

CSRC LLWL Remuneration Policy

The 2019 Manual states that a License Lay Worship Leader serves under the direction of the Regional Council, section I 1.11. Part of the responsibility is to provide guidelines around remuneration for Licensed Lay Worship Leaders. On December 5th, 2018, the Canadian Shield Transition Commission set the following policy:

- LLWL (Licensed Lay Worship Leaders) minimum rate would be \$150 plus mileage at the UCC rate, and this rate could be negotiated. Across our Regional Council, there had been varying practices regarding remuneration for LLWLs leading worship. This policy of \$150 is a **minimum** policy and negotiation of a mutually agreeable rate between the LLWL and the pastoral charge is encouraged.
- This policy would not apply to Communities of Faith providing local Worship leadership by its members; local pulpit supply would be an internal Community of Faith policy. When members of a Community of Faith offer leadership in worship, whether they are an LLWL from that Community of Faith or a Lay Leader in the congregation, there is no set rate of remuneration. **It is up to the Community of Faith and those offering leadership to negotiate remuneration.**
- The Pulpit supply remuneration policy for Ministry Personnel, which is a United Church of Canada policy. You can find an overview of the policy at: <https://united-church.ca/leadership/church-administration/compensation-and-benefits/compensation-ministry-personnel-0>
- The Pastoral Charge is responsible for directly reimbursing the pastoral charge pulpit supply for all travel incurred in that role at the denominational rate: <https://united-church.ca/leadership/church-administration/compensation-and-benefits/compensation-ministry-personnel-0>

Pastoral Charges have the responsibility to issue T4A slips to all those who are paid more than a total sum of \$500 in a calendar year (see Financial Handbook for further details).