

# Exiting Bonus Standard

*This page clarifies options for bonuses at the conclusion of a worker's Reliant employment, commonly referred to as Exit or Transition Bonuses.*

## What is an Exit or Transition bonus?

1. Exit or "transition" bonuses are taxable compensation paid alongside an employee's final paycheck to recognize ministry-related work and impact
2. As with all compensation, ending bonuses should relate to job performance, ministry contribution, or have a ministry-related purpose.

**Standard:** In accordance with IRS and Reliant standards, taxable compensation and other disbursements to employees must align with job descriptions and the ministry role or program parameters (for fixed-term programs). While employees may have remaining funds at the time of their exit from Reliant, those funds are not typically disburseable to the employee unless the partner specified eligibility in the program's parameters.

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## More details for Fixed-Term Residencies & Internships Supervisors

At the time of *program creation* (think: Parameter Intake Form), we will ask about your desires and intentions to make ending bonuses eligible for participants of your program. Making a determination up front—such as before program participants become employees, even—ensures Reliant stays compliant with IRS requirements should an ending bonus request come at the end of someone's employment.



### Remaining Funds Policy

You can find more information on what happens when there's a positive balance of remaining funds at the time of exit [here](#). In short, funds remain with Reliant (to be used at the church's discretion).