



**CLERGY HOUSING ALLOWANCE:
MARRIED STIPENDED CLERGY IN PRIVATE ACCOMMODATION**

At the meeting of Diocesan Council on 10 December 2014, it was resolved that:

That Diocesan Council determines the provision of the Housing Allowance:

- a. *that where two married, stipended clergy persons live in a private residence;*
- b. *that the total combined Housing Allowance be scaled according to combined FTE, capped at 1.0 FTE and paid at 150%;*
- c. *that the Housing Allowance expense and allocation will be proportionally split according to the FTE of each Clergy person.*

Variations to Housing Allowance

Location of Ministry

There may be situations where a variation on this model is appropriate, subject to the endorsement of the Archdeacon. In some parts of the diocese where clergy are required to minister rentals may be much higher than the median figure upon which the recommendation allowance is calculated. This could include, for instance, a ministry in the CBD. In this instance an additional loading might be warranted, not exceeding a multiple of 1.5.

Two Married Clergy

Prior to 10 December 2014 the practice provided the allowance to each clergy person, on the assumption is it a component of the individual 'Stipend Package'. It was adjusted to instead provide the allowance to a ministry 'family unit' on the basis of combined stipend FTE and capped at 1.0 FTE. As the unique requirements of a family with two people in ministry would justify an allowance greater than this minimum recommendation, it is proposed to scale the Allowance to 150%. As per the following formula.

$$((\text{Clergy 1 FTE} + \text{Clergy 2 FTE}) \text{ capped at } 1.0 \text{ FTE}) * \text{Housing Allowance} * 150\% = \text{Combined Allowance}$$

Equally, there are a small number of clergy couples, where both are in at least part-time active ministry. Insofar as the intent of the housing allowance is to provide housing equivalent to the provision of a rectory, the payment of two full housing allowances was considered unwarranted and risks establishing an inequity among the clergy. At the same time it is acknowledged that the use of a residence by two clergy members may involve additional requirements and costs. Therefore in the instance of married clergy members where both husband and wife are in licensed stipendiary ministry a shared housing allowance of up to 1.5 is recommended.

Example 1:

Both spouses receive full time stipends

$$((1.0 + 1.0) \text{ capped at } 1.0 \text{ FTE}) * \$15,600 * 150\% = \text{Combined Allowance}$$

$$(2.0 \text{ capped at } 1.0 \text{ FTE}) * \$15,600 * 150\% = \text{Combined Allowance}$$

$$1.0 * \$15,600 * 150\% = \text{Combined Allowance}$$

$$\$15,600 * 150\% = \text{Combined Allowance}$$

$$\text{Combined Allowance} = \$23,400$$

$$1.0 \text{ FTE Clergy portion} = \$11,700$$

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Example 2:

One spouse receives a full time stipend, and the other a half-time stipend

$((1.0 + 0.5) \text{ capped at } 1.0 \text{ FTE}) * \$15,600 * 150\% = \text{Combined Allowance}$

$(1.5 \text{ capped at } 1.0 \text{ FTE}) * \$15,600 * 150\% = \text{Combined Allowance}$

$1.0 * \$15,600 * 150\% = \text{Combined Allowance}$

$\$15,600 * 150\% = \text{Combined Allowance}$

Combined Allowance = \$23,400

1.0 FTE Clergy portion = \$15,600

0.5 FTE Clergy portion = \$7,800

Example 3:

One spouse receives a 0.2 FTE stipend and the other a 0.4 FTE stipend.

$((0.2 + 0.4) \text{ capped at } 1.0 \text{ FTE}) * \$15,600 * 150\% = \text{Combined Allowance}$

$(0.6 \text{ capped at } 1.0 \text{ FTE}) * \$15,600 * 150\% = \text{Combined Allowance}$

$0.6 * \$15,600 * 150\% = \text{Combined Allowance}$

$\$9,360 * 150\% = \text{Combined Allowance}$

Combined Allowance = \$14,040

0.2 FTE Clergy portion = \$4,680

0.4 FTE Clergy portion = \$9,360