

AMC Honoraria Policy
Drafted July 5, 2022

Honoraria for Guest Speakers/Presenters NOT coming as agency representatives (honorarium paid to the speaker/presenter)

We will give guest speakers/presenters who do not come as representatives of an agency an honorarium as follows:

- \$150 for preachers,
- \$100 for second hour presentation only
- \$200 for someone doing both first and second hour

Honoraria for Guest Speakers/Presenters coming as agency representatives (donation given to agency)

We will give guest speakers/presenters who do come as representatives of an agency (such as Everence or Anabaptist Disabilities Network, etc.) a donation to their agency taken from the "honoraria" line in the AMC Spending Plan as follows:

- \$150 for preaching
- \$100 for second hour only
- \$200 for doing both first and second hour

Meals & Lodging

We will normally pay to take out of town guests who come to speak/present at AMC out for lunch. We will typically host overnight out of town guests in the home of a member of the congregation.

Travel

When guest speakers/presenters do not come as representatives of an agency, then if they travel a distance greater than 75 miles, we will offer them an additional \$100.

For guest speakers/presenters coming as representatives of an agency, we will not offer additional money for travel expenses because we will assume that their agency is covering their expenses.

Special Circumstances (Professional Consultants/Trainers and Pastoral Candidates)

Those coming as professional consultants / workshop leaders (ex. from Roots of Justice) may have their own rates; we will ask for a quote and expect to pay for their professional services according to the quote; we will not expect to pay them based on this honoraria policy.

Pastoral candidates will be paid \$200 (plus mileage, if coming from outside the Goshen/Elkhart area) for a candidating Sunday, or else a different amount as negotiated between the pastoral search committee and the candidate, depending on the candidate's circumstances

SKC, AYS

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Notes: Consulted for reference--LMC 2021 guidelines: <https://lmcchurches.org/wp-content/uploads/2021/12/Honorarium-Guide-2021.pdf> (\$135-\$160 for sermon, \$65-\$95 for workshop, \$85-\$110 for Bible study; 2021 IRS mileage rate was 56 cents/mile, this went up in 2022 to 62.5 cents/mile)

<https://dovesnest.net/fees-honorariums> (\$150-\$250 for sermon, \$100-\$150 for Sunday school, \$250-400 for two-hour training, plus mileage or airfare, meals, and lodging - mileage is 35 cents/mile or cost of airfare whichever is lower)