

Recommended Salary Ranges for UUA Congregations
Effective for Church Years beginning
January 1, 2009 through December 31, 2010
Geo 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	37,600	47,100	56,500	47,000	59,900	72,800	52,600	68,500	84,200	57,500	75,300	93,500	62,200	82,300	102,700	77,600	104,800	131,800
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	32,700	39,000	45,200	37,500	47,900	58,300	42,200	54,700	67,300	45,900	60,400	74,700	49,700	66,000	82,100	62,100	83,800	105,400
Assistant Minister	30,800	36,400	42,100	30,800	39,100	47,300	33,900	44,400	54,700	35,600	48,100	60,700	37,300	52,000	66,700	46,600	66,200	85,700
<i>For ordained staff, the term "salary" refers to the sum of salary plus housing allowance only.</i>																		
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>																	

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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	30,400	35,600	40,900	33,400	38,300	43,200	40,300	44,400	48,400	45,500	50,200	54,600	50,700	55,800	60,900	64,300	70,800	77,200
Credentialed Religious Educator	28,200	33,300	38,200	31,200	35,700	40,400	38,500	42,500	46,100	43,000	47,600	51,600	47,600	52,600	57,000	58,300	64,800	70,100
Credentialed Religious Educator - Associate Level	27,000	31,800	36,400	29,700	34,100	38,500	36,600	40,200	44,000	40,500	44,500	48,600	44,400	48,800	53,200	52,400	57,700	62,900
Religious Educator	25,600	29,500	34,700	28,200	33,200	38,100	32,200	37,800	43,400	35,200	41,400	47,600	38,300	45,100	51,700	44,300	53,300	61,200

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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	27,000	33,300	40,900	29,700	35,700	43,200	36,600	42,500	48,400	40,500	47,600	54,600	44,400	52,600	60,900	52,400	64,800	77,200
Choir Director	21,600	26,700	32,700	24,500	29,400	35,600	29,600	34,300	39,100	33,000	38,900	44,600	36,500	43,400	50,200	43,200	53,400	63,500
Organist	17,600	21,600	26,600	19,300	23,200	28,100	23,800	27,600	31,400	26,300	30,900	35,600	28,900	34,200	39,600	34,100	42,200	50,200

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	32,700	39,300	45,800	36,600	44,000	51,300	37,900	46,600	55,100	39,500	48,900	58,300	41,100	51,300	61,400	44,300	55,400	66,400
Congregational Administrator	26,200	30,800	35,400	27,200	31,900	36,700	27,600	32,500	37,300	28,100	33,400	38,600	28,500	34,200	40,000	29,000	35,400	42,000
Office Administrator	21,800	25,600	29,400	22,600	26,600	30,600	22,900	27,100	31,100	23,600	27,800	31,900	24,300	28,500	32,700	24,600	29,500	34,600
Office Assistant	18,800	21,900	25,500	19,100	22,400	25,900	19,600	22,900	26,500	20,000	23,500	27,100	20,400	24,100	27,600	21,000	24,700	28,400
Bookkeeper	25,000	29,500	33,800	25,800	30,400	34,800	26,200	30,700	35,400	26,800	31,500	36,300	27,500	32,400	37,100	28,000	33,600	39,200
Membership or Volunteer Coordinator	23,500	27,700	31,900	24,400	28,800	33,000	24,900	29,200	33,400	25,500	29,900	34,400	26,100	30,700	35,400	27,000	31,800	36,500
Custodian	20,100	21,600	26,200	20,100	22,400	26,200	20,100	22,800	26,200	20,100	23,300	26,800	20,100	23,800	27,200	20,600	24,600	27,900
<i>Hourly Rate</i>	9.65	10.41	12.61	9.65	10.75	12.61	9.65	10.96	12.61	9.65	11.21	12.86	9.65	11.47	13.07	9.90	11.80	13.41

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.