

## HONORARIUM FOR PULPIT SUPPLY ~ WHAT IS APPROPRIATE?

By Dennis Baker

1. **Principle:** Preaching for One Sunday is a Full Day of Time for anyone who comes. Sunday is "taken" plus Prep Time for a Message is between six and twelve hours ~ Even if it has been preached by a Guest Preacher in another location. BTW ~ The same Prep Time is true for One Service or Five Services.
2. **Principle:** The "Baker Formula" that is contextual to a church of any size, budget or location is this: Take the Total Annual Compensation of the present or previous Senior Pastor and divide by "220." This will give you a very accurate and fair amount of what "The Labor is Worth ~ and The Laborer is Worthy of his Hire if he is not a Hireling."
3. **Principle:** Then expenses need to be added on to that dollar number \*if\* the person drives over 20 miles one way. The current 2009 IRS reimbursement allows for \$ .55/mile.
4. **Reality:** For most churches in Southern California that would be a range of \$350 to \$700 for Pulpit Supply.