

## ACCOMMODATION OF CLERGY

### A. Housing Policy Re Clergy

*(See Canon 13)*

### B. Rectories and Housing Allowances

While the use of a parish rectory has been the historic norm for clergy accommodation in our diocese, we are moving into an era when some clergy are providing for their own accommodation and receiving from the parish a cash housing allowance equal to the value of a rectory with paid utilities.

The option must be kept an open question in all instances, since it is obvious that circumstances differ greatly in different parishes. The decision must result from negotiation between the clergyperson and the parish, either before an appointment is made, or whenever the question is raised in the course of an incumbency. The request to consider the option may come from either the parish, priest or bishop.

It should be understood that provision of an *adequate* housing allowance will probably add up to more than the costs of providing and maintaining a rectory. See section 16-4 for procedures on the Sale of Rectories.

#### For the Clergyperson

While a strong benefit will be the acquiring of equity in the real estate, and any capital gain, the clergyperson must also expect to absorb any loss entailed in unfavourable buying and selling situations.

While parishes would pay the usual moving costs of an incoming rector, there is no expectation that the parish would be involved in legal costs of buying and selling, or repairs and maintenance of premises (other than those provided in the housing allowance).

The practice does change considerably the flexibility of negotiation between bishop, priest and parish in making appointments, and may well have the effect of creating longer incumbencies in situations where the rector has bought his/her own house.

## Minimum Housing Allowance

Any allowance must be sufficient to cover those of the following items which are applicable:

- a) Rent
- b) Taxes
- c) Utilities (heat, light, water, telephone less personal calls)
- d) Insurance
- e) Normal repairs and maintenance (as determined by the Parish Council)
- f) Provision of stove and fridge
- g) Major repairs and/or capital additions to be shared only after mutual discussion and agreement.

When it has been mutually agreed that the rector will purchase his/her own home, the following items will be included in determining the amount of the annual housing allowance:

- a) Interest (at the going rate on up to 75% of the current market value of the residence. (This assumes there was at least a 25% down payment.)

Note: 1. The going rate of interest will be for 2 years and must be re-calculated not less than every 3 years.

2. The parish may, at its option, consider the provision of additional funding if requested.

3. If the rector purchases his/her own house, the current market value will be subject to approval by the Parish Council.

- b) Taxes
- c) Utilities (heat, light, water, telephone less personal calls)
- d) Insurance
- e) Normal repairs and maintenance (as determined by the Parish Council)
- f) Condominium fees (where applicable)
- g) 15% per annum of the purchase cost of a fridge and stove (if not provided by the parish).

*Diocesan Executive Committee  
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