

Recommended Salary Ranges for UUA Congregations

**Effective 1/1/2006**

**Geo Index 1**

Number of Members	Small (<150)			Mid Sized I (150- 249)			Mid Sized II (250 - 499)			Large I (500 - 749)			Large II (>750)		
	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX
<b>MINISTRY</b>															
<b>Parish Minister, Minister of Religious Education or Community Minister</b>	35,500	44,400	53,200	44,300	56,500	68,600	50,600	65,800	81,000	58,600	77,600	96,800	73,100	98,700	124,300
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.															
<b>Interim Minister</b>	<i>Same as the midpoint of the range recommended for congregations of this size.</i>														
<b>Co-Minister</b>	<i>Same as Minister, pro-rated for part-time</i>														
<b>Associate Minister</b>	30,800	36,700	42,600	35,400	45,100	54,900	40,500	52,600	64,800	46,900	62,200	77,400	58,500	79,000	99,400
<b>Assistant Minister</b>	29,000	34,300	39,600	29,000	36,800	44,600	32,600	42,600	52,600	35,200	49,100	62,900	43,900	62,300	80,800
<b>Youth Minister</b>	<i>Same as other ministerial categories according to responsibility.</i>														
<b>Minister of Music</b>	<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.**

Number of Members	Small (<150)			Mid Sized I (150- 249)			Mid Sized II (250 - 499)			Large I (500 - 749)			Large II (>750)		
	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX
<b>RELIGIOUS EDUCATION</b>															
<b>Credentialed Religious Educator - Masters Level</b>	28,600	33,600	38,500	31,400	36,100	40,700	38,800	42,700	46,600	47,800	52,600	57,400	60,600	66,700	72,700
<b>Credentialed Religious Educator</b>	26,700	31,300	36,000	29,400	33,700	38,100	37,000	40,800	44,400	44,900	49,600	53,800	55,000	61,100	66,100
<b>Credentialed Religious Educator - Associate Level</b>	25,400	29,900	34,300	28,000	32,100	36,300	35,200	38,700	42,200	41,800	46,000	50,200	49,500	54,400	59,300
<b>Religious Educator</b>	24,200	27,800	32,700	26,600	31,200	35,900	30,900	36,300	41,700	36,100	42,500	48,800	43,700	51,500	59,300

**Recommended Salary Ranges for UUA Congregations  
Effective 1/1/2006  
Geo Index 1**

Number of Members	Small (<150)			Mid Sized I (150- 249)			Mid Sized II (250 - 499)			Large I (500 - 749)			Large II (>750)		
	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX
<b>MUSIC</b>															
<b>Music Director</b>	25,400	31,300	38,500	28,000	33,700	40,700	35,200	40,800	46,600	41,800	49,600	57,400	49,500	61,100	72,700
<b>Choir Director</b>	20,300	25,000	30,800	22,400	27,000	32,560	28,200	32,600	37,280	33,400	39,700	45,920	39,600	48,900	58,160
<b>Organist</b>	16,500	20,300	25,000	18,200	21,900	26,500	22,900	26,500	30,300	27,200	32,200	37,300	32,200	39,700	47,300
<i>Add 20% if the administration of the music program is provided by the Choir Director or Organist</i>															

Number of Members	Small (<150)			Mid Sized I (150- 249)			Mid Sized II (250 - 499)			Large I (500 - 749)			Large II (>750)		
	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX
<b>ADMINISTRATIVE AND OPERATIONS</b>															
<b>Business Administrator</b>	31,800	38,200	44,400	35,600	42,700	49,800	37,600	46,100	54,600	39,900	49,800	59,700	42,900	53,800	64,500
<b>Congregational Administrator</b>	24,300	28,400	32,700	25,100	29,600	33,900	26,000	30,600	35,200	26,400	31,600	37,000	26,800	32,700	38,800
<b>Office Administrator</b>	20,200	23,700	27,200	20,900	24,600	28,200	21,600	25,500	29,300	22,400	26,400	30,300	22,800	27,300	31,900
<b>Office Assistant</b>	17,400	20,200	23,600	17,700	20,800	23,900	18,500	21,600	25,000	18,900	22,300	25,500	19,400	22,900	26,300
<b>Bookkeeper</b>	23,600	27,800	31,900	24,300	28,600	32,800	25,200	29,600	34,000	26,000	30,500	35,000	26,400	31,700	37,000
<b>Membership or Volunteer Coordinator</b>	20,800	24,500	28,100	21,600	25,300	29,100	22,400	26,300	30,100	23,100	27,100	31,200	23,800	28,000	32,200
<b>Custodian</b>	17,400	18,800	22,700	17,400	19,400	22,700	17,400	20,200	22,700	17,400	20,700	23,600	17,900	21,300	24,200
<i>Hourly Rate</i>	<i>8.37</i>	<i>9.04</i>	<i>10.91</i>	<i>8.37</i>	<i>9.33</i>	<i>10.91</i>	<i>8.37</i>	<i>9.71</i>	<i>10.91</i>	<i>8.37</i>	<i>9.95</i>	<i>11.35</i>	<i>8.61</i>	<i>10.24</i>	<i>11.63</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.

