



All employees of nonprofit organizations are required to pay Social Security taxes on their earnings of \$100 or more.

Social Security and Medicare taxes

Currently, you and your employer each pay a 6.2 percent Social Security tax on up to \$118,500 of your earnings and a 1.45 percent Medicare tax on all your earnings. If you are a self-employed nonprofit worker, you pay the combined employee and employer amount, which is a 12.4 percent Social Security tax on up to \$118,500 of your net earnings and a 2.9 percent Medicare tax on your entire net earnings. If your earned income is more than \$200,000 (or \$250,000 for married couples filing jointly), you must pay 0.9 percent more in Medicare taxes.

If you work for a religious organization

Some religious groups oppose paying Social Security taxes. By law, they are permitted to choose not to participate in the Social Security program. When a religious group does not participate, it does not withhold those taxes from your wages or pay the matching share of Social Security taxes like other employers.

If you work for a religious organization that does not pay into the Social Security program, you must pay Social Security taxes if your earnings are more than \$100 per year. In effect, you are treated similarly to people who are self-employed. The self-employment tax rate is 15.3 percent, although there are special tax credits you can take when you file your tax return.

For more information about Social Security self-employment taxes, contact us for a copy of *If You are Self-Employed* (Publication No. 05-10022).

Credits needed to qualify for benefits

In 2016, you will receive four credits if you earn at least \$5,040. The number of credits you need to qualify for Social Security benefits depends on your age and the type of benefit for which you are eligible. No one needs more than 40 credits, usually about 10 years of work.

Retirement benefits

To be eligible for Social Security retirement benefits, people born in 1929 or later need to have 40 credits. However, if you work for a nonprofit organization whose Social Security coverage was mandated by law starting in 1984, you may be able to receive retirement benefits even if you have fewer than 40 credits. If you were both age 60 or older and an employee of the organization on January 1, 1984, you will need as little as six credits to qualify for retirement benefits. Contact us if you have questions concerning your situation. (To be eligible for this special rule, you must have worked and paid Social Security taxes after January 1, 1984.)

Disability benefits

The number of credits you need to qualify for disability benefits depends on your age and when you become disabled. For more information, read our publication *Disability Benefits* (Publication No. 05-10029).

Survivors benefits

Survivors benefits may be payable to your widow or widower and minor children. The number of credits needed depends on your age at the time of death. As few as six credits are needed to pay benefits to the survivors of a worker age 28 or younger. For more information about these benefits, read our publication *Survivors Benefits* (Publication No. 05-10084).

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You can work and receive retirement benefits

If you decide to apply for benefits before your full retirement age, you can work and still get some Social Security benefits. There are limits on how much you can earn without losing some or all of your retirement benefits. For more information, see our Retirement Planner at www.socialsecurity.gov/retire2.

Contacting Social Security

Visit www.socialsecurity.gov anytime to apply for benefits, open a **my Social Security** account, find publications, and get answers to frequently asked questions. Or, call us toll-free at **1-800-772-1213** (for the deaf or hard of hearing, call our TTY number, **1-800-325-0778**). We can answer case-specific questions from 7 a.m. to 7 p.m., Monday through Friday. Generally, you'll have a shorter wait time if you call after Tuesday. We treat all calls confidentially. We also want to make sure you receive accurate and courteous service, so a second Social Security representative monitors some telephone calls. We can provide general information by automated phone service 24 hours a day. And, remember, our website, www.socialsecurity.gov, is available to you anytime and anywhere!



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