



CANADIAN SHIELD
REGIONAL COUNCIL
The United Church of Canada



CSRC LLWL Remuneration Policy

The 2022 Manual states that a License Lay Worship Leader serves under the direction of the Regional Council, section I 1.11.5. Part of the responsibility is to provide guidelines around remuneration for Licensed Lay Worship Leaders. On September 29, 2021, the CSRC LLWL Support and Resource Team set the following policy:

- LLWL (Licensed Lay Worship Leaders) minimum rate would be \$175.00 plus mileage at the UCC rate, and this minimum rate could be negotiated if a community of faith wanted to pay an LLWL a higher amount. Across our Regional Council, there had been varying practices regarding remuneration for LLWLs leading worship. This policy of \$175 is a **minimum** policy and negotiation of a mutually agreeable rate between the LLWL and the pastoral charge is encouraged.
- **As of January 1, 2022, the LLWL minimum rate will be \$177.28 plus mileage at the UCC rate, and the minimum rate could be negotiated if a community of faith wanted to pay an LLWL a higher amount.**
- 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).