

**Salary Recommendations for Church Years Beginning
July 1, 2012
Geo Index 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> | | | | | | | | | | | | | | | | | |
| 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>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 |
| Religious Educator Coordinator | 26,400 | 30,500 | 35,100 | 29,100 | 34,300 | 39,400 | 33,300 | 39,100 | 44,900 | 36,300 | 42,800 | 49,200 | 39,500 | 46,500 | 53,400 | 45,700 | 55,000 | 63,300 |

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|--|---|--------|--------|------------------------|--------|--------|-------------------------|--------|--------|-------------------------|--------|--------|---------------------|--------|--------|-----------------|--------|---------|
| | MIN | MID | MAX | MIN | MID | MAX | MIN | MID | MAX | MIN | MID | MAX | MIN | MID | MAX | MIN | MID | MAX |
| MUSIC | | | | | | | | | | | | | | | | | | |
| UUA Credentialed Music Director | 37,700 | 44,400 | 53,200 | 42,300 | 49,800 | 57,300 | 48,400 | 56,900 | 65,400 | 52,500 | 61,800 | 71,100 | 62,200 | 73,100 | 84,100 | 73,600 | 86,600 | 103,000 |
| 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 |
| UUA Credentialed Choir Director | 28,800 | 35,600 | 43,800 | 32,700 | 39,300 | 47,600 | 39,500 | 45,900 | 52,900 | 44,100 | 52,000 | 59,600 | 48,800 | 58,000 | 67,200 | 57,800 | 71,300 | 84,900 |
| 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 |
| | <i>Add 20% if the administration of the music program is provided by the Choir Director or Organist</i> | | | | | | | | | | | | | | | | | |

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 | | | | | | | 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 | 37,400 | 43,900 | 50,400 | 38,800 | 45,600 | 52,300 | 39,400 | 46,300 | 53,200 | 40,000 | 47,500 | 55,100 | 40,700 | 48,800 | 57,100 | 41,200 | 50,400 | 59,800 |
| Office Administrator | 30,800 | 36,100 | 41,400 | 31,900 | 37,500 | 43,200 | 32,300 | 38,200 | 43,800 | 33,300 | 39,200 | 44,900 | 34,300 | 40,200 | 46,100 | 34,700 | 41,600 | 48,700 |
| Office Assistant | 25,900 | 30,100 | 35,100 | 26,200 | 30,800 | 35,600 | 27,000 | 31,500 | 36,400 | 27,400 | 32,300 | 37,300 | 28,100 | 33,200 | 38,000 | 28,900 | 33,900 | 39,100 |
| 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 | 31,500 | 37,100 | 42,600 | 32,600 | 38,500 | 44,100 | 33,300 | 39,100 | 44,700 | 34,200 | 40,000 | 46,000 | 34,900 | 41,100 | 47,400 | 36,200 | 42,400 | 48,800 |
| Custodian | 27,600 | 29,800 | 36,100 | 27,600 | 30,700 | 36,100 | 27,600 | 31,400 | 36,100 | 27,600 | 32,000 | 36,700 | 27,600 | 32,800 | 37,400 | 28,300 | 33,700 | 38,300 |
| <i>Hourly Rate</i> | 13.26 | 14.31 | 17.33 | 13.26 | 14.77 | 17.33 | 13.26 | 15.06 | 17.33 | 13.26 | 15.41 | 17.68 | 13.26 | 15.76 | 17.97 | 13.61 | 16.22 | 18.43 |

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.