

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 21, 2021

2022

Honorarium Guideline

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LMC
a fellowship of anabaptist churches

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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 2022 rate is \$0.585 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 requests 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
Sunday morning sermons, district events, keynote address, retreats, etc.	
Repeat Message (at same event)	\$65-\$95
Worship Period	\$65-\$95
Bible Study Leader (Bible School, Sunday School, Elective)	\$85-\$110
Conducting a Workshop	\$65-\$95
Other Short Involvements (brief devotional, panel participant)	\$35-\$55