**FINAL**

**Updated MCPS Dharma Teacher/Contractor Compensation Policy**

(Agreed upon June 18, 2018)

**In accordance with the Bylaws of the Mindfulness Community of Puget Sound (MCPS) Section 2.2.3:**

 *Teachers in the tradition of the Sangha’s guiding teacher the Venerable Thich Nhat Hanh will be asked to teach and/or lead Sangha events on a one-time or extended basis. Contractual arrangements with and compensation for teachers, guest speakers and other contractors shall be negotiated and agreed upon in advance of planned events by the Board.*

Our intention is to support generously those who have committed themselves to offering the Dharma. This will take the form of an honorarium, reasonable travel expenses, Dana, and clear communication. Contractual arrangements with and compensation for teachers, guest speakers and other contractors shall be negotiated and agreed upon in advance of planned events by the Board.

The Board may use the following compensation scale to calculate the honorarium for Dharma teachers and other contractors. The Board may adjust compensation according to the level of experience of the teacher/contractor or other relevant factors such as whether there will be one or more teachers/contractors involved.

We will continue to encourage generous offerings of Dana at all events. As possible, Dana will be counted in order to provide feedback to the Board about the size of the total compensation offered by the Sangha at events. Understanding the patterns of Dana giving will inform our process and help us to make thoughtful decisions.

This policy will be reviewed annually by the Board and, when feasible, the compensation scale will be adjusted upwards from 5-10% annually. The updated policy will be shared in the MCPS newsletter and made available to the membership upon request.

**Suggested Compensation Scale**

Single Dharma Talk/Presentation $165--$220

Day of Mindfulness $440--$550

Weekend Non-Residential Retreat $825--$1,320

6-Day Retreat $2,200--$3,520

**REFERENCES**

**Bylaws**

From the Bylaws of the Mindfulness Community of Puget Sound (MCPS), approved by the membership on February 8, 2016.

**2.2.4 Teachers, Guest Speakers and Contractors**

Teachers in the tradition of the Sangha’s guiding teacher the Venerable Thich Nhat Hanh will be asked to teach and/or lead Sangha events on a one-time or extended basis. Contractual arrangements with and compensation for teachers, guest speakers and other contractors shall be negotiated and agreed upon in advance of planned events by the Board.

**The previous MCPS Teacher Compensation Policy, approved by the Board on May 9, 2016**

**Dharma Teacher Compensation**

We continued our discussion of a general policy on Dharma teacher compensation and Ricco presented an updated proposal for review. The amended proposal was agreed upon as follows.

MCPS will compensate teachers with an honorarium, reasonable travel costs and Dana. All events, except for single Dharma talks/presentations, will have the amount of the honorarium posted or included within event registration materials. Suggested ranges of compensation are:

* Single Dharma Talk/Presentation: $150-$200
* Day of Mindfulness: $400-$500
* Weekend Non-Residential Retreat: $750-$1,200
* 7-Day Retreat: $2,000-$3,200

Per MCPS’ bylaws, compensation for teachers and contractors will be negotiated by the Board in advance of events. Dana will be counted in order to provide feedback to the Board about the size of the total compensation offered by the Sangha at events. Understanding the patterns of Dana giving will inform our process and help us to make thoughtful decisions. The Board’s goal is for teachers to receive total compensation (honorarium plus Dana but excluding travel costs) of approximately $1,000 per full day event. For example, $2,500 for a weekend Non-Residential Retreat and $6,500 for a 7-day Residential Retreat.