**Recommended Salary Ranges for UUA Congregations  
Effective 1/1/2006  
Geo Index 2**

Number of Members <i>MINISTRY</i>	Small (<150)			Mid Sized I (150- 249)			Mid Sized II (250 - 499)			Large I (500 - 749)			Large II (>750)		
	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX
<b>Parish Minister, Minister of Religious Education or Community Minister</b>	37,900	47,400	56,900	47,300	60,300	73,300	54,100	70,300	86,500	62,600	82,900	103,400	78,100	105,500	132,700

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.

<b>Interim Minister</b>	<i>Same as the midpoint of the range recommended for congregations of this size.</i>														
<b>Co-Minister</b>	<i>Same as Minister, pro-rated for part-time</i>														
<b>Associate Minister</b>	32,900	39,200	45,500	37,800	48,200	58,700	43,200	56,200	69,200	50,100	66,400	82,700	62,500	84,300	106,200
<b>Assistant Minister</b>	31,000	36,700	42,300	31,000	39,300	47,700	34,800	45,500	56,200	37,600	52,400	67,200	46,900	66,600	86,300
<b>Youth Minister</b>	<i>Same as other ministerial categories according to responsibility.</i>														
<b>Minister of Music</b>	<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.**

Number of Members <i>RELIGIOUS EDUCATION</i>	Small (<150)			Mid Sized I (150- 249)			Mid Sized II (250 - 499)			Large I (500 - 749)			Large II (>750)		
	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX
<b>Credentialed Religious Educator - Masters Level</b>	30,600	35,900	41,200	33,600	38,500	43,500	41,500	45,600	49,700	51,000	56,200	61,300	64,800	71,300	77,600
<b>Credentialed Religious Educator</b>	28,500	33,500	38,400	31,400	36,000	40,700	39,500	43,600	47,400	47,900	53,000	57,400	58,800	65,200	70,600
<b>Credentialed Religious Educator - Associate Level</b>	27,200	32,000	36,700	29,900	34,300	38,800	37,600	41,400	45,100	44,700	49,200	53,600	52,800	58,100	63,400
<b>Religious Educator</b>	25,900	29,700	35,000	28,400	33,400	38,400	33,000	38,800	44,600	38,500	45,400	52,100	46,700	55,000	63,400

**Recommended Salary Ranges for UUA Congregations  
Effective 1/1/2006  
Geo Index 2**

Number of Members	Small (<150)			Mid Sized I (150- 249)			Mid Sized II (250 - 499)			Large I (500 - 749)			Large II (>750)		
	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX
<b>MUSIC</b>															
<b>Music Director</b>	27,200	33,500	41,200	29,900	36,000	43,500	37,600	43,600	49,700	44,700	53,000	61,300	52,800	65,200	77,600
<b>Choir Director</b>	21,800	26,800	33,000	23,900	28,800	34,800	30,100	34,900	39,800	35,800	42,400	49,000	42,200	52,200	62,100
<b>Organist</b>	17,700	21,800	26,800	19,400	23,400	28,300	24,400	28,300	32,300	29,100	34,500	39,800	34,300	42,400	50,400
<i>Add 20% if the administration of the music program is provided by the Choir Director or Organist</i>															

