

Executive I

Geo Index 1

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)			
\$57,600	\$64,000	\$70,400	\$73,000
Size B (120 to 230 Members)			
\$69,200	\$76,800	\$84,500	\$87,600
Size C (200 to 450 Members)			
\$83,000	\$92,200	\$101,400	\$105,100
Size D (400 to 800 Members)			
\$98,800	\$109,700	\$120,700	\$125,100

Program/Administrative Tier

90% Expected Minimum	100% Midpoint	110% Expected Maximum	114% Special Situations
Size A (Up to 140 Members)			
\$55,000	\$61,000	\$67,100	\$69,600
Size B (120 to 230 Members)			
\$65,800	\$73,100	\$80,400	\$83,400
Size C (200 to 450 Members)			
\$79,100	\$87,900	\$96,700	\$100,200
Size D (400 to 800 Members)			
\$94,800	\$105,300	\$115,900	\$120,100

Highlights and Reminders

1. Process is primary!

We strive 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.

Setting salaries is about more than numbers. **Please refer to our Salary Policies and Practices page:** <https://www.uua.org/leaderlab/congregational-salary/salary-policies>.

2. Reminders:

- Ministerial salaries include housing.
- Use the Ruler Method to place each employee within their range.
- Local wage norms are important to consider 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 (e.g. divide by 2 for half-time) or divide by 2,080 for hourly rate.

Key Resource Pages:

[Congregational Salary Program: Main Page](#)

[Congregational Location: Geo Index](#)

[Congregational Size Profiles](#)

[Employee Job Level Rubric](#)

[Living Wage Calculator](#)

Executive II

Geo Index 1

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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)			
\$49,000	\$54,500	\$59,900	\$62,100
Size B (120 to 230 Members)			
\$58,800	\$65,400	\$71,900	\$74,500
Size C (200 to 450 Members)			
\$70,500	\$78,300	\$86,200	\$89,300
Size D (400 to 800 Members)			
\$84,000	\$93,300	\$102,600	\$106,300

Program/Administrative Tier

90% Expected Minimum	100%  Midpoint	110% Expected Maximum	114% Special Situations
Size A (Up to 140 Members)			
\$46,700	\$51,900	\$57,100	\$59,200
Size B (120 to 230 Members)			
\$56,000	\$62,200	\$68,500	\$70,900
Size C (200 to 450 Members)			
\$67,100	\$74,600	\$82,100	\$85,000
Size D (400 to 800 Members)			
\$80,000	\$88,900	\$97,800	\$101,300

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[Congregational Location: Geo Index](#)

[Congregational Size Profiles](#)

[Employee Job Level Rubric](#)

[Living Wage Calculator](#)

Director

Geo Index 1

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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)			
\$44,800	\$49,800	\$54,800	\$56,800
Size B (120 to 230 Members)			
\$52,000	\$57,700	\$63,500	\$65,800
Size C (200 to 450 Members)			
\$60,200	\$67,000	\$73,700	\$76,300
Size D (400 to 800 Members)			
\$69,300	\$77,100	\$84,800	\$87,900

Program/Administrative Tier

90% Expected Minimum	100%  Midpoint	110% Expected Maximum	114% Special Situations
Size A (Up to 140 Members)			
\$42,700	\$47,400	\$52,200	\$54,000
Size B (120 to 230 Members)			
\$49,500	\$54,900	\$60,400	\$62,600
Size C (200 to 450 Members)			
\$57,400	\$63,700	\$70,000	\$72,600
Size D (400 to 800 Members)			
\$66,100	\$73,400	\$80,700	\$83,700

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[Congregational Size Profiles](#)

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Manager

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Size A (Up to 140 Members)			
\$38,600	\$42,900	\$47,300	\$48,900
Size B (120 to 230 Members)			
\$43,200	\$48,000	\$52,900	\$54,700
Size C (200 to 450 Members)			
\$48,300	\$53,700	\$59,000	\$61,200
Size D (400 to 800 Members)			
\$54,900	\$61,000	\$67,100	\$69,500

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Specialist

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Size A (Up to 140 Members)			
\$35,900	\$39,900	\$43,800	\$45,400
Size B (120 to 230 Members)			
\$39,400	\$43,800	\$48,200	\$49,900
Size C (200 to 450 Members)			
\$43,400	\$48,200	\$53,100	\$55,000
Size D (400 to 800 Members)			
\$47,800	\$53,100	\$58,300	\$60,500

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Support

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Size A (Up to 140 Members)			
\$32,700	\$36,300	\$40,000	\$41,500
Size B (120 to 230 Members)			
\$36,100	\$40,000	\$44,100	\$45,700
Size C (200 to 450 Members)			
\$39,600	\$44,000	\$48,400	\$50,200
Size D (400 to 800 Members)			
\$43,600	\$48,400	\$53,200	\$55,200

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