



CLERGY - SEVERANCE

Approved by Diocesan Council
Review Due

9 July 2015
9 July 2018

1 INTRODUCTION

The purpose of the policy is to assist clergy currently receiving a stipend in the Diocese of Perth where the stipend (whether full or part time)

- (a) can no longer be funded, or
- (b) must be reduced due to financial constraints,

and the clergyperson cannot be placed in another similarly funded position in the Diocese:

This policy is not for clergy who have been removed from ministry because of poor performance or misconduct.

2 LEVEL OF FINANCIAL ASSISTANCE

Funds for this policy are to be provided by Diocesan Council and are limited to the amount set aside by Diocesan Council for the purpose.

The amount of any payment will be the difference between the weekly stipend being received at the date of the severance/reduction in ministry and the proposed weekly stipend (if any) multiplied at the rate of 2 weeks for each completed year of service to a maximum of 13 weeks.

In addition, a subsidy of up to a maximum of 4 weeks (as determined by the Archbishop) of the current stipend will be available to assist with the costs of vocational placement (through a recognised vocational placement provider) and/or retraining expenses. Any relocation expenses will be considered in accordance with Policy 10.6.

The maximum level of financial assistance is not influenced by additional allowances received, or position(s) held in the Diocese.

3 PROCEDURES

In all cases the parish/organisation is to advise The Archbishop of the circumstances of the case and the proposal. The parish shall keep the clergy person advised of the situation and its recommendation to The Archbishop. The Archbishop in consultation with the Archdeacon will consider the merits of the case and the possibilities for redeployment and recommend the severance or reduction in ministry if appropriate.

In all cases, The Archbishop is to advise the Diocesan Secretary of the need to provide the severance/reduced ministry package and the level of funding required, in accordance with section 2 above.

The Diocesan Secretary is to offer the clergyperson a package.

The clergyperson must forward to the Diocesan Secretary written acceptance of the offer within 21 days.