

**Classis of Mid Hudson
2021 Minimum Salary Schedule**

10/5/2020

Years in ministry	2021 base salary	Housing w/o Parsonage	Annual Salary	FICA	Retirement Savings
0	36,048	14,419	50,467	3,861	7,106
1	36,769	14,708	51,476	3,938	7,106
2	37,504	15,002	52,506	4,017	7,106
3	38,254	15,302	53,556	4,097	7,106
4	39,019	15,608	54,627	4,179	7,106
5	39,800	15,920	55,720	4,263	7,106
6	40,596	16,238	56,834	4,348	7,106
7	41,408	16,563	57,971	4,435	7,106
8	42,236	16,894	59,130	4,523	7,106
9	43,081	17,232	60,313	4,614	7,106
10	43,942	17,577	61,519	4,706	7,106
11	44,821	17,928	62,749	4,800	7,106
12	45,717	18,287	64,004	4,896	7,106
13	46,632	18,653	65,285	4,994	7,181
14	47,564	19,026	66,590	5,094	7,325
15	48,516	19,406	67,922	5,196	7,471

Over 15**

** 2% increase for each additional year in ministry

Notes

- 1 Base salaries for 2021 are the same as 2020.
- 2 Parsonage includes all expenses paid.
- 3 Housing allowance is calculated at 40% of base salary if no parsonage is provided.
- 4 Consistories may negotiate the allocation between base salary and housing allowance.
- 5 Fica is 7.65% calculated on annual Salary or on base plus rental value of parsonage (whichever applies)
Fica amounts in this chart are based on annual salary. If your church provides a parsonage, you must calculate the rental value of the parsonage, add it to the base salary and multiply by 7.65%
- 6 The minimum retirement contribution has increased by \$45 over 2020. Part time ministers are not subject to the minimum retirement savings contribution, but the requirement is 11% of salary plus housing allowance.
- 7 Part time ministers are paid on a prorated basis, assuming a full time work week of 50 hours.

Information resources:

- Retirement Services office (866) 221-5480
- RCA Insurance Plans <https://www.rca.org/benefits>
- Pension information <https://www.rca.org/benefits>
www.rca.org/resources/church-treasurers-and-administrators

Important: This schedule sets out the minimum salaries for full time pastors, and is not intended to limit salaries to these amounts. If a church desires and is able to pay above these minimums they are encouraged to do so.