Number of Members	Small (<150)			Mid Sized I (150- 249)			Mid Sized II (250 - 499)			Large I (500 - 749)			Large II (>750)		
	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX
<b>ADMINISTRATIVE AND OPERATIONS</b>															
<b>Business Administrator</b>	33,900	40,800	47,500	38,000	45,600	53,200	40,100	49,300	58,300	42,600	53,200	63,700	45,900	57,400	68,900
<b>Congregational Administrator</b>	25,900	30,400	35,000	26,800	31,600	36,200	27,800	32,700	37,600	28,200	33,700	39,500	28,600	35,000	41,500
<b>Office Administrator</b>	21,500	25,300	29,000	22,400	26,300	30,200	23,100	27,300	31,300	24,000	28,200	32,300	24,300	29,100	34,100
<b>Office Assistant</b>	18,600	21,600	25,200	18,900	22,200	25,600	19,700	23,100	26,700	20,200	23,800	27,300	20,800	24,400	28,100
<b>Bookkeeper</b>	25,200	29,700	34,000	25,900	30,600	35,100	26,900	31,600	36,300	27,700	32,600	37,400	28,200	33,800	39,500
<b>Membership or Volunteer Coordinator</b>	22,200	26,100	30,000	23,000	27,100	31,100	23,900	28,100	32,100	24,600	29,000	33,300	25,500	29,900	34,400
<b>Custodian</b>	18,600	20,100	24,300	18,600	20,700	24,300	18,600	21,500	24,300	18,600	22,100	25,200	19,100	22,700	25,900
<i>Hourly Rate</i>	<i>8.94</i>	<i>9.66</i>	<i>11.68</i>	<i>8.94</i>	<i>9.95</i>	<i>11.68</i>	<i>8.94</i>	<i>10.34</i>	<i>11.68</i>	<i>8.94</i>	<i>10.63</i>	<i>12.12</i>	<i>9.18</i>	<i>10.91</i>	<i>12.45</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.

**Recommended Salary Ranges for UUA Congregations  
Effective 1/1/2006**

**Geo Index 3 - National Average**

Number of Members <i>MINISTRY</i>	Small (<150)			Mid Sized I (150- 249)			Mid Sized II (250 - 499)			Large I (500 - 749)			Large II (>750)		
	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX
<b>Parish Minister, Minister of Religious Education or Community Minister</b>	40,300	50,400	60,500	50,300	64,150	78,000	57,500	74,750	92,000	66,600	88,200	110,000	83,100	112,200	141,200
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.															
<b>Interim Minister</b>	<i>Same as the midpoint of the range recommended for congregations of this size.</i>														
<b>Co-Minister</b>	<i>Same as Minister, pro-rated for part-time</i>														
<b>Associate Minister</b>	35,000	41,700	48,400	40,200	51,300	62,400	46,000	59,800	73,600	53,300	70,650	88,000	66,500	89,730	112,960
<b>Assistant Minister</b>	33,000	39,000	45,000	33,000	41,850	50,700	37,000	48,400	59,800	40,000	55,750	71,500	49,900	70,850	91,800
<b>Youth Minister</b>	<i>Same as other ministerial categories according to responsibility.</i>														
<b>Minister of Music</b>	<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.**

Number of Members <i>RELIGIOUS EDUCATION</i>	Small (<150)			Mid Sized I (150- 249)			Mid Sized II (250 - 499)			Large I (500 - 749)			Large II (>750)		
	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX
<b>Credentialed Religious Educator - Masters Level</b>	32,500	38,200	43,800	35,700	41,000	46,300	44,100	48,500	52,900	54,300	59,800	65,200	68,900	75,800	82,600
<b>Credentialed Religious Educator</b>	30,300	35,600	40,900	33,400	38,300	43,300	42,000	46,400	50,400	51,000	56,400	61,100	62,500	69,400	75,100
<b>Credentialed Religious Educator - Associate Level</b>	28,900	34,000	39,000	31,800	36,500	41,300	40,000	44,000	48,000	47,500	52,300	57,000	56,200	61,800	67,400
<b>Religious Educator</b>	27,500	31,600	37,200	30,200	35,500	40,800	35,100	41,300	47,400	41,000	48,300	55,400	49,700	58,500	67,400

