

## Minimum Compensation Guidelines for

# WEDDINGS, FUNERALS, AND SUBSTITUTE SERVICES

American Guild of Organists, Twin Cities Chapter (May, 2008)

The regular organist of a church shall play for all weddings and funerals or memorial services held in the employing institution. If the regular organist is unavailable for these services, a substitute organist may be employed. If the regular organist is available and an outside organist is requested by the family, the incumbent organist must be consulted and is entitled to the regular wedding or funeral fee.

<b>2008 WEDDING AND FUNERAL FEE RECOMMENDATIONS</b>	
Type of Service Rendered	Suggested minimum compensation
<b>WEDDING SERVICE</b> Includes a scheduled one-hour service-planning consultation, a 15-minute organ prelude, processional and recessional/postlude music, accompaniment of soloists/instrumentalists during the service, brief rehearsal preceding the service, and other music requisite to the service or liturgy.	\$200-225
<b>WEDDING REHEARSAL</b> Wedding party; one hour.	\$85
<b>FUNERALS &amp; MEMORIAL SERVICES</b> The church should be responsible for notifying the family of this fee. Personal consultation with the family, special music preparation, or rehearsal with soloists aside from a brief rehearsal preceding the service would count as an additional rehearsal.	\$125-150
<b>REHEARSAL with SOLOISTS/INSTRUMENTALISTS, ADDITIONAL PREPARATION TIME for weddings/funerals</b> Per hour; other than the wedding rehearsal or the <i>brief</i> rehearsal preceding the ceremony.	\$85

Substitutes are generally considered to be independent contractors. The church music budget should include funds for payment of a substitute during the musician's vacation, approved leaves of absence, study leave, and sick leave. This will be paid by the church. For time away beyond that stipulated in the contract, the substitute will be paid by the musician. **Payment to a substitute should be made at the time services are provided unless prior arrangements are made.**

<b>2008 SUBSTITUTE FEE RECOMMENDATIONS (per service)</b>	
Type of Service Rendered	Suggested minimum compensation
<b>CHURCH SERVICE, Organist only</b> Includes organ practice, conference with regular organist and clergy, the service (with liturgy, prelude and postlude music), and <i>brief</i> rehearsal with a cantor/soloist/ensemble.	\$150-165
<b>CHURCH SERVICE, Choir Director only</b>	\$95-110
<b>CHURCH SERVICE/ Organist/Director</b> Includes the same duties as listed above and rehearsal before the service.	\$190-220
<b>ADDITIONAL DUPLICATE SERVICE</b> Per additional consecutive identical service. A duplicate service on another day should be compensated at the rate of a first service.	Add 65%
<b>ADDITIONAL CHOIR (soloist/cantor, ensemble) REHEARSAL</b> Per hour; other than the <i>brief</i> rehearsal preceding the service.	\$85
Accompanist:	\$95-110
Director:	\$110-135
Combined:	