

## **Compensation of musicians at Worship Committee facilitated events**

Northeastern Ohio Synod, ELCA

The Worship Committee of the Northeastern Ohio Synod (NEOS) of the ELCA periodically facilitates events such as synod assembly worship services, ordinations, a renewal of vows service, bishop's installations, and workshops. Musicians are often needed at these events as worship leaders.

The main musicians at these events will be paid by the NEOS. "Main musicians" include, but are not limited to: the organist, pianist, or keyboard player at a eucharist; the choir director at a eucharist; worship band members at a eucharist.

Other musicians may also be paid: lead musicians at non-eucharistic services; cantors or instrumentalists with a major role. This is especially appropriate if the musician in question was specifically asked by a representative of the Worship Committee to participate in the event and would not usually have been at the event otherwise. Their compensation will generally be lower than that of main musicians.

Despite the above, the following will not be paid by the NEOS for any Worship Committee facilitated events: NEOS staff members; Worship Committee members; members of the planning committee for the event in question. Anyone else may waive their fee if they desire.

The amount of pay is to be determined by the Assistant to the Bishop in consultation with the Worship Committee. As of August 2017, \$125 is appropriate for a main musician, and \$75 is appropriate for other musicians. Travel expenses may be reimbursed if deemed appropriate.

approved by the Worship Committee 8/3/17