

Policy on Voluntary Relinquishment of Incumbency

1. After all other options have been exhausted, a rector may be encouraged privately by the Archbishop to relinquish voluntarily his licence. If the rector so wishes, he can progress the matter to the Parish Council for their consideration.
2. Where the rector, the Archbishop and the Parish Council agree on such action, the preferred outcome should be to identify a suitable opportunity for the rector to be re-deployed in other ministry.
3. However, where ministry re-deployment is not considered appropriate, the rector, the Archbishop and the Parish Council should negotiate a voluntary relinquishment of incumbency and/or Holy Orders that incorporates a 'relinquishment payment', calculated with regard to the 'agreed period' as defined below.
4. Where the rector, the Archbishop and the Parish Council or representatives appointed on their behalf, with the agreement of the Archbishop, negotiate such a voluntary relinquishment of incumbency –
 - (a) The parish should –
 - (i) arrange for the rector to take substantially all of his accrued long service leave entitlement (and therefore receive the corresponding sabbatical allowance) prior to relinquishing his licence;
 - (ii) pay the accrued annual leave entitlement;
 - (iii) permit the rector to remain in the parish residence (either rent free or at a rental set to recover just outgoings) or continue to pay any existing housing benefit, for the 'agreed period'; and
 - (iv) contribute 50% of the 'relinquishment payment' by continuing to pay that portion of the rector's former stipend and allowances which equates to the parish's contribution towards the 'relinquishment payment' over the 'agreed period'.
 - (b) The Archbishop will –
 - (i) where appropriate, request the Anglican School, where the rector's children are enrolled, to continue to provide the existing discount for the children for the 'agreed period' after the rector relinquishes his licence;
 - (ii) ensure continued access to the Clergy Assistance Program by the rector and his wife for the 'agreed period' after he relinquishes his licence; and
 - (iii) agree to pay 50% of the 'relinquishment payment', funded in the first instance from the Archbishop's Discretionary Trust, but on the understanding that the Archbishop's Discretionary Trust may later be reimbursed from a new element of the fixed ministry cost recovered through the PCR charge.
 - (c) The rector will fully cooperate in good faith with the negotiated arrangement.
5. A person may only receive one relinquishment payment under this Policy.
6. Definitions –
 - (a) The 'agreed period' is generally expected to be about 6 months, but may be varied to suit individual circumstances.
 - (b) The 'relinquishment payment' is to be negotiated to include any or all of the following –
 - (i) the recommended minimum stipend for the 'agreed period';
 - (ii) the fixed component of the recommended travel benefit for the 'agreed period';
 - (iii) up to \$8,000 (for outplacement services); plus
 - (iv) an amount to assist with medical expenses incurred as a result of the ill health of the rector or a member of his immediate family where that ill health has led to the relinquishment of his incumbency,subject to adjustment on a pro rata basis where a rector is part time.

I Certify that the Policy as printed is in accordance with the Policy as reported.

P COLGAN
Chair of Committees

I Certify that this Policy was passed by the Synod of the Diocese of Sydney
on 22 October 2018.

D GLYNN
Secretary