



Salary, Allowances & Benefits — 2019 Policy Guidelines

Application: PASTORS SERVING FULL TIME (CALL OR CONTRACT) IN A CLASSIS CHURCH OR NEW CHURCH START.

1. Table of Base Salary Minimums. *** See page 2, ¶5. Each consistory is strongly encouraged to adopt a personnel policy for their church that provides for annual performance reviews for their pastor(s) and honors the provisions of this guide. In multiple staff settings, an equitable tiered payroll structure that best fits the particular staffing situation and local economy is suggested. A merit pay policy for ministry staff that rewards strong performance is permissible, but such policy may not be used as a basis for paying less than the applicable allowances and/or minimum base salary table.

2. Allowances. ***

2.1. Vehicle Allowance. \$4,747 (No Change from CY 2018). [A church-owned vehicle for all ministry-related travel may be provided in lieu.]

2.2. Housing & Utilities.

2.2.1. Housing. The initial HOUSING ALLOWANCE is to be based on the fair market value of a 3 bedroom, 1 or 2 bath single-family residence. The fair market value will be determined by the average rent of five houses located within a five-mile radius of the church. Where practical, this average should be obtained from a minimum of three real estate rental agencies. Annual changes to the allowance should be based on actual cost changes (e.g., property taxes, insurance) within the five-mile radius, not necessarily on the appreciation of property market values. [A parsonage w/paid utilities may be provided in lieu of housing allowance. Refer to RCA Board of Benefits guidelines for instructions pertaining to the consideration of housing allowance (or parsonage in lieu) when calculating a ministers retirement plan contribution.]

2.2.2. Utilities. Compensation for expenses related to UTILITIES will be determined using an averaging process similar to the one outlined above for determining housing allowance. Other compensations, e.g., for cell phone, e-mail & internet service, et. al., are left to the discretion of the pastors and their consistories to negotiate to their mutual satisfaction.

3. Vacation. ***

Years Since Ordination	Weeks of paid vacation
thru 14 years	4 weeks
15 years plus	5 weeks**

** Provided not more than four consecutive Sundays are missed.

4. Professional Development. ***

A minimum of two weeks (one Sunday) per calendar year and a minimum stipend equivalent to 1/52nd of the pastor's base salary. This stipend is in addition to the pastor's regular pay. [re: RCA BCO Formulary 5, p.135, 2018 ed.]

5. Table—Minimum Base Salary Guide—2019.*** [Includes 3% COLA]

<u>Congregation Size</u>	<u>0-100</u>	<u>101-200</u>	<u>201</u>
<u>Years Since Ordination</u>	<u>(Minimum Salary)</u>		
<u>Less than 2</u>	<u>34,733</u>	<u>36,119</u>	<u>37,564</u>
<u>2</u>	<u>36,122</u>	<u>37,564</u>	<u>39,066</u>
<u>3</u>	<u>37,567</u>	<u>39,064</u>	<u>40,630</u>
<u>4</u>	<u>39,069</u>	<u>40,629</u>	<u>42,255</u>
<u>5</u>	<u>40,632</u>	<u>42,253</u>	<u>43,942</u>
<u>6</u>	<u>41,444</u>	<u>43,099</u>	<u>44,824</u>
<u>7</u>	<u>42,273</u>	<u>43,959</u>	<u>45,721</u>
<u>8</u>	<u>43,119</u>	<u>44,837</u>	<u>46,636</u>
<u>9</u>	<u>43,981</u>	<u>45,736</u>	<u>47,564</u>
<u>10</u>	<u>44,862</u>	<u>46,651</u>	<u>48,517</u>
<u>11 thru 15</u>	<u>45,760</u>	<u>47,586</u>	<u>49,487</u>
<u>16 years plus</u>	<u>46,673</u>	<u>48,536</u>	<u>50,477</u>

*****Note:** If a pastor and consistory reach agreement on pay, allowance and vacation matters that do not meet the minimum standards as presented in any of above, such is to be FORMALLY REPORTED TO CLASSIS EXECUTIVE COMMITTEE PRIOR TO THE EFFECTIVE DATE OF SUCH ARRANGEMENTS.

6. Retirement Plan Contributions & Insurance Premiums. [re: RCA BCO 2018 ed., Form. 5, App, p.134-135 & 1.1.2.7, p.15]

- ◆ The quoted sections below are extracts from the RCA's call form. The entire call form (RCA BCO p. 134ff) & RCA BCO 1.1.2.7, p.15 should be consulted for other regulatory details germane to pay and allowances. On the behalf of their RCA ordained pastor(s), CHURCHES PROMISE to:

- ◆ "...pay the stipulated contributions to the Reformed Church retirement plan..."
 - ◇ **Payments are to be reviewed by the church treasurer at least quarterly to verify that correct amounts are being paid to the pastor(s) retirement account.**
 - ◇ "...provide benefits including group life insurance, long-term disability insurance, and medical insurance for... [the pastor and his/her]... immediate family...as stipulated by the Board of Benefits Services. If ...medical coverage...[is elected]... through... [a]...spouse's employer-sponsored group plan...[the church]...will not be required to provide medical insurance..."

- ◇ Additional information is available via the Board of Benefits web site:
<<https://www.rca.org/benefits.>>