

Salary Recommendations for Church Years
Beginning July 1, 2013
Geo Index 2

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	40,100	50,300	60,300	50,200	64,000	77,700	56,200	73,100	90,000	61,400	80,500	99,800	66,500	87,900	109,700	82,900	112,000	140,800
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	35,000	41,600	48,300	40,000	51,100	62,200	45,000	58,500	71,900	49,100	64,500	79,800	53,100	70,500	87,700	66,400	89,500	112,600
Assistant Minister	32,900	38,900	44,900	32,900	41,700	50,600	36,200	47,400	58,500	38,100	51,400	64,900	39,900	55,600	71,300	49,700	70,700	91,600
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.																	
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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	32,400	38,100	43,700	35,600	40,900	46,200	43,100	47,500	51,700	48,600	53,600	58,400	54,100	59,600	65,000	68,700	75,600	82,400
Credentialed Religious Educator	30,200	35,500	40,800	33,300	38,200	43,100	41,100	45,400	49,300	46,000	50,900	55,100	50,900	56,200	60,900	62,300	69,200	74,900
Credentialed Religious Educator - Associate Level	28,900	33,900	38,900	31,800	36,400	41,200	39,100	43,000	47,000	43,200	47,600	51,900	47,400	52,200	56,900	56,000	61,700	67,200
Religious Educator	27,400	31,500	37,000	30,100	35,400	40,700	34,400	40,400	46,300	37,600	44,300	50,900	40,900	48,100	55,300	47,300	57,000	65,300
Religious Educator Coordinator	22,200	25,600	29,400	24,400	28,800	33,100	27,900	32,800	37,700	30,500	35,900	41,300	33,200	39,000	44,800	38,400	46,200	53,100

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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	31,700	37,200	44,700	35,500	41,800	48,100	40,600	47,800	54,900	44,100	51,900	59,700	52,200	61,400	70,600	61,800	72,700	86,500
Music Director	28,900	35,500	43,700	31,800	38,200	46,200	39,100	45,400	51,700	43,200	50,900	58,400	47,400	56,200	65,000	56,000	69,200	82,400
UUA Credentialed Choir Director	24,200	29,900	36,800	27,400	33,000	40,000	33,200	38,500	44,400	37,000	43,600	50,000	41,000	48,700	56,400	48,500	59,900	71,300
Choir Director	23,000	28,500	35,000	26,100	31,400	38,100	31,600	36,700	41,700	35,300	41,500	47,700	39,000	46,300	53,700	46,200	57,100	67,900
Organist	18,800	23,100	28,400	20,600	24,800	30,000	25,500	29,500	33,600	28,100	33,000	38,000	30,800	36,600	42,300	36,400	45,000	53,600
<i>Add 20% if the administration of the music program is provided by the Choir Director or Organist</i>																		
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	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX
Business Administrator							40,500	49,700	58,800	42,200	52,300	62,200	43,900	54,800	65,600	47,300	59,100	71,000
Congregational Administrator	31,400	36,800	42,300	32,500	38,300	43,900	33,100	38,800	44,700	33,600	39,900	46,200	34,100	41,000	47,900	34,600	42,300	50,200
Office Administrator	25,900	30,300	34,800	26,800	31,500	36,300	27,100	32,100	36,800	27,900	32,900	37,700	28,800	33,700	38,700	29,100	34,900	40,900
Office Assistant	21,700	25,300	29,400	22,000	25,900	29,900	22,700	26,400	30,600	23,000	27,100	31,300	23,600	27,800	31,900	24,300	28,500	32,800
Bookkeeper	26,700	31,500	36,100	27,500	32,400	37,200	28,000	32,800	37,800	28,700	33,700	38,700	29,400	34,600	39,700	29,900	35,900	41,900
Membership or Volunteer Coordinator	26,400	31,100	35,700	27,400	32,300	37,000	27,900	32,800	37,500	28,700	33,600	38,600	29,300	34,500	39,800	30,400	35,600	41,000
Custodian	23,100	25,000	30,300	23,100	25,800	30,300	23,100	26,300	30,300	23,100	26,900	30,800	23,100	27,500	31,400	23,800	28,300	32,100
Hourly Rate	11.13	12.01	14.54	11.13	12.40	14.54	11.13	12.64	14.54	11.13	12.93	14.84	11.13	13.23	15.08	11.42	13.62	15.47
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.																		