

Recommended Salary Ranges for UUA Congregations
Effective for Church Years beginning 1/1/08 through 12/31/08
Geo Index 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)		
<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	44,000	55,000	66,000	54,900	70,100	85,100	61,600	80,000	98,500	67,200	88,100	109,300	72,700	96,200	120,100	90,700	122,500	154,100
<p>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.</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	38,300	45,600	52,900	43,900	56,000	68,200	49,300	64,000	78,800	53,700	70,600	87,400	58,200	77,200	96,000	72,600	97,900	123,300
Assistant Minister	36,000	42,600	49,200	36,000	45,700	55,300	39,600	51,800	64,000	41,700	56,300	71,000	43,700	60,800	78,000	54,500	77,400	100,300
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	35,500	41,700	47,800	39,000	44,700	50,600	47,200	51,900	56,600	53,200	58,600	63,900	59,300	65,300	71,200	75,300	82,800	90,200
Credentialed Religious Educator	33,100	38,900	44,600	36,500	41,800	47,300	44,900	49,700	54,000	50,300	55,700	60,300	55,700	61,600	66,700	68,300	75,800	82,000
Credentialed Religious Educator - Associate Level	31,600	37,100	42,600	34,800	39,900	45,100	42,800	47,100	51,400	47,300	52,100	56,800	51,800	57,100	62,200	61,400	67,500	73,600
Religious Educator	30,000	34,500	40,600	33,000	38,800	44,500	37,600	44,200	50,800	41,200	48,400	55,700	44,700	52,700	60,500	51,700	62,300	71,600

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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	31,600	38,900	47,800	34,800	41,800	50,600	42,800	49,700	56,600	47,400	55,700	63,900	51,800	61,600	71,200	61,400	75,800	90,200
Choir Director	25,200	31,200	38,300	28,600	34,300	41,700	34,600	40,200	45,700	38,600	45,500	52,200	42,700	50,800	58,700	50,600	62,400	74,300
Organist	20,600	25,300	31,100	22,600	27,100	32,900	27,900	32,300	36,800	30,700	36,100	41,600	33,700	40,100	46,300	39,900	49,300	58,600

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	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
Congregational Administrator	30,100	35,300	40,600	31,200	36,700	42,100	31,700	37,200	42,800	32,200	38,200	44,400	32,800	39,200	45,900	33,200	40,600	48,100
Office Administrator	25,000	29,400	33,700	26,000	30,500	35,100	26,300	31,100	35,600	27,100	31,900	36,600	27,900	32,800	37,500	28,300	33,800	39,600
Office Assistant	21,600	25,100	29,300	21,900	25,800	29,700	22,500	26,300	30,400	22,900	27,000	31,100	23,400	27,700	31,700	24,200	28,400	32,600
Bookkeeper	29,300	34,500	39,500	30,100	35,500	40,700	30,600	35,900	41,300	31,400	36,900	42,400	32,200	37,800	43,500	32,800	39,300	45,900
Membership or Volunteer Coordinator	25,800	30,300	34,900	26,700	31,500	36,100	27,200	32,000	36,600	27,900	32,800	37,600	28,600	33,600	38,700	29,600	34,800	40,000
Custodian	21,600	23,300	28,200	21,600	24,100	28,200	21,600	24,500	28,200	21,600	25,100	28,700	21,600	25,700	29,300	22,200	26,400	30,000
<i>Hourly Rate</i>	<i>10.38</i>	<i>11.20</i>	<i>13.56</i>	<i>10.38</i>	<i>11.59</i>	<i>13.56</i>	<i>10.38</i>	<i>11.78</i>	<i>13.56</i>	<i>10.38</i>	<i>12.07</i>	<i>13.80</i>	<i>10.38</i>	<i>12.36</i>	<i>14.09</i>	<i>10.67</i>	<i>12.69</i>	<i>14.42</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.