forwarded to the Vicar for Clergy. This data will be kept confidential; used to confirm payment due in Part 1.D., above. The priest will maintain current contact information on file with the Vicar for Clergy office at all times.
3. The priest will be entitled to remain on his Archdiocesan health plan, and will have a deduction made from his compensation, above, for his portion of the premium. He will move to Medicare Parts A and B as soon as he becomes eligible, and will enroll in social security disability if eligible. The balance of his premium will be paid by the Special Clergy Support account on his behalf.
4. If a priest’s health improves to the point where he is able to return to his ministry, he will no longer be eligible for income under this policy.

5. A review of the calculations in Part 1, above, will be made at the start of each fiscal year, and the compensation paid by the Archdiocese will be revised, if necessary. The priest will continue to provide copies of his tax filings each year. If any evidence is uncovered that information has been misrepresented, the Archbishop or his designate will determine if future compensation from the Archdiocese will be forthcoming.
6. Additional benefits available to retired priests, such as compensation for a portion of assisted care costs, will be reviewed and approved by the Archbishop on a case-by-case basis.
7. When a priest reaches the age of 65, he will be paid under the Qualified Retirement Plan, and/or Supplemental Retirement Plan, at the rate to which he is entitled. The priest will be entitled to a minimum 22.5 years of service, per the following SERP C provision.
8. This policy is subject to future review and revision by the Archbishop.

Reviewed and accepted:

Signature

Reverend _____
please print

Address: _____

Phone: _____

Email: _____

Date: _____

Accepted by the Archdiocese of San Francisco:

Signature

Title: _____

Date: _____

Attachments