

Ministers



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.

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.
- Adding in the cost of benefits and payroll taxes (which are not included here).
- 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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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
Lead Minister: Solo, Senior, or Co-lead	59,100	69,500	83,500	75,200	88,400	107,400	85,900	101,100	124,200	94,300	111,000	137,900	103,200	121,400	151,500	131,500	154,600	194,400
Second Minister: Associate function	51,000	59,900	69,500	62,600	73,600	89,600	71,500	84,200	103,600	78,900	92,800	114,900	87,200	101,500	126,300	113,700	133,700	168,200
Second Minister: Assistant function	48,900	57,500	66,500	52,500	61,800	74,900	59,700	70,200	86,700	64,700	76,200	96,100	70,000	82,300	105,600	89,000	104,700	135,600

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
Credentialed, Master Level	45,300	53,200	61,000	49,800	57,100	64,500	60,200	66,400	72,300	67,900	74,900	81,600	75,800	83,300	90,900	96,200	105,700	115,300
Credentialed, Credentialed Level	42,700	50,200	57,600	46,900	53,800	60,800	56,800	62,600	68,100	64,100	70,500	77,000	71,300	78,500	85,700	90,500	99,600	108,500
Credentialed, Associate Level	40,200	47,300	54,200	44,700	52,500	59,700	54,500	59,800	67,500	60,300	66,300	75,200	66,100	72,700	82,800	78,100	85,900	101,300
Religious Educator	39,300	45,400	53,300	43,300	51,000	58,600	49,600	58,300	66,800	54,300	63,900	73,400	59,000	69,300	79,700	69,900	82,200	94,200
Religious Education Coordinator	30,000	34,700	39,900	33,100	39,000	44,900	37,900	44,400	51,100	41,400	48,700	56,100	45,100	53,100	60,800	53,300	62,700	72,100

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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UUA Certified Music Director	42,600	50,000	59,900	47,400	55,700	64,000	54,000	63,500	73,000	58,700	69,100	79,500	69,400	81,700	94,000	82,200	96,700	115,200
Music Director	40,600	47,800	59,000	43,300	51,000	61,800	52,100	60,400	68,800	57,500	67,700	77,700	63,500	74,800	86,700	78,300	92,000	109,700
UUA Certified Choir Director	34,200	40,200	49,500	37,700	44,300	53,700	44,500	51,800	59,600	49,800	58,500	67,100	55,600	65,400	75,700	68,300	80,400	95,600
Choir Director	32,500	38,300	47,200	36,200	42,600	51,600	43,000	49,800	56,600	47,400	55,600	64,100	52,300	61,600	71,300	64,600	76,000	90,400
Instrumentalist	26,400	31,100	38,100	28,400	33,400	40,300	34,300	39,700	45,100	37,900	44,300	51,100	41,800	49,200	57,000	51,500	60,600	72,100

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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Membership Director	42,400	49,700	57,000	46,500	53,400	60,300	56,100	61,900	67,400	63,300	69,900	76,100	70,500	77,700	84,800	89,600	98,600	107,500
Membership Manager	35,800	41,300	48,600	39,500	46,500	53,400	48,300	53,100	58,000	49,300	58,100	66,700	53,700	63,200	72,600	63,500	74,800	85,700
Membership Coordinator	30,000	34,700	39,900	33,100	39,000	44,900	37,900	44,400	51,000	41,400	48,700	56,100	45,100	53,100	60,800	53,300	62,700	72,100

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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	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX
Dir. of Finance & Operations	-	-	-	-	-	-	-	-	-	71,500	84,200	100,300	75,100	88,300	105,700	80,900	95,200	114,400
Business Administrator	-	-	-	-	-	-	60,700	71,400	84,700	63,900	75,200	89,500	67,600	79,500	95,200	73,000	85,900	103,100
Congregational Administrator	43,700	51,300	58,900	44,500	52,400	60,100	45,600	53,700	61,700	46,700	55,000	63,900	48,500	57,100	66,800	50,000	58,900	69,900
Office Administrator	34,300	40,100	46,100	35,500	41,800	48,100	36,000	42,400	48,600	37,200	43,700	49,900	38,100	44,800	51,400	39,200	46,200	54,200
Office Assistant	28,900	33,600	39,100	29,300	34,500	39,900	30,200	35,200	40,800	30,800	36,200	41,800	31,500	37,200	42,600	32,400	38,000	43,900
Bookkeeper	39,000	45,900	52,500	39,700	46,600	53,500	40,200	47,100	54,200	41,200	48,400	55,700	42,200	49,700	57,000	43,900	51,600	60,200
Childcare Worker	28,700	32,500	37,500	28,700	32,500	37,500	28,700	32,500	37,500	29,300	33,200	38,100	30,000	34,200	39,000	30,800	35,100	40,100
Childcare Worker, Hourly rate	13.80	15.63	18.03	13.80	15.63	18.03	13.80	15.63	18.03	14.09	15.96	18.32	14.42	16.44	18.75	14.81	16.88	19.28
Facilities Mgr	-	-	-	-	-	-	-	-	-	41,700	47,400	55,700	42,700	48,500	57,100	43,700	49,800	58,400
Custodian	30,100	34,400	40,300	30,800	35,100	41,100	31,400	35,700	42,000	32,100	36,500	42,900	32,900	37,400	44,000	33,600	38,500	45,100
Custodian, Hourly rate	14.47	16.54	19.38	14.81	16.88	19.76	15.10	17.16	20.19	15.43	17.55	20.63	15.82	17.98	21.15	16.15	18.51	21.68