The Episcopal Church in Alabama

Guidelines for Compensation
Supply Clergy and Lay Preachers

This policy is intended to establish minimum levels of compensation and travel reimbursement for clergy and lay preachers providing worship leadership in congregations in the Episcopal Diocese of Alabama on a temporary basis. Negotiations for ongoing support over an extended period, as opposed to one or two Sundays, may be guided by but need not follow these guidelines. These guidelines are intended to apply to supply clergy and temporary worship leadership and are not intended to apply to interim clerics.

The following minimum compensation rates are recommended:

Officiant	One Service	Two Services (e.g., Sunday morning)
Supply Priests	$200	$250
Supply Deacons	$150	$200
Lay preachers	$100	$150

- **Additional services:** More than two services may be negotiated using the rate for two services as a minimum.

- **Mileage reimbursement:** Supply clergy and lay preachers shall be reimbursed for mileage at the current standard mileage rate established by the Internal Revenue Service (IRS).

- **Other expenses:** Clergy and lay preachers should also be reimbursed for expenses directly attributable to the service provided, such as meals or, with prior approval from the parish, overnight accommodations.

- **Payment:** Parishes should make every effort to issue compensation either on the date of service or within one week thereafter.

- **Tax information:** This policy is not intended to provide tax advice. Individuals are encouraged to seek professional tax counsel regarding the treatment of mileage reimbursements and any applicable tax implications.

Adopted by Council: November 2026

This policy amends the policy adopted in January 1998, 2013, and 2022