

Recommended Salary Ranges for UUA Congregations
Effective for Church Years beginning 1/1/09 through 12/31/09
Geo 5

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	47,800	59,900	71,900	59,800	76,300	92,600	67,000	87,100	107,200	73,100	95,900	118,900	79,200	104,700	130,700	98,800	133,400	167,800
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	41,700	49,600	57,600	47,700	60,900	74,100	53,600	69,700	85,700	58,500	76,800	95,100	63,300	84,000	104,500	79,100	106,600	134,200
Assistant Minister	39,200	46,400	53,500	39,200	49,700	60,300	43,100	56,400	69,700	45,400	61,300	77,300	47,500	66,200	84,900	59,200	84,200	109,100
<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	38,600	45,400	52,100	42,400	48,700	55,000	51,300	56,600	61,600	57,900	63,800	69,600	64,500	71,000	77,500	81,900	90,000	98,200
Credentialed Religious Educator	36,000	42,300	48,600	39,600	45,500	51,400	48,900	54,100	58,700	54,800	60,600	65,600	60,600	67,000	72,600	74,300	82,400	89,300
Credentialed Religious Educator - Associate Level	34,400	40,400	46,400	37,900	43,300	49,100	46,600	51,200	56,000	51,500	56,700	61,800	56,400	62,200	67,800	66,800	73,500	80,100
Religious Educator	32,600	37,500	44,100	35,800	42,200	48,500	41,000	48,200	55,200	44,800	52,800	60,600	48,700	57,300	65,900	56,300	67,900	77,800

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MUSIC																		
Music Director	34,400	42,300	52,100	37,900	45,500	55,000	46,600	54,100	61,600	51,500	60,600	69,600	56,400	67,000	77,500	66,800	82,400	98,200
Choir Director	27,400	33,900	41,700	31,100	37,400	45,400	37,600	43,700	49,700	42,000	49,500	56,800	46,500	55,200	64,000	55,000	68,000	80,900
Organist	22,400	27,600	33,800	24,500	29,600	35,700	30,400	35,200	40,000	33,500	39,300	45,200	36,700	43,600	50,400	43,300	53,600	63,800

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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ADMINISTRATIVE AND OPERATIONS	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX
Business Administrator	41,700	50,100	58,200	46,600	56,000	65,300	48,300	59,200	70,100	50,300	62,300	74,100	52,300	65,300	78,200	56,300	70,400	84,600
Congregational Administrator	33,400	39,200	45,000	34,600	40,700	46,700	35,200	41,300	47,500	35,700	42,400	49,200	36,300	43,600	51,000	36,800	45,000	53,400
Office Administrator	27,800	32,600	37,400	28,800	33,800	39,000	29,100	34,500	39,500	30,000	35,400	40,500	30,900	36,300	41,700	31,400	37,500	44,000
Office Assistant	24,000	27,900	32,500	24,300	28,600	32,900	25,000	29,100	33,700	25,400	29,900	34,500	26,000	30,700	35,200	26,800	31,500	36,200
Bookkeeper	31,800	37,500	43,000	32,800	38,600	44,400	33,400	39,100	45,000	34,200	40,100	46,100	35,100	41,200	47,300	35,600	42,800	50,000
Membership or Volunteer Coordinator	29,900	35,300	40,500	31,000	36,600	42,000	31,700	37,200	42,600	32,500	38,100	43,800	33,300	39,100	45,000	34,400	40,400	46,500
Custodian	25,500	27,600	33,400	25,500	28,400	33,400	25,500	29,000	33,400	25,500	29,700	34,000	25,500	30,400	34,600	26,200	31,200	35,500
<i>Hourly Rate</i>	<i>12.28</i>	<i>13.25</i>	<i>16.05</i>	<i>12.28</i>	<i>13.68</i>	<i>16.05</i>	<i>12.28</i>	<i>13.95</i>	<i>16.05</i>	<i>12.28</i>	<i>14.27</i>	<i>16.37</i>	<i>12.28</i>	<i>14.59</i>	<i>16.64</i>	<i>12.60</i>	<i>15.02</i>	<i>17.07</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.