

Any comments, questions, suggestions regarding
this honorarium policy are invited.

The Honorarium Guideline is reviewed and
updated annually by the Finance Committee
of the Lancaster Mennonite Conference.
Approved May 2017

Honorarium Guideline

717-293-5246 or 800-216-7249
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Lancaster
Mennonite Conference

2160 Lincoln Hwy E., #5
Lancaster, PA 17602

GUIDELINES

Considerations For Honorarium

- ♦ The speaker's experience and training. Some resource speakers are part of a speakers' bureau, with honorarium set by the organizations they represent.
- ♦ The number and length of presentations.
- ♦ Preparation and travel time.
- ♦ Travel, food, and lodging expenses. Use the IRS standard business mileage rate for mileage reimbursement.
The 2017 rate is \$0.535 per mile.

Suggested Protocol

Before the engagement is confirmed, discuss the honorarium with the resource person. They or their agency may have a set honorarium.

Honorarium is often an awkward subject for resource people in Christian ministry. Encourage resource people to be transparent about their expectations. Congregations should give respectable honorarium.

Honorarium for LMC Staff

LMC prefers that checks for honorarium and mileage reimbursement be made payable to LMC for involvement off-site and/or outside regular office hours.

SUGGESTED HONORARIA

Message / Presentation	\$135-\$160
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Sunday morning sermons, district events, keynote address, retreats, etc.

Repeat Message (at same event)	\$65-\$95
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Worship Period	\$65-\$95
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Bible Study Leader (Bible School, Sunday School, Elective)	\$85-\$110
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Conducting a Workshop	\$65-\$95
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Other Short Involvements (brief devotional, panel participant)	\$35-\$55
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