

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.

https://www.uua.org/sites/live-new.uua.org/files/guide_to_salary_recommendations.pdf

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	62,400	73,500	88,300	79,500	93,400	113,500	90,800	106,800	131,300	99,700	117,300	145,700	109,000	128,300	160,100	138,900	163,300	205,500
Second Minister: Associate function	53,900	63,300	73,500	66,100	77,800	94,700	75,600	88,900	109,500	83,400	98,100	121,400	92,200	107,300	133,500	120,100	141,300	177,800
Second Minister: Assistant function	51,700	60,800	70,300	55,500	65,300	79,100	63,100	74,200	91,600	68,400	80,500	101,500	73,900	87,000	111,600	94,000	110,600	143,300

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	47,900	56,200	64,500	52,600	60,300	68,200	63,600	70,100	76,400	71,800	79,100	86,200	80,100	88,000	96,100	101,600	111,700	121,800
Credentialed, Credentialed Level	45,100	53,100	60,900	49,600	56,900	64,300	60,000	66,100	72,000	67,700	74,500	81,300	75,300	82,900	90,600	95,600	105,200	114,700
Credentialed, Associate Level	42,500	50,000	57,200	47,200	55,500	63,100	57,600	63,200	71,300	63,700	70,000	79,500	69,800	76,800	87,400	82,500	90,800	107,100
Religious Educator	41,500	48,000	56,300	45,800	53,900	61,900	52,400	61,600	70,600	57,300	67,500	77,500	62,300	73,300	84,200	73,800	86,900	99,600
Religious Education Coordinator	31,700	36,700	42,100	35,000	41,200	47,400	40,000	47,000	54,000	43,700	51,500	59,300	47,600	56,100	64,300	56,300	66,200	76,100

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	45,000	52,800	63,300	50,100	58,800	67,600	57,100	67,100	77,200	62,100	73,000	84,000	73,400	86,300	99,300	86,900	102,200	121,700
Music Director	42,900	50,500	62,300	45,800	53,900	65,300	55,000	63,800	72,700	60,800	71,500	82,100	67,100	79,000	91,600	82,700	97,200	115,900
UUA Certified Choir Director	36,100	42,500	52,300	39,800	46,800	56,800	47,100	54,700	63,000	52,600	61,800	70,900	58,700	69,100	79,900	72,200	84,900	101,100
Choir Director	34,400	40,500	49,800	38,300	45,000	54,600	45,500	52,600	59,800	50,100	58,700	67,700	55,300	65,100	75,300	68,300	80,300	95,500
Instrumentalist	27,900	32,900	40,300	30,000	35,300	42,600	36,200	42,000	47,600	40,000	46,800	54,000	44,200	52,000	60,200	54,400	64,000	76,100

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	44,800	52,500	60,200	49,100	56,400	63,700	59,300	65,400	71,200	66,900	73,800	80,400	74,500	82,100	89,600	94,700	104,200	113,600
Membership Manager	37,800	43,600	51,300	41,800	49,100	56,400	51,000	56,100	61,300	52,100	61,400	70,500	56,800	66,800	76,700	67,100	79,000	90,600
Membership Coordinator	31,700	36,700	42,100	35,000	41,200	47,400	40,000	47,000	53,900	43,700	51,500	59,300	47,600	56,100	64,300	56,300	66,200	76,100

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	-	-	-	-	-	-	-	-	-	75,600	89,000	106,000	79,300	93,300	111,700	85,500	100,600	120,900
Business Administrator	-	-	-	-	-	-	64,200	75,500	89,500	67,600	79,400	94,600	71,400	84,000	100,600	77,100	90,700	108,900
Congregational Administrator	46,100	54,200	62,200	47,100	55,300	63,500	48,200	56,700	65,200	49,400	58,100	67,600	51,300	60,300	70,600	52,900	62,200	73,800
Office Administrator	36,200	42,400	48,700	37,500	44,100	50,800	38,100	44,800	51,400	39,300	46,100	52,800	40,300	47,300	54,300	41,500	48,800	57,300
Office Assistant	30,500	35,500	41,400	31,000	36,500	42,200	31,900	37,200	43,100	32,500	38,200	44,100	33,300	39,300	45,000	34,200	40,200	46,400
Bookkeeper	41,200	48,500	55,400	41,900	49,300	56,500	42,500	49,700	57,300	43,600	51,100	58,800	44,600	52,500	60,200	46,400	54,500	63,600
Childcare Worker	30,300	34,400	39,600	30,300	34,400	39,600	30,300	34,400	39,600	31,000	35,100	40,300	31,700	36,100	41,200	32,500	37,000	42,400
Childcare Worker, Hourly rate	14.57	16.54	19.04	14.57	16.54	19.04	14.57	16.54	19.04	14.90	16.88	19.38	15.24	17.36	19.81	15.63	17.79	20.38
Facilities Mgr	-	-	-	-	-	-	-	-	-	44,000	50,100	58,800	45,100	51,300	60,300	46,100	52,600	61,700
Custodian	31,800	36,300	42,600	32,500	37,000	43,400	33,200	37,700	44,400	33,900	38,600	45,300	34,700	39,500	46,500	35,500	40,700	47,600
Custodian, Hourly rate	15.29	17.45	20.48	15.63	17.79	20.87	15.96	18.13	21.35	16.30	18.56	21.78	16.68	18.99	22.36	17.07	19.57	22.88