

DIOCESE OF DES MOINES
COMPENSATION FOR RETIRED PRIESTS

July 2024 through June 2027

The ordinary pension benefit provides two levels of compensation – one for those who were age 70 by July 1, 2011, and one for those who are younger than that. Our current policy is to increase the pension income 1% each year. Income from 403B account, IRA’s or other investments are an important source of retirement income in addition to the Pension fund and Social Security benefits.

PRIEST PENSION PLAN INCOME (MONTHLY)

	2024-2025	2025-2026	2026-2027	2027-2028
1): Age 70 yrs. by 7/1/2011	\$1,798.71	\$1,816.69	\$1,834.85	1853.19
2): Less than 70 yrs. by 7/1/2011	1,630.74	\$1,647.04	\$1,663.51	1,680.14

The amount the retired priest receives from Social Security is individually determined.

OTHER PROVISIONS

- Retired priests are expected to provide for their own housing, transportation and meals.
- Each retired priest will receive annually an individual letter before July 1 communicating the exact pension benefit for the upcoming year.
- The Diocese of Des Moines provides the full premium for the retired priests’ health and prescription drug insurance at annual the cost of over \$285,000.00. The current average annual cost per retired priest for the health/drug insurance benefit is approximately \$8,620.

REIMBURSEMENT AND COMPENSATION

Weekend / Weekday Masses

- **Weekend Masses:** Retired priests who provide weekend assistance are reimbursed at the rate of \$90 for the first Mass and \$60 for each additional Mass, plus mileage and the Mass offering.

NB: The \$90 for the first Mass includes compensation for any confessions immediately before or after the Mass.

- **Weekday Masses:** Retired priests are reimbursed at the rate of \$40.00 per weekday Mass, plus mileage and any designated Mass offering, for each weekday Mass they cover.

Reconciliation/Confession Assistance

- **Weekly Reconciliation:** Retired priests who provide assistance at regular confessions throughout the week, other than those immediately before or after a weekend Mass, are reimbursed at the rate of \$40.00, plus mileage.
- **Communal Reconciliation:** Retired priests who provide assistance at a Parish Communal Reconciliation Service are reimbursed at the rate of \$75.00, plus mileage.
- **School Reconciliation:** Retired priests who provide assistance at School Reconciliation Services are to be reimbursed at the rate of \$40.00 ***per session*** (or per hour), plus mileage.

Mileage: Mileage is to be paid at the current IRS rate (\$0.70 per mile for 2025).

The 2025 business IRS mileage rate is 70.0 cents per mile. For purposes of income tax, you may wish to keep separate reimbursed mileage expense. The diocese will communicate any changes in this rate.

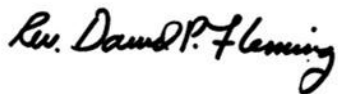
Stole Fees: Stipends or stole fees for celebrating a baptism, wedding, or funeral are the property of the retired priest.

Continuing Education/Formation

- **Fall Workshop:** Retired priests are always invited, but not obliged, to attend the Annual Fall Workshop. Also, retired priests are not required to pay the Workshop Fee, but are invited to make a donation. However, they will be responsible to pay for their own hotel reservation or accommodations.
- **Retreat:** Retired Priests are always welcome to attend the annual Diocesan Priests Retreat. They will be asked to pay for any regular fees or costs.

I am grateful to each of our retired priests for your fortitude and deep faith that urges you to continue to provide the grace of the sacraments in your service to God's people.

In God's goodness and peace,



Very Rev. David Fleming
Vicar General
Diocese of Des Moines