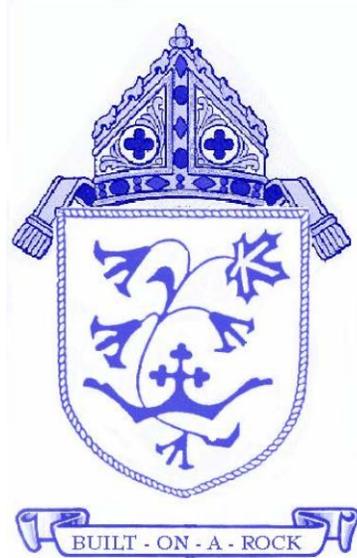


Archdiocese of Kingston



CHAPTER 8

POLICY ON PRIESTS' RETIREMENT FUND

Chapter 8 POLICY ON PRIESTS' RETIREMENT FUND

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Chapter 8 POLICY ON PRIESTS' RETIREMENT FUND

DEFINITIONS

1. The fund shall be called "The Priests' Retirement Fund of the Archdiocese of Kingston", and shall be referred to hereafter as the "Fund".
2. "Advisory Committee" shall mean those priests elected by the Council of Priests and those persons appointed by the Ordinary to assist in the administration of the Fund, as provided in Section 6.
3. The Fund shall consist of those funds restricted for the benefit of retired or incapacitated priests of the Archdiocese of Kingston.
4. "Beneficiary" shall be a retired incardinated priest of the Archdiocese of Kingston.
5. "Ordinary" shall mean the Archbishop of Kingston or the Administrator of the Diocese.
6. "Benefits" shall mean benefits provided by the Fund for its beneficiaries.
7. The "Fund year" shall be deemed to be the calendar year.

GENERAL CONDITIONS

Object of the Fund

The object of the Fund is to make provision for the support of any of its eligible persons who may become incapacitated for priestly work, either temporarily or permanently, on account of illness, age, infirmity, or other reasonable cause, which, in the opinion of the Ordinary, may render it advisable that the said beneficiary should be relieved of his duties.

Eligible Persons

Persons eligible for benefits from the Fund shall be those secular priests ordained to the service of the Archdiocese of Kingston or those accepted by the Ordinary for priestly work in the Archdiocese and properly incardinated in the Archdiocese.

Beneficiaries

A beneficiary is an eligible person, (as described in "4" above), who is required to retire from active ministry, either temporarily or permanently, with the permission and approval of the Ordinary.

Status

Any question pertaining to the status of beneficiaries of the Fund or their eligibility for benefits shall be decided by the Ordinary in consultation with the Advisory Committee.

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Retirement Age

Each eligible person, upon reaching his 75th birthday, may, but only with the approval of the Ordinary, retire in that year, and, upon retirement, shall be entitled to commence receiving full benefits from the Fund. A beneficiary who continues to exercise his priestly ministry in the Archdiocese of Kingston after age 75 shall not be entitled to receive benefits during the period of such approved continuation.

Disability

In the event that an eligible person is permanently incapacitated and unable to carry on his priestly ministry due to physical or mental illness, that person shall be permitted to retire with the approval of the Ordinary and shall be entitled to commence receiving benefits from the Fund at the date of such retirement.

If an eligible person is temporarily disabled due to illness, or the permanence of his disability is not immediately apparent, the Archdiocese will provide for his financial support until the temporary disability ceases or is deemed to be permanent.

Special Situations

In those cases where an eligible person is required to terminate his regular ministry for reasons other than illness, and the Archdiocese has a canonical obligation to provide for his financial support, usually such person will not be eligible for benefit from the Priests' Retirement Fund until he reaches the normal retirement age. The Ordinary may determine, at his sole discretion, the source and amount of benefits appropriate to each individual situation.

Duration of Benefits

Benefits from the Fund become payable in the month following an eligible person's retirement, with the first payment to be made no later than the last day of the respective month. The final payment due to an eligible person shall be made no later than the last day of the month during which the member dies or otherwise becomes ineligible for further benefits.

Death of a Beneficiary

Upon the death of a beneficiary, all interest of such person in the Fund shall cease to exist.

