

**Salary Recommendations for Church Years
Beginning July 1, 2014
Geo Index 1**

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	40,600	50,850	61,000	50,750	64,700	78,550	56,800	73,900	90,900	62,000	81,300	100,850	67,150	88,800	110,850	83,750	113,100	142,250
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	35,350	42,100	48,850	40,500	51,700	62,900	45,500	59,100	72,700	49,600	65,200	80,700	53,700	71,300	88,700	69,550	93,800	118,050
Assistant Minister	33,200	39,300	45,400	33,250	42,150	51,050	36,550	47,850	59,050	38,450	51,950	65,550	40,300	56,150	72,000	50,250	71,450	92,550
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	32,150	37,750	43,350	35,350	40,550	45,750	42,700	47,100	51,300	48,200	53,150	57,900	53,700	59,100	64,500	68,150	74,950	81,750
Credentialed Religious Educator	30,400	35,700	41,000	33,400	38,350	43,300	40,350	44,500	48,450	45,600	50,250	54,750	50,800	55,900	61,000	64,450	70,900	77,350
Credentialed Religious Educator - Associate Level	28,550	33,550	38,500	31,450	36,000	40,750	38,700	42,500	46,500	42,750	47,050	51,350	46,850	51,600	56,250	55,400	61,000	66,500
Religious Educator	27,200	31,300	36,800	29,900	35,250	40,500	34,200	40,200	46,100	37,400	44,050	50,600	40,700	47,900	55,000	47,050	56,700	65,050
Religious Educator Coordinator	21,600	24,900	28 650	23,800	28,000	32,200	27,200	31,950	36,700	29,650	34,950	40,150	32,300	37,950	43,600	37,300	44,900	51,650

**Salary Recommendations for Church Years
Beginning July 1, 2014
Geo Index 1**

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)		
MUSIC	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX
UUA Certified Music Director	30,850	36,250	43,500	34,600	40,750	46,900	39,550	46,500	53,450	42,950	50,550	58,150	50,850	59,800	68,750	60,200	70,800	84,250
Music Director	28,000	34,450	42,400	31,250	38,700	46,800	38,050	44,200	50,350	42,100	49,500	56,800	46,100	54,700	63,300	54,500	67,300	80,200
UUA Certified Choir Director	23,550	29,150	35,850	26,750	32,150	38,950	32,350	37,550	43,250	36,100	42,500	48,750	39,950	47,450	54,950	47,250	58,350	69,450
Choir Director	22,700	27,950	34,300	25,700	30,900	37,400	31,150	36,100	41,050	34,350	40,350	46,450	37,700	44,700	51,700	44,500	55,050	65,500
Organist	18,500	22,750	27,950	20,250	24,400	29,500	25,050	29,050	33,050	27,650	32,450	37,350	30,300	35,950	41,600	35,750	44,250	52,650
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							39,850	48,900	57,850	41,500	51,400	61,200	43,200	53,900	64,550	46,500	58,150	69,800
Congregational Administrator	31,300	36,750	42,200	31,950	37,600	43,150	32,500	38,150	43,900	32,950	39,150	45,450	33,500	40,250	47,100	34,000	41,550	49,300
Office Administrator	24,200	28,300	32,600	25,100	29,500	34,000	25,300	30,000	34,400	26,100	30,800	35,300	26,900	31,600	36,300	27,300	32,600	38,300
Office Assistant	20,300	23,700	27,500	20,600	24,200	28,000	21,200	24,750	28,600	21,600	25,300	29,300	22,100	26,000	29,800	22,700	26,700	30,700
Bookkeeper	26,550	31,300	35,900	27,100	31,900	36,600	27,550	32,250	37,150	28,200	33,100	38,100	28,900	34,000	39,000	29,400	35,300	41,200
Membership or Volunteer Coordinator	26,100	30,750	35,300	26,650	31,500	36,100	27,200	31,950	36,550	27,950	32,700	37,650	28,550	33,600	38,750	29,550	34,700	39,900
Custodian	22,550	24,850	30,100	22,550	25,050	29,450	22,550	25,600	29,450	22,550	26,150	30,000	22,550	26,800	30,550	23,150	27,550	31,300
Hourly Rate	10.84	11.95	14.47	10.84	12.04	14.16	10.84	12.31	14.16	10.84	12.57	14.42	10.84	12.88	14.69	11.13	13.25	15.05
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.																		