

## Fee Schedule for Supply Preaching Involving Remote Worship (Draft 2/3/2021)

When supply preaching services are delivered remotely (*e.g.*, Zoom, Facebook, Youtube, *etc.*) or through a hybrid in-person and remote delivery, the following fee schedule applies.

In all cases, mileage, if travel is involved, is still included in the total calculation.

Additionally, if there are multiple transmission/recording sessions (*e.g.*, one at 0830 and one at 1000), all congregations participating in multiple transmission sessions are counted as an additional service each.

- 1) Single congregation: The rate is the same as for a standard supply with one service.

Example: Deacon Smith travels 50 miles one-way to St. Joe's by the Gas Station and provides a hybrid service:

	Units	Rate per unit	Totals
1st service	1	\$125	\$125
Additional services	0	\$35	\$0
Sub Totals			\$125
Miles	100	\$0.56	\$56
Total			\$181

Example: Deacon Jones Zooms in from her home.

	Units	Rate per unit	Totals
1st service	1	\$125	\$125
Additional services	0	\$35	\$0
Sub Totals			\$125
Miles	0	0	0
Total			\$125

- 2) Multiple-point parishes, coops, and shared ministries formally defined

- a) With preaching circuit: The rate is the same as if the supply preacher were covering all of the congregations in the preaching circuit. Method of compensation follows the protocols regularly employed by the parish.

Example: Pastor Xavier leads a Zoom service from home for a three-point parish.

	Units	Rate per unit	Totals
1st service	1	\$125	\$125
Additional services	2	\$35	\$90
Sub Totals			\$195

Miles	0	0	0
Total			\$195

- b) With multiple preaching circuits: Assuming there is still only one transmission session, all participating congregations are counted as if they were a single circuit. Method of compensation follows the protocols regularly employed by the parish.

Example: Pastor Logan travels 20 miles one-way to Our Lady of Perpetual Responsibility and leads a Zoom service that the four other congregations of the five-point parish all participate in.

	Units	Rate per unit	Totals
1st service	1	\$125	\$125
Additional services	4	\$35	\$140
Sub Totals			\$265
Miles	40	\$0.56	\$22.40
Total			\$287.40

- 3) Multiple congregations not in a parish: The rate is the same as if it were a circuit of multiple congregations. How the supply preacher is paid depends upon the call status of the supply preacher.

- a) If the supply preacher is not under call to one of the participating congregations/parishes, the total rate is divided evenly by the number participating congregations, and one of two methods of remittance may be used (as agreed upon in advance by the participating congregations/parishes and supply preacher):

- i) Each participating congregation remits its share directly to the supply preacher.
- ii) One congregation compensates the supply preacher the total rate, and the other congregations remit to that congregation their respective shares.

Example: Ms. Krinkle travels 10 miles to preach at Marburg Lutheran Church. Wartburg Lutheran Church will be participating remotely.

	Units	Rate per unit	Totals
1st service	1	\$125	\$125
Additional services	1	\$35	\$35
Sub Totals			\$160
Miles	20	\$0.56	\$11.20
Total			\$171.20
Share for each			\$85.60

- b) If the preacher is under call to one of the participating congregations/parishes, one of the following conditions may apply.

- i) If the preacher is under call to a single congregation, the total rate is divided evenly by the number of participating congregations. The congregations to which the preacher is not under call remit their respective shares to the congregation holding the letter of call.

Example: Pastor Rudolph is under call to Swamp Church (BTW, there really is a Swamp Church in the ELCA). Rocky Gap Lutheran Church and Meadows of Dan Lutheran Church asks to join in on the Zoomed service. Rocky Gap Lutheran Church remits \$65 to Swamp Church, and Meadows of Dan Lutheran Church remits \$65 to Swamp Church.

	Units	Rate per unit	Totals
1st service	1	\$125	\$125
Additional services	2	\$35	\$70
Sub Totals			\$195
Miles	0	\$0.56	0
Total			\$195
Share for each			\$65

- ii) If the preacher is under call to a parish, the parish shall count as one service, and each additional congregation shall count as an additional service. The total rate is divided evenly among the participating congregations (the parish counting as if it were one congregation). The congregations to which the preacher is not under call remit their respective shares to the parish holding the letter of call.

Example: Pastor Blitzen is under call to the Frozen North Parish (a 3-point parish). Sunny Valley Lutheran Church asks to join in the Zoomed service. Since the Frozen North Parish is the Parish served under call by Pr. Blitzen, it counts as 1 service. Sunny Valley Lutheran Church remits \$80 to Frozen North.

	Units	Rate per unit	Totals
1st service	1	\$125	\$125
Additional services	1	\$35	\$35
Sub Totals			\$160
Miles	0	\$0.56	0
Total			\$160
Share for each		Share for each	\$80