

**Recommended Salary Ranges for UUA Congregations**  
**Effective for Church Years beginning**  
**January 1, 2009 through December 31, 2010**  
**Geo 4**

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	45,300	56,700	68,100	56,600	72,200	87,700	63,400	82,500	101,400	69,200	90,700	112,600	74,900	99,100	123,700	93,500	126,200	158,800
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	39,400	47,000	54,500	45,200	57,700	70,200	50,800	65,900	81,100	55,300	72,700	90,000	59,900	79,500	98,900	74,800	100,900	127,000
Assistant Minister	37,100	43,900	50,700	37,100	47,100	57,000	40,800	53,400	65,900	42,900	58,000	73,100	44,900	62,600	80,300	56,100	79,700	103,200
<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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	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	36,600	42,900	49,300	40,200	46,100	52,000	48,500	53,500	58,300	54,800	60,400	65,800	61,100	67,200	73,400	77,500	85,200	93,000
Credentialed Religious Educator	34,000	40,100	46,000	37,500	43,000	48,700	46,300	51,200	55,500	51,800	57,300	62,100	57,300	63,400	68,700	70,300	78,000	84,500
Credentialed Religious Educator - Associate Level	32,500	38,300	43,900	35,800	41,000	46,400	44,100	48,400	53,000	48,800	53,600	58,500	53,400	58,800	64,100	63,200	69,500	75,800
Religious Educator	30,800	35,500	41,800	33,900	40,000	45,900	38,800	45,600	52,300	42,400	49,900	57,300	46,100	54,300	62,300	53,300	64,200	73,700

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Number of Members <i>MUSIC</i>	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>Music Director</b>	32,500	40,100	49,300	35,800	43,000	52,000	44,100	51,200	58,300	48,800	57,300	65,800	53,400	63,400	73,400	63,200	78,000	93,000
<b>Choir Director</b>	26,000	32,100	39,400	29,500	35,400	42,900	35,600	41,300	47,100	39,800	46,900	53,700	44,000	52,300	60,500	52,000	64,300	76,500
<b>Organist</b>	21,200	26,100	32,000	23,200	28,000	33,800	28,700	33,300	37,800	31,700	37,200	42,800	34,800	41,200	47,700	41,000	50,800	60,400

*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.

Number of Members <i>ADMINISTRATIVE AND OPERATIONS</i>	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>Business Administrator</b>	39,400	47,400	55,100	44,100	53,000	61,800	45,700	56,100	66,400	47,600	58,900	70,200	49,500	61,800	74,000	53,300	66,700	80,000
<b>Congregational Administrator</b>	31,600	37,100	42,600	32,800	38,500	44,200	33,300	39,100	44,900	33,800	40,200	46,500	34,300	41,200	48,200	34,900	42,600	50,600
<b>Office Administrator</b>	26,300	30,800	35,400	27,200	32,000	36,900	27,600	32,600	37,400	28,400	33,500	38,400	29,300	34,300	39,400	29,700	35,500	41,700
<b>Office Assistant</b>	22,700	26,400	30,700	23,000	27,000	31,200	23,600	27,600	31,900	24,100	28,300	32,600	24,600	29,000	33,300	25,300	29,800	34,200
<b>Bookkeeper</b>	30,100	35,500	40,700	31,100	36,600	42,000	31,600	37,000	42,600	32,300	37,900	43,700	33,200	39,000	44,700	33,700	40,500	47,300
<b>Membership or Volunteer Coordinator</b>	28,300	33,400	38,400	29,400	34,700	39,800	30,000	35,200	40,300	30,700	36,000	41,400	31,500	37,000	42,600	32,500	38,300	44,000
<b>Custodian</b>	24,200	26,100	31,600	24,200	26,900	31,600	24,200	27,500	31,600	24,200	28,100	32,200	24,200	28,700	32,800	24,800	29,600	33,600
<i>Hourly Rate</i>	11.62	12.54	15.19	11.62	12.94	15.19	11.62	13.20	15.19	11.62	13.50	15.49	11.62	13.81	15.75	11.93	14.22	16.15

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.