

Recommended Salary Ranges for UUA Congregations
Effective for Church Years beginning 1/1/08 through 12/31/08
Geo Index 1

Number of Members	Small (<150)			Mid Sized I (150- 249)			Mid Sized II (250 -349)			Mid Sized III (350-499)			Large I (500 - 749)			Large II (>750)		
<i>MINISTRY</i>	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX
Parish Minister, Minister of Religious Education or Community Minister	37,100	46,300	55,600	46,300	59,000	71,700	51,900	67,400	82,900	56,600	74,200	92,100	61,300	81,100	101,200	76,400	103,200	129,800
In multi-minister settings, where one minister is recognized as having primary accountability, a salary differential is merited. Where the functions of a congregation's ministers are found to be closely comparable, the congregation should consider the same salary range for these positions.																		
Interim Minister	<i>Same as the midpoint of the range recommended for congregations of this size.</i>																	
Co-Minister	<i>Same as Minister, pro-rated for part-time</i>																	
Associate Minister	32,200	38,400	44,600	37,000	47,100	57,400	41,500	53,900	66,300	45,300	59,500	73,600	49,000	65,000	80,900	61,200	82,500	103,800
Assistant Minister	30,400	35,900	41,400	30,400	38,500	46,600	33,400	43,700	53,900	35,100	47,500	59,800	36,800	51,300	65,700	45,900	65,200	84,500
Youth Minister	<i>Same as other ministerial categories according to responsibility.</i>																	
Minister of Music	<i>Same as other ministerial categories according to responsibility.</i>																	
<i>For ordained staff, the term "salary" refers to the sum of salary plus housing allowance only.</i>																		

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<i>RELIGIOUS EDUCATION</i>	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX
Credentialed Religious Educator - Masters Level	29,900	35,100	40,300	32,900	37,700	42,600	39,700	43,800	47,700	44,800	49,400	53,800	49,900	55,000	60,000	63,400	69,700	76,000
Credentialed Religious Educator	27,900	32,800	37,600	30,700	35,200	39,800	37,900	41,900	45,400	42,400	46,900	50,800	46,900	51,900	56,200	57,500	63,800	69,100
Credentialed Religious Educator - Associate Level	26,600	31,300	35,900	29,300	33,600	37,900	36,100	39,600	43,300	39,900	43,900	47,900	43,700	48,100	52,400	51,700	56,900	62,000
Religious Educator	25,300	29,000	34,200	27,800	32,700	37,500	31,700	37,200	42,800	34,700	40,800	46,900	37,700	44,400	51,000	43,600	52,500	60,300

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	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX
MUSIC																		
Music Director	26,600	32,800	40,300	29,300	35,200	42,600	36,100	41,900	47,700	39,900	46,900	53,800	43,700	51,900	60,000	51,700	63,800	76,000
Choir Director	21,300	26,300	32,200	24,100	28,900	35,100	29,100	33,800	38,500	32,500	38,300	44,000	36,000	42,800	49,500	42,600	52,600	62,600
Organist	17,300	21,300	26,200	19,000	22,900	27,700	23,500	27,200	31,000	25,900	30,400	35,000	28,400	33,800	39,000	33,600	41,500	49,400

Add 20% if the administration of the music program is provided by the Choir Director or Organist

The UUA's salary recommendations for Musicians differ from those of the American Guild of Organists. The UUA's figures are based on church size and the AGO's are based on education, experience, the inclusion of benefits and the definitions of the various positions.

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	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX
ADMINISTRATIVE AND OPERATIONS																		
Business Administrator	33,200	39,900	46,400	37,100	44,600	52,100	38,500	47,200	55,900	40,100	49,600	59,100	41,700	52,100	62,300	44,900	56,200	67,400
Congregational Administrator	26,400	31,800	37,000	29,600	35,500	41,500	30,700	37,600	44,600	32,000	39,600	47,100	33,200	41,500	49,600	35,800	44,800	53,800
Office Administrator	21,100	25,400	29,500	23,600	28,300	33,100	24,500	30,000	35,500	25,500	31,600	37,600	26,400	33,100	39,600	28,600	35,700	42,900
Office Assistant	16,800	20,300	23,500	18,800	22,600	26,400	19,600	23,900	28,300	20,400	25,200	30,000	21,100	26,400	31,600	22,800	28,500	34,200
Bookkeeper	13,400	16,200	18,800	15,000	18,000	21,100	15,600	19,000	22,600	16,300	20,100	23,900	16,800	21,100	25,200	18,200	22,700	27,200
Membership or Volunteer Coordinator	21,400	25,200	29,000	22,200	26,100	30,000	22,600	26,600	30,400	23,200	27,200	31,200	23,800	27,900	32,100	24,600	28,900	33,200
Custodian	18,000	19,600	23,800	18,200	20,300	23,800	18,200	20,600	23,800	18,200	21,200	23,800	18,200	21,600	24,600	18,700	22,200	25,300
<i>Hourly Rate</i>	8.65	9.42	11.44	8.75	9.76	11.44	8.75	9.90	11.44	8.75	10.19	11.44	8.75	10.38	11.83	8.99	10.67	12.16

Capsule job descriptions are intended as a standard for establishing the appropriate salary range for employees. These capsules should guide congregations in assigning the appropriate salary range for a position. They are not a total or all-encompassing description of the work.