

Presbytery of San Jose

POLICY: HOUSING FOR PASTORS

Policy Statement

Each church must make it possible for all ordained staff to find and afford decent and appropriate housing reasonably close to the church.

Rationale

Adequate housing for pastors cannot be left to chance. Because housing markets change rapidly in the four-county area of the Presbytery, calling congregations and Presbytery's Committee on Ministry must work to assure that the housing of pastors is given a top priority.

Committee on Ministry Responsibilities

1. Inform all sessions in transition about Presbytery's housing policy and its considerations.
2. Advise churches of the assistance available from Presbytery's Stewardship Committee in developing housing plans.
3. Assure that all housing arrangements with an incoming pastor are in writing, and are clearly understood by pastor and session.

Minister Responsibilities

1. Become informed, when a final candidate, about costs of adequate housing in the area, the Presbytery's current housing allowances for the Church's area, and the church's resources to meet the costs.
2. Be fully aware of and honor all contractual obligations.
3. Be reasonable with housing requests, and, if Head of Staff, be equitable in consideration of the housing of Associate Pastors.

Session Responsibilities

1. Start to solve pastoral housing problems at the same time as the search for a new pastor begins.
2. Appoint a committee/task force to specifically work out a solution to the housing problem.
3. Become aware of housing alternatives and models of pastoral housing solutions found in ***Guidance in Pastor Housing*** (COM 1996).

4. Develop or re-examine the pastor's housing allowance to see if it is in line with the current housing market in the church's area, and ***Attachment 1, Method for Determining Housing Allowance for Pastors.***
5. Consider equitable housing provisions when dealing with multiple ordained staff.
6. Keep the congregation informed throughout the call process as to the session's plan to meet the housing needs of its pastor.

Pastor Nominating Committee (PNC) Responsibilities

1. Address pastoral housing as a top priority concern and work with session to assure a solution before final candidates are selected.
2. With each final candidate, conduct an in-depth review of the anticipated housing needs.
3. Use the services of someone knowledgeable in the local housing market and of someone who can provide sound personal financial advice.
4. At the time of interviewing final candidates, give the COM a statement of how the housing problem has been resolved.

Additional Responsibilities/Information

See Presbytery's packet of resources, ***Guidance in Pastor Housing.***

