

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

This document offers a range based on geographic regions [please refer to the current US Geo index](#). We suggest becoming familiar with local norms and prevailing local rates and adjusting accordingly. (i.e. In a known wedding destination, fees may be higher than those suggested above.)

Services for individuals are the same as the UUMA Guidelines for UU Ministers:

- WEDDINGS - Geo Index 1-2 **\$450**; Geo Index 3-4 **\$500**; Geo Index 5-6 **\$550**; alternatively, 10% of total wedding budget plus current IRS mileage allowance**
- FUNERAL OR MEMORIAL SERVICE: Geo Index 1-2 **\$315**; Geo Index 3-4 **\$350**; Geo Index 5-6 **\$385** plus current IRS mileage allowance**
- OTHER RITES OF PASSAGES: Geo Index 1-2 **\$225**; Geo Index 3-4 **\$250**; Geo Index 5-6 **\$275** plus current IRS mileage allowance **

****NOTE:** For weddings, funerals, memorial services or other 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.

- FULL WORSHIP SERVICES for congregations other than the CLM's home congregation (98% of UUMA fees): Geo Index 1-2 **\$285**; Geo Index 3-4 **\$315**; Geo Index 5-6 **\$345** plus current IRS mileage allowance, if additional services, please use hourly rate. *In the case of pulpit exchanges, the CLM's home congregation is responsible to make sure that any compensation (including mileage) is clearly negotiated ahead of time.*
- SERMONS, KEYNOTES, THEME TALKS for congregations other than the CLM's home congregation (90% of UUMA fees): Geo Index 1-2 **\$245**; Geo Index 3-4 **\$270**; Geo Index 5-6 **\$295** plus current IRS mileage allowance, if additional services, please use hourly rate. *In the case of pulpit exchanges, the CLM's home congregation is responsible to make sure that any compensation (including mileage) is clearly negotiated ahead of time.*
- OTHER PROGRAM SERVICES: Geo Index 1-2 **\$135**; Geo Index 3-4 **\$150**; Geo Index 5-6 **\$165** per hour of presentation 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 Council 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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