

**Salary Recommendations for Church Years
Beginning July 1, 2015
Geo Index 6**

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	54,400	68,150	81,750	68,000	86,750	105,350	76,150	99,100	121,950	83,150	109,000	135,250	90,100	119,100	148,650	112350	151,700	190,800
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	49,400	58,800	68,200	56,550	72,200	87,850	63,550	82,550	101,550	69,300	91,050	112,700	75,000	99,550	123,850	97,200	131,100	165,000
Assistant Minister	47,750	56,450	65,150	47,700	60,550	73,400	52,500	68,750	84,850	55,250	74,650	94,200	57,850	80,650	103,450	72,200	102,650	132,950
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	44,900	52,700	60,500	49,350	56,650	63,950	59,600	65,750	71,600	67,350	74,200	80,850	75,000	82,550	90,100	95,200	104,700	114,200
Credentialed Religious Educator	42,400	49,750	57,100	46,500	53,400	60,300	56,250	62,000	67,500	63,500	70,000	76,250	70,750	77,850	84,950	89,750	98,700	107,650
Credentialed Religious Educator - Associate Level	39,800	46,800	53,650	43,800	50,200	56,850	53,950	59,300	64,900	59,750	65,700	71,650	65,450	72,100	78,600	77,450	85,250	92,950
Religious Educator	37,950	43,700	51,350	41,750	49,150	56,450	47,750	56,100	64,300	52,200	61,450	70,600	56,750	66,800	76,750	65,650	79,100	90,700
Religious Educator Coordinator	30,150	34,750	39,950	33,200	39,100	45,000	37,900	44,550	51,200	41,350	48,800	56,100	45,150	53,050	60,950	52,150	62,750	72,200
Employees whose primary responsibilities are to provide clerical and administrative support should be classified in the Administrative job family.																		

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MUSIC	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX
UUA Certified Music Director	42,150	49,550	59,400	47,350	55,700	64,050	54,100	63,600	73,100	58,750	69,150	76,550	69,500	81,800	94,100	82,350	96,850	115,250
Music Director	38,550	47,450	58,350	41,200	51,000	61,800	52,150	60,500	68,850	57,600	67,800	77,850	63,150	74,950	86,750	74,750	92,250	109,900
UUA Certified Choir Director	32,150	39,800	48,950	36,550	43,950	53,200	44,200	51,350	59,100	49,300	58,100	66,600	54,600	64,850	75,100	64,600	79,700	94,800
Choir Director	30,650	37,950	46,650	35,100	42,200	51,150	42,550	49,300	56,050	46,950	55,150	63,450	51,550	61,100	70,650	60,800	75,250	89,550
Instrumentalist	25,250	31,100	38,200	27,700	33,400	40,400	34,300	39,700	45,100	37,850	44,400	51,100	41,500	49,200	56,900	48,950	60,550	72,050
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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MEMBERSHIP	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX
Membership Director	42,350	49,700	57,050	46,500	53,400	60,300	56,150	61,950	67,450	63,450	69,950	76,200	70,700	77,800	84,900	89,750	98,700	107,650
Membership Manager	35,950	41,400	48,650	39,500	46,550	53,450	48,300	53,100	58,100	49,350	58,150	66,800	53,700	63,200	72,600	62,100	74,800	85,800
Membership Coordinator	30,150	34,750	39,950	33,200	39,100	45,000	37,900	44,550	51,050	41,350	48,800	56,100	45,150	53,050	60,950	52,150	62,750	72,200
Employees whose primary responsibilities are to provide clerical and administrative support should be classified in the Administrative job family.																		
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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	-	-	-	-	-	-	56,600	69,500	82,250	59,000	73,050	87,000	61,350	76,600	91,750	66,100	82,650	99,200
Congregational Administrator	42,750	50,200	57,650	43,650	51,350	58,950	44,450	52,150	59,950	45,050	53,550	62,150	45,850	55,050	64,400	46,450	56,800	67,400
Office Administrator	32,450	38,000	43,650	33,650	39,550	45,550	34,000	40,250	46,150	35,050	41,300	47,300	36,100	42,350	48,600	36,550	43,750	51,300
Office Assistant	27,800	32,400	37,700	28,150	33,100	38,300	29,000	33,800	39,100	29,500	34,650	40,050	30,200	35,600	40,750	31,050	36,450	42,000
Bookkeeper	37,050	43,650	50,050	37,750	44,450	51,000	38,400	44,950	51,750	39,300	46,100	53,050	40,300	47,400	54,350	41,000	49,200	57,400
Child Care Worker	26,750	30,400	34,950	26,750	30,400	34,950	26,750	30,400	34,950	27,350	31,050	35,600	28,000	31,850	36,500	28,750	32,700	37,500
Hourly Rate Child Care Worker	12.86	14.62	16.80	12.86	14.62	16.80	12.86	14.62	16.80	13.15	14.93	17.12	13.46	15.31	17.55	13.82	15.72	18.03
Custodian	29,600	33,700	39,600	30,250	34,400	40,450	30,900	35,100	41,250	31,500	35,800	42,050	32,300	36,700	43,150	33,200	37,700	44,300
Hourly Rate Custodian	14.23	16.20	19.04	14.54	16.54	19.45	14.86	16.88	19.83	15.14	17.21	20.22	15.53	17.64	20.75	15.96	18.13	21.30