**Recommended Salary Ranges for UUA Congregations  
Effective 1/1/2006  
Geo Index 3 - National Average**

<b>Number of Members</b>	<b>Small (&lt;150)</b>			<b>Mid Sized I (150- 249)</b>			<b>Mid Sized II (250 - 499)</b>			<b>Large I (500 - 749)</b>			<b>Large II (&gt;750)</b>		
<b>MUSIC</b>	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX
<b>Music Director</b>	28,900	35,600	43,800	31,800	38,300	46,300	40,000	46,400	52,900	47,500	56,400	65,200	56,200	69,400	82,600
<b>Choir Director</b>	23,100	28,500	35,000	25,400	30,600	37,000	32,000	37,100	42,300	38,000	45,100	52,200	45,000	55,500	66,100
<b>Organist</b>	18,800	23,100	28,500	20,700	24,900	30,100	26,000	30,200	34,400	30,900	36,700	42,400	36,500	45,100	53,700
<i>Add 20% if the administration of the music program is provided by the Choir Director or Organist</i>															

<b>Number of Members</b>	<b>Small (&lt;150)</b>			<b>Mid Sized I (150- 249)</b>			<b>Mid Sized II (250 - 499)</b>			<b>Large I (500 - 749)</b>			<b>Large II (&gt;750)</b>		
<b>ADMINISTRATIVE AND OPERATIONS</b>	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX
<b>Business Administrator</b>	36,100	43,400	50,500	40,400	48,500	56,600	42,700	52,400	62,000	45,300	56,600	67,800	48,800	61,100	73,300
<b>Congregational Administrator</b>	27,600	32,300	37,200	28,500	33,600	38,500	29,600	34,800	40,000	30,000	35,900	42,000	30,400	37,200	44,100
<b>Office Administrator</b>	22,900	26,900	30,900	23,800	28,000	32,100	24,600	29,000	33,300	25,500	30,000	34,400	25,900	31,000	36,300
<b>Office Assistant</b>	19,800	23,000	26,800	20,100	23,600	27,200	21,000	24,600	28,400	21,500	25,300	29,000	22,100	26,000	29,900
<b>Bookkeeper</b>	26,800	31,600	36,200	27,600	32,500	37,300	28,600	33,600	38,600	29,500	34,700	39,800	30,000	36,000	42,000
<b>Membership or Volunteer Coordinator</b>	23,600	27,800	31,900	24,500	28,800	33,100	25,400	29,900	34,200	26,200	30,800	35,400	27,100	31,800	36,600
<b>Custodian</b>	19,800	21,400	25,800	19,800	22,000	25,800	19,800	22,900	25,800	19,800	23,500	26,800	20,300	24,200	27,500
<i>Hourly Rate</i>	9.52	10.29	12.40	9.52	10.58	12.40	9.52	11.01	12.40	9.52	11.30	12.88	9.76	11.63	13.22

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.

**Recommended Salary Ranges for UUA Congregations  
Effective 1/1/2006  
Geo Index 4**

Number of Members	Small (<150)			Mid Sized I (150- 249)			Mid Sized II (250 - 499)			Large I (500 - 749)			Large II (>750)		
	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX
<b>MINISTRY</b>															
<b>Parish Minister, Minister of Religious Education or Community Minister</b>	42,700	53,400	64,100	53,300	68,000	82,700	61,000	79,200	97,500	70,600	93,500	116,600	88,100	118,900	149,700
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.															
<b>Interim Minister</b>	<i>Same as the midpoint of the range recommended for congregations of this size.</i>														
<b>Co-Minister</b>	<i>Same as Minister, pro-rated for part-time</i>														
<b>Associate Minister</b>	37,100	44,200	51,300	42,600	54,400	66,100	48,800	63,400	78,000	56,500	74,900	93,300	70,500	95,100	119,700
<b>Assistant Minister</b>	35,000	41,300	47,700	35,000	44,400	53,700	39,200	51,300	63,400	42,400	59,100	75,800	52,900	75,100	97,300
<b>Youth Minister</b>	<i>Same as other ministerial categories according to responsibility.</i>														
<b>Minister of Music</b>	<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.**

Number of Members	Small (<150)			Mid Sized I (150- 249)			Mid Sized II (250 - 499)			Large I (500 - 749)			Large II (>750)		
	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX
<b>RELIGIOUS EDUCATION</b>															
<b>Credentialed Religious Educator - Masters Level</b>	34,500	40,500	46,400	37,800	43,500	49,100	46,700	51,400	56,100	57,600	63,400	69,100	73,000	80,300	87,600
<b>Credentialed Religious Educator</b>	32,100	37,700	43,400	35,400	40,600	45,900	44,500	49,200	53,400	54,100	59,800	64,800	66,300	73,600	79,600
<b>Credentialed Religious Educator - Associate Level</b>	30,600	36,000	41,300	33,700	38,700	43,800	42,400	46,600	50,900	50,400	55,400	60,400	59,600	65,500	71,400
<b>Religious Educator</b>	29,200	33,500	39,400	32,000	37,600	43,200	37,200	43,800	50,200	43,500	51,200	58,700	52,700	62,000	71,400

