

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

Geo Index 3 - National Average

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	41,500	51,900	62,300	51,800	66,100	80,300	58,100	75,500	92,900	63,350	83,150	103,100	68,600	90,800	113,300	85,600	115,600	145,400
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	36,100	43,000	49,900	41,400	52,800	64,300	46,500	60,400	74,300	50,700	66,600	82,450	54,900	72,800	90,600	68,500	92,400	116,300
Assistant Minister	34,000	40,200	46,400	34,000	43,100	52,200	37,400	48,900	60,400	39,300	53,150	67,000	41,200	57,400	73,600	51,400	73,000	94,600
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	33,500	39,300	45,100	36,800	42,200	47,700	44,500	49,000	53,400	50,200	55,300	60,300	55,900	61,600	67,200	71,000	78,100	85,100
Credentialed Religious Educator	31,200	36,700	42,100	34,400	39,400	44,600	42,400	46,900	50,900	47,450	52,500	56,900	52,500	58,100	62,900	64,400	71,500	77,400
Credentialed Religious Educator - Associate Level	29,800	35,000	40,200	32,800	37,600	42,500	40,400	44,400	48,500	44,650	49,150	53,600	48,900	53,900	58,700	57,900	63,700	69,400
Religious Educator	28,300	32,500	38,300	31,100	36,600	42,000	35,500	41,700	47,900	38,850	45,700	52,500	42,200	49,700	57,100	48,800	58,800	67,500

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	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX
<i>MUSIC</i>																		
Music Director	29,800	36,700	45,100	32,800	39,400	47,700	40,400	46,900	53,400	44,700	52,500	60,300	48,900	58,100	67,200	57,900	71,500	85,100
Choir Director	23,800	29,400	36,100	27,000	32,400	39,300	32,600	37,900	43,100	36,450	42,900	49,250	40,300	47,900	55,400	47,700	58,900	70,100
Organist	19,400	23,900	29,300	21,300	25,600	31,000	26,300	30,500	34,700	29,000	34,100	39,200	31,800	37,800	43,700	37,600	46,500	55,300

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	28,400	33,300	38,300	29,400	34,600	39,700	29,900	35,100	40,400	30,400	36,050	41,850	30,900	37,000	43,300	31,300	38,300	45,400
Office Administrator	23,600	27,700	31,800	24,500	28,800	33,100	24,800	29,300	33,600	25,550	30,100	34,500	26,300	30,900	35,400	26,700	31,900	37,400
Office Assistant	20,400	23,700	27,600	20,700	24,300	28,000	21,200	24,800	28,700	21,650	25,450	29,300	22,100	26,100	29,900	22,800	26,800	30,800
Bookkeeper	27,600	32,500	37,300	28,400	33,500	38,400	28,900	33,900	39,000	29,650	34,800	40,000	30,400	35,700	41,000	30,900	37,100	43,300
Membership or Volunteer Coordinator	24,300	28,600	32,900	25,200	29,700	34,100	25,700	30,200	34,500	26,350	30,950	35,500	27,000	31,700	36,500	27,900	32,800	37,700
Custodian	20,400	22,000	26,600	20,400	22,700	26,600	20,400	23,100	26,600	20,400	23,700	27,100	20,400	24,200	27,600	20,900	24,900	28,300
<i>Hourly Rate</i>	9.81	10.58	12.79	9.81	10.91	12.79	9.81	11.11	12.79	9.81	11.39	13.03	9.81	11.63	13.27	10.05	11.97	13.61

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.