

Flexible Housing Policy Agreement

Pursuant to the Flexible Housing Policy of the Detroit Annual Conference, adopted May 2007, the undersigned agree that a housing allowance will be provided in lieu of a parsonage for the appointment of the Reverend _____ effective on the date below.

In accordance with the guidelines provided in the Flexible Housing Policy Agreement, which is an integral part of this document, the housing allowance will be the fixed amount stated below and agreed to by the parties to this agreement. It is suggested that the amount be based on an rental value and cost of utilities of an average home in the parish setting that meets the conference parsonage standards.

The pastor agrees that the arrangement for a housing allowance in lieu of the congregation providing a parsonage shall not hinder her/his participation in the itinerancy for future appointments. The representatives of the church agree to the arrangement for a housing allowance in lieu of a parsonage shall not hinder the acceptance of a subsequent pastoral appointment where a parsonage is requested and further that if, in subsequent appointments, a parsonage is requested, the church will provide a parsonage.

It is agreed that the following allowance will be provided on a monthly basis:

housing allowance	\$ _____	per month = \$ _____	per year
utility allowance	\$ _____	per month = \$ _____	per year
Total	\$ _____	per month = \$ _____	per year

The utility allowance is intended to cover the cost of heat, electrical service, basic telephone service, water, rubbish disposal, and sewer charges, if applicable.

A copy of this agreement shall be filed by the district superintendent, the pastor, and with the minutes of the church/charge conference held on _____ at which this agreement was adopted.

Signed and agreed to on _____ by:

Pastor

Church

chairperson, committee on pastor-parish relations

chairperson, board of trustees

chairperson, committee on finance

district superintendent

The effective date of this agreement is: _____

GUIDELINES FOR SETTING THE LEVEL OF HOUSING ALLOWANCES

This is not official; they are only suggested guidelines

Recommend that a guideline be established for determining housing allowance amounts, to include two components:

1. **Monthly** rental amount equal to the average monthly rental of a property meeting the parsonage standards in the agreed locale, as determined by an independent Realtor appraisal. (Validation of this number would be by comparison to 1% of the property valuation; the housing allowance should not exceed this figure.)
2. **Utilities** amount based on historical data of the past three years for the parsonage being replaced by the housing allowance, with consideration for inflation.

(Encourage individuals to seek out the most competitive rates; for example, for telephone usage).

The reasonable housing allowance numbers would be determined through consultation of the trustee liaison and the appropriate parsonage committee. Facts from independent Realtors or appraisers should be obtained, at least for the base year.