**Recommended Salary Ranges for UUA Congregations  
Effective 1/1/2006  
Geo Index 4**

Number of Members	Small (<150)			Mid Sized I (150- 249)			Mid Sized II (250 - 499)			Large I (500 - 749)			Large II (>750)		
	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX
<b>MUSIC</b>															
<b>Music Director</b>	30,600	37,700	46,400	33,700	40,600	49,100	42,400	49,200	56,100	50,400	59,800	69,100	59,600	73,600	87,600
<b>Choir Director</b>	24,500	30,200	37,100	27,000	32,500	39,300	33,900	39,400	44,900	40,300	47,800	55,300	47,700	58,900	70,100
<b>Organist</b>	19,900	24,500	30,200	21,900	26,400	31,900	27,600	32,000	36,500	32,800	38,900	44,900	38,700	47,800	56,900
<i>Add 20% if the administration of the music program is provided by the Choir Director or Organist</i>															

Number of Members	Small (<150)			Mid Sized I (150- 249)			Mid Sized II (250 - 499)			Large I (500 - 749)			Large II (>750)		
	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX
<b>ADMINISTRATIVE AND OPERATIONS</b>															
<b>Business Administrator</b>	38,300	46,000	53,500	42,800	51,400	60,000	45,300	55,500	65,700	48,000	60,000	71,900	51,700	64,800	77,700
<b>Congregational Administrator</b>	29,300	34,200	39,400	30,200	35,600	40,800	31,400	36,900	42,400	31,800	38,100	44,500	32,200	39,400	46,700
<b>Office Administrator</b>	24,300	28,500	32,800	25,200	29,700	34,000	26,100	30,700	35,300	27,000	31,800	36,500	27,500	32,900	38,500
<b>Office Assistant</b>	21,000	24,400	28,400	21,300	25,000	28,800	22,300	26,100	30,100	22,800	26,800	30,700	23,400	27,600	31,700
<b>Bookkeeper</b>	28,400	33,500	38,400	29,300	34,500	39,500	30,300	35,600	40,900	31,300	36,800	42,200	31,800	38,200	44,500
<b>Membership or Volunteer Coordinator</b>	25,000	29,500	33,800	26,000	30,500	35,100	26,900	31,700	36,300	27,800	32,600	37,500	28,700	33,700	38,800
<b>Custodian</b>	21,000	22,700	27,300	21,000	23,300	27,300	21,000	24,300	27,300	21,000	24,900	28,400	21,500	25,700	29,200
<i>Hourly Rate</i>	<i>10.10</i>	<i>10.91</i>	<i>13.13</i>	<i>10.10</i>	<i>11.20</i>	<i>13.13</i>	<i>10.10</i>	<i>11.68</i>	<i>13.13</i>	<i>10.10</i>	<i>11.97</i>	<i>13.65</i>	<i>10.34</i>	<i>12.36</i>	<i>14.04</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.

**Recommended Salary Ranges for UUA Congregations**

**Effective 1/1/2006**

**Geo Index 5**

Number of Members	Small (<150)			Mid Sized I (150- 249)			Mid Sized II (250 - 499)			Large I (500 - 749)			Large II (>750)		
	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX
<b>MINISTRY</b>															
<b>Parish Minister, Minister of Religious Education or Community Minister</b>	45,100	56,400	67,800	56,300	71,800	87,400	64,400	83,700	103,000	74,600	98,800	123,200	93,100	125,700	158,100
<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>															
<b>Interim Minister</b>	<i>Same as the midpoint of the range recommended for congregations of this size.</i>														
<b>Co-Minister</b>	<i>Same as Minister, pro-rated for part-time</i>														
<b>Associate Minister</b>	39,200	46,700	54,200	45,000	57,500	69,900	51,500	67,000	82,400	59,700	79,100	98,600	74,500	100,500	126,500
<b>Assistant Minister</b>	37,000	43,700	50,400	37,000	46,900	56,800	41,400	54,200	67,000	44,800	62,400	80,100	55,900	79,400	102,800
<b>Youth Minister</b>	<i>Same as other ministerial categories according to responsibility.</i>														
<b>Minister of Music</b>	<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.**

