



**Guideline:** 2024-06

**Creation Date:** September 21, 2024

**Revision Date:**

**Subject:** Guidelines for Determining Stipends

The National Fraternity Council, with input from the Conference of National Spiritual Assistants (CNSA), discussed the issue of stipends. The following points were agreed upon.

- (1) The cost of travel, room and board and other legitimate expenses should always be covered for those who are serving the Secular Franciscan Order in an official capacity.
- (2) Spiritual Assistants should receive reimbursement for the cost of travel, room and board and other legitimate expenses related to their ministry. Additionally, they should be offered a stipend over and above expenses (i.e., love offering) in an amount “appropriate to the journey made and the length of stay required” (NS 18.8 and 26.2). This stipend should always be offered for the regular meeting of the Fraternity, a meeting of the Fraternity Council, Pastoral Visitations, Elections or other events where their presence is requested.
- (3) Secular Franciscan Spiritual Assistants should be treated in the same manner as Friar Spiritual Assistants and other non-OFS Spiritual Assistants. Their expenses should be covered, and a stipend offered, as above.
- (4) Fraternities should offer a stipend to OFS Members who conduct a Fraternal Visitation or an Election, over and above covered expenses, (i.e., love offering) in an amount “appropriate to the journey made and the length of stay required” (NS 18.8 and 26.2).
- (5) OFS Regions are free to suggest to their local fraternities the amount of the stipend offered over and above expenses.
- (6) OFS members who serve the Order in capacities other than Spiritual Assistance, such as presenting at a retreat or workshop, etc., should be offered a stipend over and above expenses.

***It is important to note*** - OFS members who receive stipends, over and above expenses, may opt to donate back to the Region, or to NAFRA, or to a charity. It is recognized that all OFS members who volunteer time to serve the Order in a variety of ways, do so in a spirit of generosity and fraternal service. This expression of our charism is a gift to the Order.