

# Ministers

Refer to **Guide to Salary Recommendations** for appropriate use of charts, including guidance on:

- How UUA Salary Recommendations are developed.
- Prorating for part-time and converting annual to hourly.
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- Consideration of local wage laws/norms. (UUA Recommendations are based on national wages.)
- Adjustment of range minimums to at least 85% of midpoint.

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**Notes for setting ministerial salaries:**

- All recommendations are for Salary + Housing.
- **Second minister salaries** should be determined primarily by level of responsibility, authority, and impact relative to lead minister, regardless of title. May blend Associate/Assistant salary lines.
- **Program ministers** (e.g., Minister of Pastoral Care, Minister of Music, Minister of Religious Education) are generally treated as second ministers - Associate, Assistant, or blend.
- **Interim minister salaries** should be at midpoint or above.

TITLE <i>See capsule job descriptions</i>	Small			Midsize I			Midsize II			Midsize III			Large I			Large II		
	<150 members			150 - 249 members			250 - 349 members			350 - 499 members			500 - 749 members			750+ members		
	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX
<b>Lead Minister: Solo, Senior, or Co-lead</b>	55,700	65,600	78,800	71,000	83,400	101,400	81,100	95,400	117,200	89,000	104,800	130,100	97,300	114,500	143,000	124,000	145,800	183,400
<b>Second Minister: Associate function</b>	48,100	56,500	65,600	59,000	69,400	84,600	67,500	79,400	97,700	74,500	87,600	108,400	82,300	95,800	119,200	107,200	126,200	158,700
<b>Second Minister: Assistant function</b>	46,100	54,300	62,700	49,500	58,300	70,700	56,300	66,200	81,800	61,100	71,900	90,600	66,000	77,700	99,600	83,900	98,800	127,900

## Religious Education Staff

**Notes for setting religious education staff salaries:**

- Be sure to use the appropriate position based on our capsule job descriptions, regardless of your congregational position title.
- "Credentialed" refers to those who have completed UUA RE Credentialing Program at one of three levels.
- Religious Education program size may impact placement within the range, if it is especially large or small relative to membership.
- Religious Education staff primarily responsible for providing clerical/administrative support should be classified as Administrative staff.

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	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX
<b>Credentialed, Master Level</b>	42,700	50,200	57,600	47,000	53,900	60,900	56,800	62,600	68,200	64,100	70,700	76,900	71,500	78,600	85,800	90,700	99,700	108,800
<b>Credentialed, Credentialed Level</b>	40,300	47,400	54,400	44,300	50,800	57,400	53,600	59,000	64,300	60,500	66,500	72,600	67,300	74,100	80,900	85,400	93,900	102,400
<b>Credentialed, Associate Level</b>	37,900	44,600	51,100	42,100	49,500	56,300	51,400	56,400	63,700	56,900	62,500	71,000	62,300	68,600	78,100	73,600	81,100	95,600
<b>Religious Educator</b>	37,100	42,800	50,300	40,900	48,100	55,300	46,800	55,000	63,000	51,200	60,300	69,200	55,600	65,400	75,200	65,900	77,600	88,900
<b>Religious Education Coordinator</b>	28,300	32,800	37,600	31,200	36,800	42,300	35,700	41,900	48,200	39,000	45,900	52,900	42,500	50,100	57,400	50,300	59,100	68,000

# Music Staff



**Notes for setting music staff salaries:**

- Be sure to use the appropriate position based on our capsule job descriptions, regardless of your congregational position title.
- "UUA Certified" refers to those who have completed the UUA Music Leadership Certification Program.
- When hiring contract musicians (rather than staff musicians), we suggest consulting your local musicians' union to determine appropriate rates.

