

**Eastern Ontario Outaouais Regional Council
Policy on Pulpit Supply Compensation**

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

Preamble

This document outlines the Eastern Ontario Outaouais 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).

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 week's notice.

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