

Classis of Orange
Mandated Minimum Salary Structure
2024

Number of Members	Cash Salary
0-25	\$ 39,685.00
26-50	\$ 40,077.00
51-75	\$ 40,484.00
76-100	\$ 40,885.00
101-150	\$ 41,293.00
151-200	\$ 41,710.00

Note: This salary structure lists the minimum mandated salary. It is the hope that if a congregation has enough financial resources the Consistory will go above the minimum.

Other components of the compensation package.

RCA Mandated benefits (Formulary 5 Book of Church Order Appendix)

Family medical (through RBC or other from Marketplace)

Life insurance and disability insurance

RCA 403b retirement plan

Professional development (1/52nd of salary and 1 week time)

Classis of Orange Mandated Benefits

2% increase in cash salary for each year served in a congregation (up to 20 years)

50% Social Security contribution

Travel reimbursement @ 2024 federal reimbursement rate

Four weeks paid vacation

Other components NOT mandated by the RCA or the Classis of Orange

Housing allowance (40% of fair market rental of a home within the church community)

Covenant of car insurance

Note: This represents a 3.0% increase