

**NUFA Policy on Honoraria for Indigenous Persons**  
**Approved: January 28, 2022**

**Purpose:** To establish set guidelines regarding financial amounts for honoraria in the spirit of Indigenization and the calls of the Truth and Reconciliation Commission.

**Policy:** NUFA will normally award the following amounts for honoraria for Indigenous persons carrying out short-term work for the Association in a support role:

Up to half a day's work:	\$200 to \$250 plus expenses
Up to a full day's work:	\$350 to \$400 plus expenses
Several days' work:	\$50 per hour plus expenses

NUFA will normally award the following amounts for honoraria, or gifts, for Indigenous Knowledge Keepers conducting or assisting with ceremonies, or ceremonial or spiritual events:

Up to a half-day event:	\$500 plus expenses
Up to a full-day event:	\$750 plus expenses

The amounts listed here are a guide; some flexibility is appropriate in assessing the level of involvement requested.

**General:** "Indigenous" refers to persons identifying as First Nations, Inuit, and Metis. The amount allotted to Indigenous persons reflects the value and urgency the Association places on meeting its obligations as implied in the calls of the Truth and Reconciliation Commission; the Association's understanding of itself as Treaty Partner with the sovereign nation of Nipissing First Nation; and the Association's gratitude for being able to do its work on the traditional lands of the Nipissing First Nation and the Anishinabek peoples, as expressed in the Association's Land Acknowledgement.