

Recommended Salary Ranges for UUA Congregations
Effective for Church Years beginning
January 1, 2009 through December 31, 2011
Geo 3

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	42,700	53,500	64,200	53,400	68,100	82,700	59,800	77,800	95,700	65,300	85,600	106,200	70,700	93,500	116,700	88,200	119,100	149,800
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	37,200	44,300	51,400	42,600	54,400	66,200	47,900	62,200	76,500	52,200	68,600	84,900	56,500	75,000	93,300	70,600	95,200	119,800
Assistant Minister	35,000	41,400	47,800	35,000	44,400	53,800	38,500	50,400	62,200	40,500	54,700	69,000	42,400	59,100	75,800	52,900	75,200	97,400
<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	34,500	40,500	46,500	37,900	43,500	49,100	45,800	50,500	55,000	51,700	57,000	62,100	57,600	63,400	69,200	73,100	80,400	87,700
Credentialed Religious Educator	32,100	37,800	43,400	35,400	40,600	45,900	43,700	48,300	52,400	48,900	54,100	58,600	54,100	59,800	64,800	66,300	73,600	79,700
Credentialed Religious Educator - Associate Level	30,700	36,100	41,400	33,800	38,700	43,800	41,600	45,700	50,000	46,000	50,600	55,200	50,400	55,500	60,500	59,600	65,600	71,500
Religious Educator	29,100	33,500	39,400	32,000	37,700	43,300	36,600	43,000	49,300	40,000	47,100	54,100	43,500	51,200	58,800	50,300	60,600	69,500

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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	30,700	37,800	46,500	33,800	40,600	49,100	41,600	48,300	55,000	46,000	54,100	62,100	50,400	59,800	69,200	59,600	73,600	87,700
Choir Director	24,500	30,300	37,200	27,800	33,400	40,500	33,600	39,000	44,400	37,500	44,200	50,700	41,500	49,300	57,100	49,100	60,700	72,200
Organist	20,000	24,600	30,200	21,900	26,400	31,900	27,100	31,400	35,700	29,900	35,100	40,400	32,800	38,900	45,000	38,700	47,900	57,000

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	37,200	44,700	52,000	41,600	50,000	58,300	43,100	52,900	62,600	44,900	55,600	66,200	46,700	58,300	69,800	50,300	62,900	75,500
Congregational Administrator	29,800	35,000	40,200	30,900	36,300	41,700	31,400	36,900	42,400	31,900	37,900	43,900	32,400	38,900	45,500	32,900	40,200	47,700
Office Administrator	24,800	29,100	33,400	25,700	30,200	34,800	26,000	30,800	35,300	26,800	31,600	36,200	27,600	32,400	37,200	28,000	33,500	39,300
Office Assistant	21,400	24,900	29,000	21,700	25,500	29,400	22,300	26,000	30,100	22,700	26,700	30,800	23,200	27,400	31,400	23,900	28,100	32,300
Bookkeeper	28,400	33,500	38,400	29,300	34,500	39,600	29,800	34,900	40,200	30,500	35,800	41,200	31,300	36,800	42,200	31,800	38,200	44,600
Membership or Volunteer Coordinator	26,700	31,500	36,200	27,700	32,700	37,500	28,300	33,200	38,000	29,000	34,000	39,100	29,700	34,900	40,200	30,700	36,100	41,500
Custodian	22,800	24,600	29,800	22,800	25,400	29,800	22,800	25,900	29,800	22,800	26,500	30,400	22,800	27,100	30,900	23,400	27,900	31,700
<i>Hourly Rate</i>	<i>10.96</i>	<i>11.83</i>	<i>14.33</i>	<i>10.96</i>	<i>12.21</i>	<i>14.33</i>	<i>10.96</i>	<i>12.45</i>	<i>14.33</i>	<i>10.96</i>	<i>12.74</i>	<i>14.62</i>	<i>10.96</i>	<i>13.03</i>	<i>14.86</i>	<i>11.25</i>	<i>13.41</i>	<i>15.24</i>

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.