

Appendix E

Conseil régional Nakonha:ka Regional Council POLICY ON PULPIT SUPPLY COMPENSATION

POLICY NAME: Regional Council Policy on Pulpit Supply Compensation	Date Approved: February 17, 2022
	Review date:
Purpose: This policy outlines the procedures for The Manual 2022 I. 1.11.5	

Preamble

This document outlines the Conseil régional Nakonha:ka Regional Council's Policy on Compensation for Pulpit Supply within the Regional Council.

Policy

Individuals must receive fair compensation for services provided:

- a) The General Council sets the rate annually for pulpit supply for ministry personnel ;
- b) The Regional Council has a *Licensed Lay Worship Leader Policy & Guidelines* May 2019 stating "The Community of Faith is expected to remunerate Licensed Lay Worship Leaders appropriately based upon the General Council rate for supply;
- c) Worship preparation takes considerable hours for both ordered and lay;
- d) On occasion, communities of faith cancel a service on very short notice, having previously committed someone to provide the Sunday worship service including but not limited to inclement weather, illness, catastrophe, pandemics;
- e) Remuneration is given to compensate for the worship preparation time at the rate of 2/3 the daily rate to the person (LLWL or Ordered) who prepared the service (no mileage of course), 1/3 to the person who presents the service (if that happens). If no one presents the service, then only the 2/3 is remunerated.

Process

1. The Community of Faith:
 - a. Organizes for pulpit supply from either visiting ministry personnel or a trained and approved Licensed Lay Worship Leader;
 - b. The Community of Faith compensates the pulpit supply personnel at General Council rates: at 100% if the service is conducted, at 2/3 if the service is cancelled with less than a weeks notice; at 1/3 if the material is presented by a third party.

<https://united-church.ca/sites/default/files/2021-07/2022-salary-schedule-ministry-personnel.pdf>