

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

The Honorarium Guideline is reviewed and updated annually by the Finance Committee of LMC.
Approved December 15, 2020

2021 Honorarium Guideline

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LMC
a fellowship of anabaptist churches

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 2021 rate is \$0.56 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-
Sunday morning sermons, district events, \$160
keynote address, retreats, etc.

Repeat Message \$65-\$95
(at same event)

Worship Period \$65-\$95

Bible Study Leader \$85-\$110
(Bible School, Sunday School, Elective)

Conducting a Workshop \$65-\$95

Other Short Involvements \$35-\$55
(brief devotional, panel participant)