Executive I

Geo Index 8

Be sure to review notes and key resources at bottom.

Minister Tier *(inclusive of salary & housing)*

90% Expected Minimum	**100% Midpoint**	110% Expected Maximum	114% Special Situations
Size A (Up to 140 Members)			
$83,500	**$92,700**	$101,900	$105,700
Size B (120 to 230 Members)			
$100,100	**$111,300**	$122,500	$126,900
Size C (200 to 450 Members)			
$120,100	**$133,500**	$146,900	$152,200
Size D (400 to 800 Members)			
$143,100	**$159,000**	$174,900	$181,200

Program/Administrative Tier

90% Expected Minimum	**100% Midpoint**	110% Expected Maximum	114% Special Situations
Size A (Up to 140 Members)			
$79,600	**$88,400**	$97,200	$100,800
Size B (120 to 230 Members)			
$95,400	**$106,000**	$116,600	$120,800
Size C (200 to 450 Members)			
$114,500	**$127,300**	$140,000	$145,100
Size D (400 to 800 Members)			
$137,400	**$152,600**	$167,800	$173,900

Highlights and Reminders *(Links at right)*

1. Process is primary! Our goal is to help congregations create and implement equitable and transparent pay policies and practices that demonstrate economic justice and keep congregations in right relationship with their staff. Be sure to read our Salary Process Guidance document.

2. New Structure for Recommended Salary Ranges
This is a new approach. It may take some time for your congregation to fully live into it. Start with process and let the values of equity, transparency, and economic justice guide you. See resources at right.

3. Key Process Reminders *(More in Salary Process Guidance document)*
- Use the Ruler Method to place each employee within their range.
- Local wage norms are an important consideration for some positions. Also check your area's living wage.
- Rates are for 40 hours/week or full-time in your congregation.
- Prorate for part-time or divide by 2,080 for hourly rate. Note that it may take a higher pay rate to attract part-time staff, especially for positions with very limited hours.

Key Resources

Salary Process Guidance
https://www.uua.org/files/2022-11/Salary_Process_Guidance.pdf

Job Level Rubric
https://www.uua.org/files/2022-11/Job_Level_Rubric.pdf

Congregational Size Profiles
https://www.uua.org/files/2024-10/Size_Profiles_25-26.pdf

Living Wage Calculator
https://livingwage.mit.edu

Congregational Salary Program page
https://www.uua.org/leaderlab/congregational-salary

Executive II

Geo Index 8

Be sure to review notes and key resources at bottom.

Minister Tier *(inclusive of salary & housing)*

	90% Expected Minimum	**100%** **Midpoint**	110% Expected Maximum	114% Special Situations
Size A *(Up to 140 Members)*				
	$71,000	**$78,900**	$86,800	$90,000
Size B *(120 to 230 Members)*				
	$85,200	**$94,600**	$104,100	$107,900
Size C *(200 to 450 Members)*				
	$102,200	**$113,500**	$124,800	$129,400
Size D *(400 to 800 Members)*				
	$121,600	**$135,100**	$148,600	$153,900

Program/Administrative Tier

	90% Expected Minimum	**100%** **Midpoint**	110% Expected Maximum	114% Special Situations
Size A *(Up to 140 Members)*				
	$67,600	**$75,100**	$82,700	$85,700
Size B *(120 to 230 Members)*				
	$81,100	**$90,100**	$99,100	$102,700
Size C *(200 to 450 Members)*				
	$97,200	**$108,000**	$118,800	$123,100
Size D *(400 to 800 Members)*				
	$115,800	**$128,700**	$141,600	$146,800

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Key Resources

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Job Level Rubric
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Director

Geo Index 8

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Minister Tier *(inclusive of salary & housing)*

90% Expected Minimum	**100% Midpoint**	110% Expected Maximum	114% Special Situations
Size A *(Up to 140 Members)*			
$65,000	**$72,200**	$79,400	$82,300
Size B *(120 to 230 Members)*			
$75,300	**$83,600**	$91,900	$95,300
Size C *(200 to 450 Members)*			
$87,200	**$97,000**	$106,700	$110,500
Size D *(400 to 800 Members)*			
$100,500	**$111,700**	$122,900	$127,300

Program/Administrative Tier

90% Expected Minimum	**100% Midpoint**	110% Expected Maximum	114% Special Situations
Size A *(Up to 140 Members)*			
$61,800	**$68,600**	$75,500	$78,300
Size B *(120 to 230 Members)*			
$71,600	**$79,600**	$87,500	$90,700
Size C *(200 to 450 Members)*			
$83,100	**$92,300**	$101,500	$105,200
Size D *(400 to 800 Members)*			
$95,700	**$106,300**	$117,000	$121,300

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Key Resources

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Congregational Size Profiles
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Manager

Geo Index 8

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90% Expected Minimum	**100% Midpoint**	110% Expected Maximum	114% Special Situations
Size A (Up to 140 Members)			
$55,900	**$62,100**	$68,400	$70,900
Size B (120 to 230 Members)			
$62,700	**$69,600**	$76,600	$79,300
Size C (200 to 450 Members)			
$69,900	**$77,700**	$85,500	$88,700
Size D (400 to 800 Members)			
$79,400	**$88,300**	$97,100	$100,600

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Specialist

Geo Index 8

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90% Expected Minimum	**100%** **Midpoint**	110% Expected Maximum	114% Special Situations
Size A (Up to 140 Members)			
$52,000	**$57,700**	$63,400	$65,800
Size B (120 to 230 Members)			
$57,100	**$63,400**	$69,800	$72,300
Size C (200 to 450 Members)			
$62,800	**$69,800**	$76,800	$79,600
Size D (400 to 800 Members)			
$69,200	**$76,800**	$84,500	$87,600

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Support

Geo Index 8

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Size A (Up to 140 Members)			
$47,500	**$52,700**	$58,000	$60,100
Size B (120 to 230 Members)			
$52,100	**$58,000**	$63,800	$66,000
Size C (200 to 450 Members)			
$57,300	**$63,700**	$70,100	$72,700
Size D (400 to 800 Members)			
$63,100	**$70,100**	$77,100	$79,800

Highlights and Reminders *(Links at right)*

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