

Personnel Commission  
DIOCESE OF EL CAMINO REAL

**Schedule of Minimum Clergy Honoraria**

The purpose of this schedule is to provide guidelines for the use of congregations in the remuneration of clergy for services performed on a one-time basis. The honoraria suggested are given as a guideline only. There are a variety of combinations of duties which may be performed which are not included in this schedule. Judgment may be required to arrive at an equitable honorarium in certain situations. Likewise, congregations and clergy are requested to discuss the expectations each anticipates of the other.

Honoraria

- |    |   |           |
|----|---|-----------|
| 1. | Preside at a simple service, i.e., early or mid-week Eucharist, Morning or Evening Prayer, or other | \$ 125.00 |
| 2. | Preside and preach at main Sunday service   | \$ 185.00 |
| 3. | Preside and preach at early and main Sunday services  | \$ 250.00 |
| 4. | Preside and preach at early and two main Sunday services  | \$ 335.00 |
| 5. | Preside only at Sunday service  | \$ 100.00 |
| 6. | Preach only at Sunday service   | \$ 150.00 |
| 7. | Guest speaker at Sunday School or other special programs  | \$ 150.00 |

All honoraria and incurred expenses apply equally to all orders, whether presbyter, deacon, or bishop.

Honoraria for weddings and funerals will vary based upon time required in preparation, counseling, pastoral visits, and complexity of service desired. The honoraria listed above may be used as a guide in helping establish a fee for differing circumstances.

In addition to the honoraria above, meals en route and any commercial overnight accommodations should be covered in full by the host congregation. Travel expenses should be reimbursed at the standard business rate per mile approved annually by the Internal Revenue Service.

Diocesan employees are encouraged to preside, preach, and speak in congregations of the Diocese as an extension of their ministries performed as a member of the Bishop's staff. In cases where diocesan employees are invited to congregations in their official capacity, there will be no expense incurred by the host congregations.