

# Ministers

**Notes for setting ministerial salaries:**

- All recommendations are for Salary + Housing.
- **Second minister salaries** should be determined primarily by level of responsibility, authority, and impact relative to lead minister, regardless of title. May blend Associate/Assistant salary lines.
- **Program ministers** (e.g., Minister of Pastoral Care, Minister of Music, Minister of Religious Education) are generally treated as second ministers - Associate, Assistant, or blend.
- **Interim minister salaries** should be at midpoint or above.

**Important Notes**

- Recommendations assume full-time exempt or 40 hours/week nonexempt. Divide by 2080 for hourly rate.
- Cost of benefits and payroll taxes not included.
- Some recommendations may not comply with state and local minimum wage laws.
- Refer to **Guide to Salary Recommendations** for appropriate use of charts.\*

TITLE <i>See capsule job descriptions</i>	Small			Midsize I			Midsize II			Midsize III			Large I			Large II		
	<150 members			150 - 249 members			250 - 349 members			350 - 499 members			500 - 749 members			750+ members		
	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX
<b>Lead Minister: Solo, Senior, or Co-lead</b>	46,850	58,700	70,450	58,550	74,650	90,700	65,550	85,250	104,900	71,550	93,800	116,400	77,500	102,450	127,900	96,650	130,550	164,200
<b>Second Minister: Associate function</b>	42,500	50,600	58,700	48,650	62,150	75,650	54,650	71,050	87,400	59,600	78,350	96,950	64,550	85,650	106,600	83,650	112,800	141,950
<b>Second Minister: Assistant function</b>	41,100	48,600	56,100	41,100	52,100	63,200	45,250	59,250	73,100	47,600	64,350	81,150	49,900	69,550	89,150	62,200	88,450	114,600

\* Guide to Salary Recommendations: [https://www.uua.org/sites/live-new.uua.org/files/guide\\_to\\_salary\\_recommendations.pdf](https://www.uua.org/sites/live-new.uua.org/files/guide_to_salary_recommendations.pdf)

# Religious Education Staff

### Important Notes

- Recommendations assume full-time exempt or 40 hours/week nonexempt. Divide by 2080 for hourly rate.
- Cost of benefits and payroll taxes not included.
- Some recommendations may not comply with state and local minimum wage laws.
- Refer to **Guide to Salary Recommendations** for appropriate use of charts.\*

### Notes for setting religious education staff salaries:

- Be sure to use the appropriate position based on our capsule job descriptions, regardless of your congregational position title.
- "Credentialed" refers to those who have completed UUA RE Credentialing Program at one of three levels.
- Religious Education program size may impact placement within the range, if it is especially large or small relative to membership.
- Religious Education staff primarily responsible for providing clerical/administrative support should be classified as Administrative staff.

TITLE <i>See capsule job descriptions</i>	Small			Midsize I			Midsize II			Midsize III			Large I			Large II		
	<150 members			150 - 249 members			250 - 349 members			350 - 499 members			500 - 749 members			750+ members		
	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX
<b>Credentialed, Master Level</b>	37,850	44,450	51,000	41,600	47,750	53,900	50,250	55,450	60,350	56,800	62,550	68,200	63,250	69,650	75,950	80,250	88,300	96,350
<b>Credentialed, Credentialed Level</b>	35,750	42,000	48,150	39,250	45,050	50,850	47,450	52,350	56,950	53,500	59,050	64,350	59,650	65,650	71,600	75,650	83,200	90,800
<b>Credentialed, Associate Level</b>	33,600	39,500	45,300	36,950	42,350	47,950	45,500	50,050	54,700	50,400	55,450	60,450	55,250	60,850	66,300	65,300	71,850	78,350
<b>Religious Educator</b>	31,950	36,850	43,300	35,200	41,450	47,600	40,250	47,350	54,250	44,000	51,800	59,550	47,850	56,350	64,700	55,400	66,700	76,500
<b>Religious Education Coordinator</b>	25,450	29,300	33,700	28,000	33,000	37,950	31,950	37,550	43,200	34,850	41,150	47,300	38,000	44,700	51,350	43,900	52,850	60,750

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# Music Staff

**Notes for setting music staff salaries:**

- Be sure to use the appropriate position based on our capsule job descriptions, regardless of your congregational position title.
- "UUA Certified" refers to those who have completed the UUA Music Leadership Certification Program.
- When hiring contract musicians (rather than staff musicians), we suggest consulting your local musicians' union to determine appropriate rates.

