

Recommended Salary Ranges for UUA Congregations
Effective for Church Years beginning 1/1/08 through 12/31/08
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)		
	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX
MINISTRY																		
Parish Minister, Minister of Religious Education or Community Minister	46,500	58,100	69,800	58,000	74,000	89,900	65,100	84,600	104,000	71,000	93,100	115,500	76,800	101,700	126,900	95,900	129,500	162,800
<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	40,400	48,200	55,900	46,400	59,100	72,000	52,100	67,600	83,200	56,800	74,600	92,300	61,500	81,500	101,500	76,700	103,500	130,300
Assistant Minister	38,100	45,000	52,000	38,100	48,300	58,500	41,900	54,800	67,600	44,000	59,500	75,000	46,100	64,300	82,400	57,600	81,800	106,000
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>																	
For ordained staff, the term "salary" refers to the sum of salary plus housing allowance only.																		

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	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX
RELIGIOUS EDUCATION																		
Credentialed Religious Educator - Masters Level	37,500	44,000	50,500	41,200	47,300	53,400	49,800	54,900	59,800	56,200	61,900	67,500	62,600	69,000	75,300	79,500	87,500	95,300
Credentialed Religious Educator	34,900	41,100	47,200	38,500	44,100	50,000	47,500	52,500	57,000	53,100	58,800	63,700	58,800	65,100	70,400	72,100	80,100	86,700
Credentialed Religious Educator - Associate Level	33,400	39,200	45,000	36,700	42,100	47,600	45,200	49,700	54,300	50,000	55,000	60,000	54,800	60,400	65,700	64,800	71,300	77,700
Religious Educator	31,700	36,400	42,900	34,800	41,000	47,000	39,800	46,700	53,600	43,500	51,200	58,800	47,300	55,700	64,000	54,700	65,900	75,600

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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	33,400	41,100	50,500	36,700	44,100	53,400	45,200	52,500	59,800	50,100	58,800	67,500	54,800	65,100	75,300	64,800	80,100	95,300
Choir Director	26,700	32,900	40,400	30,200	36,300	44,000	36,500	42,400	48,300	40,800	48,000	55,200	45,100	53,600	62,000	53,400	66,000	78,500
Organist	21,700	26,800	32,800	23,900	28,700	34,700	29,500	34,200	38,900	32,500	38,200	43,900	35,600	42,300	48,900	42,100	52,100	61,900

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																		
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	31,800	37,300	42,900	32,900	38,800	44,500	33,500	39,300	45,200	34,000	40,400	46,900	34,600	41,400	48,500	35,100	42,900	50,800
Office Administrator	26,400	31,000	35,600	27,400	32,300	37,100	27,800	32,800	37,600	28,600	33,700	38,600	29,500	34,600	39,600	29,900	35,700	41,900
Office Assistant	22,800	26,500	30,900	23,200	27,200	31,400	23,700	27,800	32,100	24,200	28,500	32,800	24,800	29,200	33,500	25,500	30,000	34,500
Bookkeeper	30,900	36,400	41,800	31,800	37,500	43,000	32,400	38,000	43,700	33,200	39,000	44,800	34,000	40,000	45,900	34,600	41,600	48,500
Membership or Volunteer Coordinator	27,200	32,000	36,800	28,200	33,300	38,200	28,800	33,800	38,600	29,500	34,700	39,800	30,200	35,500	40,900	31,200	36,700	42,200
Custodian	22,800	24,600	29,800	22,800	25,400	29,800	22,800	25,900	29,800	22,800	26,500	30,400	22,800	27,100	30,900	23,400	27,900	31,700
<i>Hourly Rate</i>	10.96	11.83	14.33	10.96	12.21	14.33	10.96	12.45	14.33	10.96	12.74	14.62	10.96	13.03	14.86	11.25	13.41	15.24

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.