Number of Members	Small (<150)			Mid Sized I (150- 249)			Mid Sized II (250 - 499)			Large I (500 - 749)			Large II (>750)		
	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX
<b>RELIGIOUS EDUCATION</b>															
<b>Credentialed Religious Educator - Masters Level</b>	36,400	42,800	49,100	40,000	45,900	51,900	49,400	54,300	59,200	60,800	67,000	73,000	77,200	84,900	92,500
<b>Credentialed Religious Educator</b>	33,900	39,900	45,800	37,400	42,900	48,500	47,000	52,000	56,400	57,100	63,200	68,400	70,000	77,700	84,100
<b>Credentialed Religious Educator - Associate Level</b>	32,400	38,100	43,700	35,600	40,900	46,300	44,800	49,300	53,800	53,200	58,600	63,800	62,900	69,200	75,500
<b>Religious Educator</b>	30,800	35,400	41,700	33,800	39,800	45,700	39,300	46,300	53,100	45,900	54,100	62,000	55,700	65,500	75,500

**Recommended Salary Ranges for UUA Congregations  
Effective 1/1/2006  
Geo Index 5**

<b>Number of Members</b>	<b>Small (&lt;150)</b>			<b>Mid Sized I (150- 249)</b>			<b>Mid Sized II (250 - 499)</b>			<b>Large I (500 - 749)</b>			<b>Large II (&gt;750)</b>		
<b>MUSIC</b>	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX
<b>Music Director</b>	32,400	39,900	49,100	35,600	42,900	51,900	44,800	52,000	59,200	53,200	63,200	73,000	62,900	77,700	92,500
<b>Choir Director</b>	25,900	31,900	39,300	28,500	34,300	41,500	35,800	41,600	47,400	42,600	50,600	58,400	50,300	62,200	74,000
<b>Organist</b>	21,100	25,900	31,900	23,100	27,900	33,700	29,100	33,800	38,500	34,600	41,100	47,500	40,900	50,500	60,100
<i>Add 20% if the administration of the music program is provided by the Choir Director or Organist</i>															

<b>Number of Members</b>	<b>Small (&lt;150)</b>			<b>Mid Sized I (150- 249)</b>			<b>Mid Sized II (250 - 499)</b>			<b>Large I (500 - 749)</b>			<b>Large II (&gt;750)</b>		
<b>ADMINISTRATIVE AND OPERATIONS</b>	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX
<b>Business Administrator</b>	40,400	48,600	56,600	45,200	54,300	63,400	47,800	58,700	69,400	50,700	63,400	75,900	54,700	68,400	82,100
<b>Congregational Administrator</b>	30,900	36,200	41,700	31,900	37,600	43,100	33,200	39,000	44,800	33,600	40,200	47,000	34,000	41,700	49,400
<b>Office Administrator</b>	25,600	30,100	34,600	26,700	31,400	36,000	27,600	32,500	37,300	28,600	33,600	38,500	29,000	34,700	40,700
<b>Office Assistant</b>	22,200	25,800	30,000	22,500	26,400	30,500	23,500	27,600	31,800	24,100	28,300	32,500	24,800	29,100	33,500
<b>Bookkeeper</b>	30,000	35,400	40,500	30,900	36,400	41,800	32,000	37,600	43,200	33,000	38,900	44,600	33,600	40,300	47,000
<b>Membership or Volunteer Coordinator</b>	26,400	31,100	35,700	27,400	32,300	37,100	28,400	33,500	38,300	29,300	34,500	39,600	30,400	35,600	41,000
<b>Custodian</b>	22,200	24,000	28,900	22,200	24,600	28,900	22,200	25,600	28,900	22,200	26,300	30,000	22,700	27,100	30,800
<i>Hourly Rate</i>	<i>10.67</i>	<i>11.54</i>	<i>13.89</i>	<i>10.67</i>	<i>11.83</i>	<i>13.89</i>	<i>10.67</i>	<i>12.31</i>	<i>13.89</i>	<i>10.67</i>	<i>12.64</i>	<i>14.42</i>	<i>10.91</i>	<i>13.03</i>	<i>14.81</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.