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<b>UUA Certified Music Director</b>	40,200	47,200	56,500	44,700	52,500	60,400	51,000	59,900	68,900	55,400	65,200	75,000	65,500	77,000	88,700	77,600	91,300	108,700
<b>Music Director</b>	38,300	45,100	55,600	40,900	48,100	58,300	49,100	57,000	64,900	54,300	63,900	73,300	59,900	70,600	81,800	73,900	86,800	103,500
<b>UUA Certified Choir Director</b>	32,200	37,900	46,700	35,500	41,800	50,700	42,000	48,800	56,200	47,000	55,200	63,300	52,400	61,700	71,400	64,500	75,800	90,200
<b>Choir Director</b>	30,700	36,200	44,500	34,200	40,200	48,700	40,600	47,000	53,400	44,700	52,400	60,500	49,300	58,100	67,300	61,000	71,700	85,300
<b>Instrumentalist</b>	24,900	29,400	35,900	26,800	31,500	38,000	32,300	37,500	42,500	35,700	41,800	48,200	39,400	46,500	53,800	48,600	57,200	68,000

# Membership Staff

**Notes for setting membership staff salaries:**

- Be sure to use the appropriate position based on our capsule job descriptions, regardless of your congregational position title.
- Membership staff primarily responsible for clerical/administrative support should be classified as Administrative staff.

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<b>Membership Director</b>	40,000	46,900	53,800	43,900	50,400	56,900	52,900	58,400	63,600	59,700	65,900	71,800	66,500	73,300	80,000	84,600	93,000	101,500
<b>Membership Manager</b>	33,800	38,900	45,800	37,300	43,900	50,400	45,500	50,100	54,700	46,600	54,800	62,900	50,700	59,600	68,500	59,900	70,600	80,900
<b>Membership Coordinator</b>	28,300	32,800	37,600	31,200	36,800	42,300	35,700	41,900	48,100	39,000	45,900	52,900	42,500	50,100	57,400	50,300	59,100	68,000

# Administrative and Operations Staff

## Notes for setting administrative and operations staff salaries:

- Be sure to use the appropriate position based on our capsule job descriptions, regardless of your congregational position title.
- Check minimum and prevailing wage rates in your location. Adjust our recommendations as appropriate to take into account the minimum wage and local norms.

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Dir. of Finance & Operations	-	-	-	-	-	-	-	-	-	67,500	79,500	94,600	70,800	83,300	99,700	76,300	89,900	108,000
Business Administrator	-	-	-	-	-	-	57,300	67,400	79,900	60,300	70,900	84,400	63,800	75,000	89,900	68,800	81,000	97,200
Congregational Administrator	41,200	48,400	55,500	42,000	49,400	56,700	43,100	50,600	58,200	44,100	51,900	60,300	45,800	53,900	63,000	47,200	55,500	65,900
Office Administrator	32,300	37,900	43,500	33,500	39,400	45,300	34,000	40,000	45,900	35,000	41,200	47,100	36,000	42,200	48,500	37,000	43,600	51,200
Office Assistant	27,200	31,700	36,900	27,700	32,600	37,600	28,500	33,200	38,500	29,000	34,100	39,400	29,700	35,000	40,100	30,600	35,900	41,400
Bookkeeper	36,800	43,300	49,500	37,400	44,000	50,400	38,000	44,400	51,200	38,900	45,700	52,500	39,800	46,900	53,800	41,400	48,700	56,800
Childcare Worker	27,000	30,700	35,400	27,000	30,700	35,400	27,000	30,700	35,400	27,700	31,300	36,000	28,300	32,200	36,800	29,000	33,100	37,900
Childcare Worker, Hourly rate	12.98	14.76	17.02	12.98	14.76	17.02	12.98	14.76	17.02	13.32	15.05	17.31	13.61	15.48	17.69	13.94	15.91	18.22
Facilities Mgr	-	-	-	-	-	-	-	-	-	39,300	44,700	52,500	40,200	45,800	53,900	41,200	47,000	55,100
Custodian	28,400	32,400	38,100	29,000	33,100	38,800	29,600	33,700	39,600	30,300	34,400	40,500	31,000	35,300	41,500	31,700	36,300	42,500
Custodian, Hourly rate	13.65	15.58	18.32	13.94	15.91	18.65	14.23	16.20	19.04	14.57	16.54	19.47	14.90	16.97	19.95	15.24	17.45	20.43