

CANON 10

APPOINTMENT AND MAINTENANCE OF INCUMBENTS

1. If the office of incumbent of a parish is vacant then for the purposes of The Anglican Church of Canada Temporality Act, the Bishop, or in the case of a vacancy in the office of bishop, the Administrator of the Diocese, shall be deemed to be the incumbent of the parish.
2. In a parish operating under a formal mandate from the Bishop as a Local Collaborative Ministry, it is understood that the concept of Incumbency lies with the entire Local Collaborative Ministry Team. The Bishop shall appoint a person to fulfill the role of Incumbent from the members of the Local Collaborative Ministry Team according to the Creation of Local Collaborative Ministry Parishes and Discernment and Maintenance of Local Collaborative Ministry Support Teams contained in the Diocesan Guidelines. The Bishop may consult with any one or more of the Local Ministry Support Team members, the wardens, and the mentor prior to making the appointment. Sections 3 through 16 of this Canon do not apply to incumbents appointed under the Local Collaborative Ministry Guidelines.
3. When a vacancy occurs or when the Bishop has accepted the resignation of an incumbent, the Bishop or a person appointed by the Bishop shall meet with the churchwardens concerning the immediate and future needs of the parish for ordained ministry. This may include an interim, term or incumbency appointment. The meeting shall be called by the Bishop as soon as convenient after the vacancy occurs or the resignation is accepted, as the case may be. After meeting with the Church Wardens and at their request, the Bishop may appoint an incumbent without calling into being the committee referred to in Section 3. If the Bishop makes an interim or term appointment, the person so appointed shall, for the purposes of the Anglican Church of Canada Temporality Act, be deemed to be the incumbent of the parish.
4. In the case of an appointment of an incumbent, The Bishop shall call into being, at a time determined by the Bishop, a committee consisting of two churchwardens and the lay delegates to Synod who, in accordance with the diocesan Appointment Process, have the privilege of presenting to the Bishop the name of the person for appointment as incumbent of the parish. If at the time the Bishop calls the committee into being a church warden is also a lay delegate to Synod, the vestry shall elect a lay member of vestry to serve on the committee.
5. If within three months after the closing date for the receipt of applications, the committee has not presented a name for appointment, the Bishop may proceed to make the appointment.
6. The member of the clergy selected shall be approached by the Bishop only.
7. A member of the clergy may be appointed incumbent of two or more parishes, but if at

any time the Bishop or the Diocesan Council shall consider that the welfare of the Church requires that one or more of such parishes be placed under a separate incumbent, the Bishop may, with the consent of the Diocesan Council, make a division of the parishes as provided in Canon 19. The incumbent may, with the consent of the Bishop, have the privilege of choosing which portion to retain and which to resign, and failing any choice and resignation within thirty days of notice to do so, the Bishop may declare one or more positions of incumbency vacant.

8. When the incumbent of any parish desires to resign the incumbency, that person shall first signify the same in writing to the Bishop at least three months before the resignation is to take effect, unless the Bishop for special reason accepts a shorter period. Upon acceptance of the resignation, the Bishop shall give official notice to the churchwardens of the parish.
9. The cost of moving the new incumbent and the incumbent's family shall be paid by the parish if self-supporting. The cost of moving a new incumbent to a parish which is not self-supporting shall be paid by the Diocese.
10. Every incumbent shall receive not less than the minimum stipend of the Diocese.
11. The duty of providing and maintaining a suitable residence for the Incumbent, equipped with stove and refrigerator and including fuel, light, heat, water and telephone, or an appropriate allowance in lieu thereof, rests upon the parishioners to whom the incumbent ministers.
12. It shall be the duty of the churchwardens of every parish to insure and keep insured against loss or damage by fire, for their full insurable value, the residence and out-buildings occupied or held for the use of the incumbent, and any stove and refrigerator in the residence.
13. The placing, maintaining and paying for insurance on the incumbent's own personal effects, furniture and furnishings is the incumbent's responsibility.
14. Where there is more than one congregation in a parish or when two or more parishes are grouped together, it shall be the duty of each congregation to bear its proper share of the expense of erecting, maintaining, repairing, improving and insuring the residence of the incumbent.
15. The duty of providing for the incumbent the car allowance as may be set by Synod rests with the parishioners to whom the incumbent ministers.
16. Every incumbent shall be entitled to a vacation of not less than one month in every year, with pay, and the expense of providing for services during such vacation shall be borne by the parish.