



The Episcopal Diocese of Western North Carolina

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Clergy - Supply | Honoraria Guidelines

As a means of budgetary planning, supply clergy in this diocese are typically paid by the day for the number of services officiated. If you ask your supply priest to assist you, please bear in mind the additional time involved to prepare and travel for services, as well as other duties such as coordinating music selections, and not just the time frame for your scheduled church services.

It is suggested that a cleric be paid \$180 for one service, \$240 for two services and \$300 for three or more services. If you ask for additional services of the clergy, such as adult forums, hospital visitations, and so on, please consider an additional rate of \$30.00 per hour.

Mileage should also be reimbursed at the standard diocesan rate, based on the Federal Government's use of the IRS determined "standard mileage rate" which is defined for business and is based on an annual study of the fixed and variable costs of operating an automobile. This figure may be adjusted and changes to diocesan guidelines based on any adjustments will be made known as soon as possible.

PLEASE NOTE: If you have a supply priest, or perhaps a short-term interim priest, who earns more than \$200 for three consecutive months (not including travel reimbursements), pension assessments are required to be paid for these priests. The exception to this rule is if the priest in question is retired under Church Pension Group rules. All supply clergy should receive a Form 1099.

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