

Recommended Salary Ranges for UUA Congregations
Effective for Church Years beginning
January 1, 2009 through December 31, 2010
Geo 2

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)		
	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX
MINISTRY																		
Parish Minister, Minister of Religious Education or Community Minister	40,100	50,300	60,300	50,200	64,000	77,700	56,200	73,100	90,000	61,400	80,500	99,800	66,500	87,900	109,700	82,900	112,000	140,800
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	35,000	41,600	48,300	40,000	51,100	62,200	45,000	58,500	71,900	49,100	64,500	79,800	53,100	70,500	87,700	66,400	89,500	112,600
Assistant Minister	32,900	38,900	44,900	32,900	41,700	50,600	36,200	47,400	58,500	38,100	51,400	64,900	39,900	55,600	71,300	49,700	70,700	91,600
For ordained staff, the term "salary" refers to the sum of salary plus housing allowance only.																		
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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	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX
RELIGIOUS EDUCATION																		
Credentialed Religious Educator - Masters Level	32,400	38,100	43,700	35,600	40,900	46,200	43,100	47,500	51,700	48,600	53,600	58,400	54,100	59,600	65,000	68,700	75,600	82,400
Credentialed Religious Educator	30,200	35,500	40,800	33,300	38,200	43,100	41,100	45,400	49,300	46,000	50,900	55,100	50,900	56,200	60,900	62,300	69,200	74,900
Credentialed Religious Educator - Associate Level	28,900	33,900	38,900	31,800	36,400	41,200	39,100	43,000	47,000	43,200	47,600	51,900	47,400	52,200	56,900	56,000	61,700	67,200
Religious Educator	27,400	31,500	37,000	30,100	35,400	40,700	34,400	40,400	46,300	37,600	44,300	50,900	40,900	48,100	55,300	47,300	57,000	65,300

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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	28,900	35,500	43,700	31,800	38,200	46,200	39,100	45,400	51,700	43,200	50,900	58,400	47,400	56,200	65,000	56,000	69,200	82,400
Choir Director	23,000	28,500	35,000	26,100	31,400	38,100	31,600	36,700	41,700	35,200	41,500	47,700	39,000	46,300	53,700	46,200	57,100	67,900
Organist	18,800	23,100	28,400	20,600	24,800	30,000	25,500	29,500	33,600	28,100	33,000	38,000	30,800	36,600	42,300	36,400	45,000	53,600

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	35,000	42,000	48,900	39,100	47,000	54,800	40,500	49,700	58,800	42,200	52,300	62,200	43,900	54,800	65,600	47,300	59,100	71,000
Congregational Administrator	28,000	32,900	37,800	29,000	34,100	39,200	29,500	34,700	39,900	30,000	35,600	41,300	30,500	36,600	42,800	30,900	37,800	44,800
Office Administrator	23,300	27,400	31,400	24,200	28,400	32,700	24,400	29,000	33,200	25,200	29,700	34,000	25,900	30,500	35,000	26,300	31,500	36,900
Office Assistant	20,100	23,400	27,300	20,400	24,000	27,600	21,000	24,400	28,300	21,300	25,100	29,000	21,800	25,800	29,500	22,500	26,400	30,400
Bookkeeper	26,700	31,500	36,100	27,500	32,400	37,200	28,000	32,800	37,800	28,700	33,700	38,700	29,400	34,600	39,700	29,900	35,900	41,900
Membership or Volunteer Coordinator	25,100	29,600	34,000	26,000	30,700	35,200	26,600	31,200	35,700	27,300	32,000	36,800	27,900	32,800	37,800	28,900	33,900	39,000
Custodian	21,400	23,100	28,000	21,400	23,900	28,000	21,400	24,300	28,000	21,400	24,900	28,600	21,400	25,500	29,000	22,000	26,200	29,800
<i>Hourly Rate</i>	10.30	11.12	13.47	10.30	11.48	13.47	10.30	11.70	13.47	10.30	11.98	13.74	10.30	12.25	13.96	10.58	12.61	14.33

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.