

Congregational Size Profiles

For UUA Recommended Salary Ranges

Note 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	206	155	47
Operating Expenses*	Based on 2024 UUA certification data. Percentile is % at or below given budget level.			
Median (50th percentile)	\$ 166,131	\$ 348,236	\$ 585,979	\$ 1,041,397
5th percentile	\$ 40,401	\$ 190,892	\$ 358,251	\$ 663,059
95th percentile	\$ 425,774	\$ 737,865	\$ 1,055,248	\$ 3,602,002
Staffing	From data collected in 2022 Compensation and Staffing Survey and regional staff input			
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 2.5 FTE	Typically 2 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.	Often more than one executive role. Multiple full-time staff and a number of specialized positions.

Our largest congregations can contact us for guidance

*Important note about Operating Expenses: Operating Expense percentiles for Size A only include those congregations that reported having employees.