

Classis of Columbia-Greene, RCA
Ministerial Minimum Compensation Guidelines
Effective: January 1, 2024

1. CLASSIS SALARY MINIMUM
 - a. The minimum salary of the Classis of Columbia-Greene for 2024 for a fulltime installed pastor will be \$36,750. (revised 10/17/23)

2. OTHER REQUIREMENTS AND COMPENSATIONS FOR FULL TIME INSTALLED MINISTERS ARE:
 - a. Suitable housing in a church parsonage including utilities, or suitable housing allowance for the pastor's purchase of a home.
 - b. Full Self-employment Tax (social security) reimbursement based upon the value of salary plus the value of housing provision.
 - c. Full church portion payment into the RCA 403b plan.
 - d. At least \$2,500 auto allowance - or - a per mile reimbursement for professional use of pastor's car, equal to the current IRS rate of mileage compensation.
 - e. The meeting of professional expenses of ministry:
 - i. Church supplies
 - ii. Books
 - iii. Business phone calls, etc.
 - f. RCA (or equivalent) health, long term disability and life insurance.
 - g. A professional development allowance of 1/26th of the annual salary (2 weeks) plus two weeks per year study leave which may be accumulated for two years with the consent of the pastor and the consistory
 - h. A vacation schedule based on the pastor's year of service in the ministry:
 - i. 1 - 10 years in ministry: 4 weeks vacation
 - ii. 11 - 20 years in ministry: 5 weeks vacation
 - iii. 20+ years in ministry: 6 weeks vacation
 - i. The church will provide paid 4 weeks of maternity leave or 2 weeks of paternity leave for the pastor.

3. PULPIT SUPPLY:
 - a. The classis recommends that a church pay \$150.00 per service for visiting non-ordained preachers and \$200.00 for a visiting ordained minister of Word and Sacrament. (revised 10/18/22, no change for 2023)

4. SUPERVISORS:
 - b. The classis recommends that a church provides the Supervisor \$150.00, plus mileage, for such meetings as Consistory or search committee. (revised 10/17/23)