

Classis of Queens in New York - R.C.A.

2024 Mandated Minimum Salary

Year	EBPH	MIN 1	MIN 2	MIN 3	MIN 4	Category
		1-3 years	4-6 years	7-9 years	10+ years	
		60%	65%	70%	75%	
2024	\$74,873.00	\$44,923.80	\$48,667.45	\$52,411.10	\$56,154.75	w/parsonage
		\$62,893.32	\$68,134.43	\$73,375.54	\$78,616.65	w/o parsonage (+40%)

2024 Recommended Minimum Salary

Year	EBPH	MIN 1	MIN 2	MIN 3	MIN 4	Category
		1-3 years	4-6 years	7-9 years	10+ years	
		85%	90%	95%	100%	
2024	\$74,873.00	\$63,642.05	\$67,385.70	\$71,129.35	\$74,873.00	w/parsonage
		\$89,098.87	\$94,339.98	\$99,581.09	\$104,822.20	w/o parsonage (+40%)

2024 Mandated Costs to the Local Church

Parsonage, Parsonage repairs and Parsonage utilities > Or Housing Allowance
 Telephone for Church use At Least One Month's Vacation 403(B) Fund *5
 Long Term Disability Group Life Medical - including Dependents *7
 Study Leave *6 Minimum Transportation Allowance *8 = \$2,994
 Minimum Long Term Care

- * **Notes:**
1. EBPH is **Effective Buying Power per Household**. This number uses government average household income figures for the counties which represent the various Classes of the Reformed Church in America. The average of the Classis EBPH figures is used as the denominational EBPH on which the minimum dues for the annuity fund are based.
 2. Minimum salary includes all cash benefits to a minister including: book allowance, social security, bonuses, housing allowance, etc.
 3. Years since a minister's ordination beginning on the January 1st following the date of ordination.
 4. IRS regulations allow **all** ministers, those **with** as well as those **without**, to have a budgeted Housing Allowance, which is not taxable as income. The RCA Board of pensions uses 40% of cash salary as the base cost for housing, therefore 40% is to be added when a parsonage is not provided. However, the precise division of this minimum figure into Salary and Housing Allowance is to be determined by the minister.
 5. The **minimum** due for the installed minister's 403b for 2021 is \$8,236 (\$2,059.00 quarterly or \$686.33 monthly). If a parsonage is included as part of your minister's compensation, 40% should be added to his or her base salary when calculating total compensation. If a minister receives a housing allowance rather than a parsonage, the amount of the housing allowance should be added to the base salary. If the minister's salary and housing are equal to or less than the EBPH of \$74,873 a minimum contribution of \$ 8,236 is required. If the combined salary and housing exceed the EBPH, then the contribution should be 11% of total earnings.
 6. Study leave is one week per year plus 1/52 of the annual salary, which may be accumulated up to 4 years.
 7. Medical coverage is a mandated minimum.
 8. Minimum amount for transportation allowance is a mandated minimum of 4% of EBPH.
- + Recommended but not mandated is participation in the RCA malpractice insurance program.