



the denomination as appropriate.

### 3. FIXED RETIREMENT AGE

The URC have a fixed retirement age of 68 years for stipendiary Ministers. We consider that there are the following legitimate strategic social policy objectives and denominational reasons for this fixed retirement age and that these aims cannot reasonably be met by other means:

- A. The promotion of intergenerational fairness and dignity.
  - i) Creating a balanced denominational Ministerial team by promoting access to Ministry for younger people.
  - ii) The efficient planning of the departure and recruitment of Ministers.
  - iii) The sharing of opportunities for Ministers fairly between the generations.
  - iv) Ensuring the mix of generations so as to promote the exchange of experience and new ideas amongst Ministers.
  - v) Avoiding disputes with older Ministers over their fitness to Minister.
  
- B. The management of the number of serving Ministers in a shrinking denomination.
  - i) The total number of Ministers needs to be managed year on year in order to match the needs of the denomination, local churches and available funding. There will be less opportunity and available funds for new Ministers to be trained and called to Ministry if there are too many senior Ministers. It is important to ensure that there are opportunities for new Ministers to come through with fresh ideas.
  - ii) The changing demographics of the denomination results in Ministers having to take on more and different duties, which enhance the risk of health and safety issues e.g extended hours, stress, emotional fatigue and other potential issues such as the increased risk of legal claims and safety obligations towards Ministers become more difficult and costly for the Church to manage past the fixed retirement age which diminishes available financial resources.

### 4. WHAT TO EXPECT

also wish to discuss whether you would like to continue beyond the retirement date or in a different capacity in accordance with Paragraph 5. below.

4.2 You may decide that it is beneficial to meet on more than one occasion, in which case an additional meeting can be arranged.