

Congregational Size Profiles		For UUA Recommended Salary Ranges		
<b>New! Size profiles overlap.</b> Use membership, operating expenses, and staffing info to determine best size.				
Profiles	Size Profile A	Size Profile B	Size Profile C	Size Profile D
Membership	Up to 140	120-230	200-450	400-800
Number of congregations in each size profile	641	213	179	46
Operating Expenses	<i>Based on 2022 UUA certification data. Percentile is % at or below given budget level.</i>			
Median (50th percentile)	\$ 63,870*	\$ 243,315	\$ 433,382	\$ 772,467
5th percentile	\$ 4,336	\$ 146,969	\$ 241,874	\$ 446,496
95th percentile	\$ 237,668	\$ 518,252	\$ 776,667	\$ 1,320,645
Staffing	<i>Based on data collected in Spring '22 Compensation and Staffing Survey</i>			
<b>Note!</b> Full-time equivalent # staff below <b>excludes bookkeepers, custodial staff, childcare workers, and instrumentalists.</b>				
Typical # FTE Staff	Usually .5 to 3 FTE	1.5 to 4 FTE	2.5 to 6 FTE	4.5 to 10 FTE
Typical # Ministerial Staff	Up to 1 FTE minister	1 to 1.5 FTE ministers	1 to 2 FTE ministers	1 to 3 FTE ministers
Typical Staffing Pattern	No minister, or part-time or full-time minister. 0-4 part-time staff.	Full-time minister; limited other part-time and/or full-time program and administrative staff	"Layers" of staffing, e.g., minister supervises full-time religious educator who supervises assistant and/or youth staff. Possible 2nd executive role.	Robust staffing. More than one executive role, and a number of specialized roles.

**\*\*Our largest congregations can contact us for guidance.\*\***

\*The median for Size Profile A reflects the fact that we have a great many congregations with very small budgets and likely no employees.