



Commissioned Lay Ministry Program

Appendix

Revised October 5, 2016

Appendix

Scale of Recommended Minimum Fees for Services Outside of the CLM Letter of Agreement with their Congregation

- WEDDING (in alignment with UUMA guideline): \$400; with rehearsal \$450; alternatively, 10% of total wedding budget plus current IRS mileage allowance (*For weddings performed for congregation members where a professional minister would perform the ceremony without charging a fee the congregation is responsible to make sure the CLM is compensated per UUMA guidelines (i.e. The member(s) involved may choose to offer the honorarium but if not, or if the amount falls short of the guidelines, the congregation makes sure the guidelines are met.)*)
- FUNERAL, MEMORIAL SERVICE OR OTHER RITES OF PASSAGE: \$250; with committal or eulogy \$300 plus current IRS mileage allowance (*For rites of passage performed for congregation members where a professional minister would perform the ceremony without charging a fee the congregation is responsible to make sure the CLM is compensated per UUMA guidelines (i.e. The member(s) involved may choose to offer the honorarium but if not, or if the amount falls short of the guidelines, the congregation makes sure the guidelines are met.)*)
- SERMONS, WORSHIP SERVICES for congregations other than the CLL's home congregation: \$250 (one service) \$300 (two services) plus current IRS mileage allowance. *In the case of pulpit exchanges, the CLL's home congregation is responsible to make sure that any compensation (including mileage) is clearly negotiated ahead of time.*
- Other program services: \$75 per hour of presentation plus current IRS mileage allowance
- Workshop or theme talk: \$250 for half day or \$400 full day plus current IRS mileage allowance

Notes:

If overnight lodging is required, the host assumes the cost. Some CLMs prefer home hospitality; others are more comfortable in a motel or hotel. The decision should be made by the CLM.

The CLM Committee strongly urges that all financial arrangements between the CLM and individuals or congregations be clearly stated and agreed to in advance.

The fee structure is based on [Unitarian Universalist Ministers Association Guidelines](#). The use of the funds for these services shall be left entirely to the discretion of the CLM.

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