

<h1>Congregational Size Profiles</h1>		For UUA Recommended Salary Ranges		
New! Size profiles overlap. 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	658	208	171	41
Operating Expenses	<i>Based on 2023 UUA certification data. Percentile is % at or below given budget level.</i>			
Median (50th percentile)*	\$ 70,122	\$ 282,808	\$ 467,884	\$ 899,534
5th percentile	\$ 4,801	\$ 132,432	\$ 262,136	\$ 600,041
95th percentile	\$ 287,200	\$ 556,433	\$ 931,525	\$ 1,683,342
Staffing	<i>Based on data collected from 2022 Compensation and Staffing Survey</i>			
Note! Full-time equivalent # staff below excludes bookkeepers, custodial staff, childcare workers, and instrumentalists.				
Total # FTE (incl ministers, excl positions noted above)	Typically .5 to 3 FTE	Typically 1.5 to 4 FTE	Typically 2.5 to 6 FTE	Typically 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.