

Cincinnati Mennonite Fellowship

Honoraria Policy

Updated: March 21, 2016

Occasionally, Cincinnati Mennonite Fellowship will have guest speakers in to either provide the sermon during worship, speak during the adult or youth Sunday School classes, or speak to the congregation during another, specially arranged time. This document specifies the guidelines that will determine if an honorarium will be paid to the speaker for his/her time at CMF.

There are two different rates for honoraria:

1. Speakers who provide the sermon during worship will be paid \$125.
2. Speakers who speak during the education hour or other non-service time will be paid \$75.

Speakers who speak during worship and Sunday School on the same Sunday will only receive the \$125 payment.

Whether or not an honorarium will be given is determined according to the following guidelines:

1. If the speaker asks to come to CMF to speak, no honorarium will be provided. The assumption is that speaking is part of the mission / outreach for the organization that the speaker represents. The appropriate committee (or Council) would have the option to make a donation to the organization the speaker represents if they so choose.
2. If CMF asks the speaker to speak during either Sunday School or the sermon time during worship, an honorarium should be provided.
3. Members of CMF are not provided with honoraria for speaking during the service or education hour.

The committee organizing the speaking opportunity (Worship Committee, Council, Christian Education, etc.) is responsible for notifying the Treasurer at least one week prior to the speaking engagement about writing the check for the honorarium. The Treasurer will provide the check to a representative from that committee, who is then responsible for paying the speaker.

If the speaker is speaking during worship, the funds for the honorarium will come from the Honoraria line of the budget. This budget is set to pay for up to 4 speakers per year (consistent with the quarterly weekend off that we pay the pastor). If the speaker is speaking during Sunday School or another specially arranged time (i.e., after the service), then the funds will come from the budget line item for the committee(s) coordinating the event.

Mileage will typically not be paid for speakers, but this policy can be revisited on a case-by-case basis if necessary.