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FUND BENEFITS

Spiritual

Although this is not connected directly with the Fund and its benefits, it is recommended that the existing custom of each priest celebrating three Masses for the repose of the soul of each recently deceased priest should be continued.

Financial

Payments shall be made monthly to qualified beneficiaries in an amount determined by the Ordinary in consultation with the Advisory Committee.

Additional Benefits

In addition to the benefits outlined above, the Fund shall also provide payment of premiums for health care and extended health care for its beneficiaries, as well as the cost of any further benefits provided by government legislation or diocesan regulation.

Partial Benefits

A priest who does not qualify for full benefits may be entitled to receive partial benefits from the Fund, as determined by the Ordinary in consultation with the Advisory Committee.

Exceptional Cases

In the case where a priest transfers from another diocese or from a religious order, the Ordinary, in consultation with the Advisory Committee, shall have full discretion as to the determination of benefits from the Fund for such a person.

Generally, for all priests (incardinated or not), a full pension will follow 25 years of service in the Archdiocese.

For priests serving the Archdiocese, **but incardinated elsewhere**, provision is made for an annual pension benefit contribution, as determined by the Ordinary of the Archdiocese of Kingston, and subject to discussion with the priest's diocese or Order.

CONTRIBUTIONS TO THE FUND

Personal Contributions

It is expected that priests of the Archdiocese will contribute all second and third Mass stipends to the Fund.

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Parish Contributions

Each parish in the Archdiocese shall be assessed and shall contribute annually to the Fund a percentage of its ordinary revenue, as determined by diocesan policy. Such payment is to be made with the filing of the Annual Report for the parish. In the case of non-payment of the annual assessment, the Chancellor shall notify at once the parish in question, and, in the case of non-payment after notification, the Chancellor shall notify the Ordinary.

Non-Parish Employment

For those eligible persons whose employment is exclusively beyond a parish base in the Archdiocese, a contribution shall be required annually to the Fund in the amount determined by the Archbishop.

INTEREST IN AND PERMANENCY OF THE FUND

Vested Interest

No person, whether beneficiary or not, shall acquire any vested interest in the Fund, or any portion thereof, and the Fund may not be anticipated, alienated, attached, sold, transferred, assigned, pledged, or encumbered in any manner whatsoever. No part of the Fund or contributions to the Fund shall be used in any manner to answer for the debts or liabilities of any person, whether beneficiary or not, and in the event that a beneficiary attempts to sell, transfer, assign, pledge, or otherwise encumber his retirement income from the Fund or any part thereof, or if, by reason of his bankruptcy or other event happening at any time, such benefits would be received or attached by anyone else, then the interest of such beneficiary in the Fund shall terminate forthwith.

Equity

No person shall be deemed to have equity in the Fund or any rights and privileges in connection therewith except for those provided in Section 3.

Permanency

Although the Fund is intended to be permanent, as opposed to temporary, it must be self-sustaining, and benefits from the Fund shall be available only to the extent that such funds can be provided from it, and, for greater particularity, it must be clearly understood that there shall be no liability or obligation on the part of the Archdiocese of Kingston or the Ordinary thereof to make any contributions to the Fund whatsoever except as provided in Section 4.

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ADMINISTRATION OF THE FUND

General Administration

The assets of the Fund shall be segregated and held under the supervision of the Ordinary of the Archdiocese of Kingston.

Annual Financial Report

A Financial Report shall be prepared annually and, following approval by the Advisory Committee and the Ordinary, be made available to the priests of the Archdiocese.

Advisory Committee

An Advisory Committee, consisting of three priests, one of whom is retired, elected by the Council of Priests and other persons appointed by the Ordinary, shall be formed to advise the Ordinary on matters concerning the Fund. The Committee shall meet as required, but at least annually.

Committee Members

Members elected by the Council of Priests shall serve for a term of office of two years, and a maximum of two consecutive terms.

Amendment of Guidelines

The amendment of these guidelines shall be made only upon the recommendation of the Council of Priests and upon the approval of the Ordinary.

Schedule 1

Amount of Monthly Benefits

The monthly retirement benefit of the fund, effective June, 2013, is \$1,800.

Retirement Suites - St. Mary's Cathedral.

A limited number of suites for retired priests are available at the Cathedral rectory.