

Salary Recommendations for Church Years Beginning
July 1, 2013
Geo Index 6

In recognition of high-wage communities, the UUA has expanded the Geo Indices from five to seven.
The effective date for UUA Salary Recommendations in Geo Index 6 is July 1, 2013.

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)		
MINISTRY	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	50,400	63,100	75,800	63,000	80,400	97,600	70,600	91,800	112,900	77,100	101,000	125,300	83,400	110,300	137,700	104,100	140,500	176,800
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	Same as the midpoint of the range recommended for congregations of this size.																	
Co-Minister	Same as Minister, pro-rated for part-time																	
Associate Minister	43,900	52,300	60,700	50,300	64,200	78,100	56,500	73,400	90,300	61,600	80,900	100,200	66,700	88,500	110,100	83,300	112,300	141,400
Assistant Minister	41,300	48,900	56,400	41,300	52,400	63,500	45,400	59,500	73,400	47,800	64,500	81,400	50,000	69,700	89,400	62,400	88,700	114,900
For ordained staff, the term "salary" refers to the sum of salary plus housing allowance only.																		
Youth Minister	Same as other ministerial categories according to responsibility.																	
Minister of Music	Same as other ministerial categories according to responsibility.																	

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)		
RELIGIOUS EDUCATION	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX
Credentialed Religious Educator - Masters Level	40,700	47,800	54,900	44,700	51,300	57,900	54,000	59,600	64,900	61,000	67,300	73,300	68,000	74,800	81,700	86,300	94,900	103,500
Credentialed Religious Educator	37,900	44,600	51,200	41,800	47,900	54,200	51,600	57,000	61,800	57,700	63,800	69,100	63,800	70,600	76,500	78,200	86,800	94,000
Credentialed Religious Educator - Associate Level	36,200	42,600	48,900	39,900	45,700	51,700	49,100	53,900	59,000	54,300	59,700	65,100	59,500	65,500	71,400	70,300	77,400	84,400
Religious Educator	34,300	39,500	46,500	37,800	44,500	51,100	43,200	50,700	58,200	47,200	55,600	63,800	51,300	60,400	69,400	59,400	71,500	82,000
Religious Educator Coordinator	27,800	32,100	36,900	30,700	36,100	41,500	35,000	41,200	47,300	38,200	45,100	51,800	41,700	49,000	56,300	48,100	57,900	66,700

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MUSIC	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX
UUA Credentialed Music Director	39,800	46,700	56,100	44,600	52,500	60,400	51,000	59,900	68,900	55,300	65,100	74,900	65,500	77,100	88,600	77,500	91,200	108,600
Music Director	36,200	44,600	54,900	39,900	47,900	57,900	49,100	57,000	64,900	54,300	63,800	73,300	59,500	70,600	81,700	70,300	86,800	103,500
UUA Credentialed Choir Director	30,300	37,500	46,100	34,500	41,400	50,200	41,700	48,400	55,700	46,500	54,800	62,800	51,400	61,100	70,800	60,900	75,200	89,400
Choir Director	28,900	35,800	43,900	32,800	39,400	47,800	39,600	46,000	52,400	44,300	52,200	59,800	49,000	58,200	67,400	57,900	71,600	85,200
Organist	23,600	29,000	35,600	25,800	31,200	37,600	32,000	37,100	42,100	35,300	41,400	47,700	38,700	45,900	53,100	45,700	56,500	67,300
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	Small (<150)			Mid Sized I (150- 249)			Mid Sized II (250 -349)			Mid Sized III (350-499)			Large I (500 - 749)			Large II (>750)		
ADMINISTRATIVE AND OPERATIONS	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX
Business Administrator							50,900	62,400	73,900	53,000	65,600	78,100	55,100	68,800	82,400	59,400	74,200	89,100
Congregational Administrator	39,400	46,300	53,100	40,800	48,000	55,100	41,500	48,700	56,100	42,100	50,000	58,100	42,800	51,400	60,200	43,400	53,100	63,000
Office Administrator	32,500	38,000	43,700	33,600	39,500	45,500	34,000	40,200	46,100	35,000	41,300	47,300	36,100	42,400	48,600	36,600	43,800	51,300
Office Assistant	27,300	31,700	36,900	27,600	32,500	37,500	28,400	33,200	38,400	28,900	34,000	39,300	29,600	34,900	40,000	30,400	35,800	41,200
Bookkeeper	33,500	39,500	45,300	34,600	40,700	46,700	35,200	41,200	47,400	36,000	42,200	48,600	36,900	43,400	49,800	37,500	45,100	52,600
Volunteer Coordinator	33,200	39,100	44,800	34,300	40,600	46,500	35,000	41,200	47,100	36,000	42,100	48,500	36,800	43,300	49,900	38,100	44,700	51,400
Custodian	29,000	31,400	38,000	29,000	32,300	38,000	29,000	33,000	38,000	29,000	33,700	38,700	29,000	34,600	39,400	29,900	35,500	40,400
Hourly Rate	13.97	15.07	18.26	13.97	15.56	18.26	13.97	15.87	18.26	13.97	16.24	18.63	13.97	16.60	18.93	14.34	17.09	19.42

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.