

**Recommended Salary Ranges for UUA Congregations**  
**Effective for Church Years beginning 1/1/08 through 12/31/08**  
**Geo Index 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
<b>MINISTRY</b>																		
Parish Minister, Minister of Religious Education or Community Minister	39,200	49,000	58,800	48,900	62,400	75,800	54,800	71,200	87,600	59,800	78,400	97,300	64,700	85,700	106,900	80,800	109,100	137,200
<p><b>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.</b></p>																		
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	34,100	40,600	47,100	39,100	49,800	60,700	43,900	57,000	70,100	47,800	62,800	77,800	51,800	68,700	85,500	64,600	87,200	109,700
Assistant Minister	32,100	37,900	43,800	32,100	40,700	49,200	35,300	46,100	57,000	37,100	50,100	63,200	38,900	54,200	69,400	48,500	68,900	89,200
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>																	
<b>For ordained staff, the term "salary" refers to the sum of salary plus housing allowance only.</b>																		

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	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX
<b>RELIGIOUS EDUCATION</b>																		
Credentialed Religious Educator - Masters Level	31,600	37,100	42,500	34,700	39,800	45,000	42,000	46,200	50,400	47,400	52,200	56,900	52,700	58,100	63,400	67,000	73,700	80,300
Credentialed Religious Educator	29,400	34,600	39,700	32,500	37,200	42,100	40,000	44,200	48,000	44,800	49,500	53,700	49,500	54,800	59,300	60,800	67,500	73,000
Credentialed Religious Educator - Associate Level	28,100	33,000	37,900	30,900	35,500	40,100	38,100	41,900	45,800	42,100	46,400	50,600	46,100	50,800	55,400	54,600	60,100	65,500
Religious Educator	26,700	30,700	36,100	29,300	34,500	39,600	33,500	39,300	45,200	36,700	43,100	49,500	39,800	46,900	53,900	46,000	55,500	63,700

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	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX
<b>MUSIC</b>																		
<b>Music Director</b>	28,100	34,600	42,500	30,900	37,200	45,000	38,100	44,200	50,400	42,200	49,500	56,900	46,100	54,800	63,400	54,600	67,500	80,300
<b>Choir Director</b>	22,500	27,700	34,100	25,500	30,600	37,100	30,800	35,800	40,700	34,400	40,500	46,500	38,000	45,200	52,300	45,000	55,600	66,100
<b>Organist</b>	18,300	22,500	27,600	20,100	24,200	29,200	24,800	28,800	32,700	27,400	32,200	37,000	30,000	35,700	41,200	35,500	43,900	52,200

**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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<b>ADMINISTRATIVE AND OPERATIONS</b>																		
<b>Business Administrator</b>	35,100	42,200	49,100	39,200	47,200	55,000	40,700	49,900	59,100	42,400	52,500	62,500	44,100	55,000	65,800	47,500	59,300	71,200
<b>Congregational Administrator</b>	26,800	31,400	36,100	27,700	32,600	37,500	28,200	33,100	38,100	28,700	34,000	39,500	29,200	34,900	40,800	29,500	36,100	42,800
<b>Office Administrator</b>	22,300	26,100	30,000	23,100	27,200	31,200	23,400	27,600	31,700	24,100	28,400	32,500	24,800	29,200	33,400	25,200	30,100	35,300
<b>Office Assistant</b>	19,200	22,400	26,000	19,500	22,900	26,400	20,000	23,400	27,100	20,400	24,000	27,600	20,800	24,600	28,200	21,500	25,300	29,100
<b>Bookkeeper</b>	26,000	30,700	35,200	26,800	31,600	36,200	27,300	32,000	36,800	28,000	32,800	37,700	28,700	33,700	38,700	29,200	35,000	40,800
<b>Membership or Volunteer Coordinator</b>	22,900	27,000	31,000	23,800	28,000	32,200	24,200	28,500	32,500	24,900	29,200	33,500	25,500	29,900	34,400	26,300	30,900	35,600
<b>Custodian</b>	19,200	20,800	25,100	19,200	21,400	25,100	19,200	21,800	25,100	19,200	22,400	25,600	19,200	22,800	26,000	19,700	23,500	26,700
<i>Hourly Rate</i>	9.23	10.00	12.07	9.23	10.29	12.07	9.23	10.48	12.07	9.23	10.77	12.31	9.23	10.96	12.50	9.47	11.30	12.84

**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.**