**Important Notes**

- Recommendations assume full-time exempt or 40 hours/week nonexempt. Divide by 2080 for hourly rate.
- Cost of benefits and payroll taxes not included.
- Some recommendations may not comply with state and local minimum wage laws.
- Refer to **Guide to Salary Recommendations** for appropriate use of charts.\*

TITLE <i>See capsule job descriptions</i>	Small			Midsize I			Midsize II			Midsize III			Large I			Large II		
	<150 members			150 - 249 members			250 - 349 members			350 - 499 members			500 - 749 members			750+ members		
	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX
<b>UUA Certified Music Director</b>	35,550	<b>41,800</b>	50,100	39,900	<b>46,950</b>	54,000	45,600	<b>53,650</b>	61,650	49,450	<b>58,300</b>	67,100	58,600	<b>68,900</b>	79,250	69,400	<b>81,650</b>	97,100
<b>Music Director</b>	32,450	<b>39,950</b>	49,100	34,700	<b>42,950</b>	52,050	44,000	<b>51,050</b>	58,100	48,600	<b>57,150</b>	65,650	53,250	<b>63,200</b>	73,150	63,000	<b>77,800</b>	92,650
<b>UUA Certified Choir Director</b>	27,100	<b>33,550</b>	41,300	30,800	<b>37,050</b>	44,900	37,250	<b>43,300</b>	49,900	41,550	<b>48,950</b>	56,100	46,000	<b>54,600</b>	63,250	54,400	<b>67,200</b>	79,900
<b>Choir Director</b>	25,900	<b>32,000</b>	39,400	29,600	<b>35,650</b>	43,200	35,950	<b>41,600</b>	47,300	39,650	<b>46,500</b>	53,450	43,500	<b>51,550</b>	59,600	51,300	<b>63,450</b>	75,550
<b>Instrumentalist</b>	21,350	<b>26,250</b>	32,200	23,350	<b>28,150</b>	34,050	28,950	<b>33,500</b>	38,050	31,900	<b>37,450</b>	43,100	35,000	<b>41,550</b>	48,050	41,350	<b>51,150</b>	60,850

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# Membership Staff

## Notes for setting membership staff salaries:

- Be sure to use the appropriate position based on our capsule job descriptions, regardless of your congregational position title.
- Membership staff primarily responsible for clerical/administrative support should be classified as Administrative staff.

### Important Notes

- Recommendations assume full-time exempt or 40 hours/week nonexempt. Divide by 2080 for hourly rate.
- Cost of benefits and payroll taxes not included.
- Some recommendations may not comply with state and local minimum wage laws.
- Refer to **Guide to Salary Recommendations** for appropriate use of charts.\*

TITLE <i>See capsule job descriptions</i>	Small			Midsize I			Midsize II			Midsize III			Large I			Large II		
	<150 members			150 - 249 members			250 - 349 members			350 - 499 members			500 - 749 members			750+ members		
	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX
<b>Membership Director</b>	35,750	41,950	48,100	39,250	45,050	50,850	47,400	52,200	56,900	53,500	59,000	64,300	59,600	65,600	71,550	75,650	83,200	90,800
<b>Membership Manager</b>	30,350	34,900	41,100	33,350	39,300	45,100	40,750	44,800	49,000	41,650	49,050	56,400	45,300	53,350	61,300	52,450	63,150	72,450
<b>Membership Coordinator</b>	25,450	29,300	33,700	28,000	33,000	37,950	31,950	37,550	43,100	34,850	41,150	47,300	38,000	44,700	51,350	43,900	52,850	60,750

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# Administrative and Operations Staff

### Important Notes

- Recommendations assume full-time exempt or 40 hours/week nonexempt. Divide by 2080 for hourly rate.
- Cost of benefits and payroll taxes not included.
- Some recommendations may not comply with state and local minimum wage laws.
- Refer to **Guide to Salary Recommendations** for appropriate use of charts.\*

### Notes for setting administrative and operations staff salaries:

- Be sure to use the appropriate position based on our capsule job descriptions, regardless of your congregational position title.
- Check minimum and prevailing wage rates in your location. Adjust our recommendations as appropriate to take into account the minimum wage and local norms.

TITLE <i>See capsule job descriptions</i>	Small			Midsize I			Midsize II			Midsize III			Large I			Large II		
	<150 members			150 - 249 members			250 - 349 members			350 - 499 members			500 - 749 members			750+ members		
	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX
Dir. of Finance & Operations	-	-	-	-	-	-	-	-	-	54,800	67,800	80,700	56,950	71,100	85,100	61,400	76,800	92,150
Business Administrator	-	-	-	-	-	-	47,750	58,600	69,350	49,800	61,650	73,350	51,750	64,650	77,350	55,800	69,800	83,750
Congregational Administrator	36,100	42,400	48,700	36,850	43,350	49,800	37,450	44,000	50,600	38,000	45,150	52,450	38,650	46,400	54,300	39,200	47,900	56,850
Office Administrator	28,300	33,200	38,100	29,350	34,500	39,750	29,650	35,150	40,250	30,650	36,100	41,350	31,600	37,050	42,500	31,950	38,300	44,900
Office Assistant	23,950	27,900	32,450	24,300	28,550	33,000	25,050	29,150	33,700	25,450	29,950	34,550	26,100	30,750	35,200	26,800	31,500	36,250
Bookkeeper	31,250	36,800	42,200	31,850	37,450	42,950	32,300	37,900	44,600	33,200	38,900	44,750	34,050	40,000	45,900	34,550	41,500	48,450
Childcare Worker	23,400	26,600	30,600	23,400	26,600	30,600	23,900	27,250	31,300	24,450	27,800	31,850	25,100	28,550	32,750	25,700	29,250	33,550
Childcare Worker, Hourly rate	11.26	12.80	14.72	11.26	12.80	14.72	11.51	13.09	15.03	11.76	13.36	15.31	12.09	13.74	15.75	12.40	14.13	15.88
Custodian	25,450	28,950	33,350	25,450	28,950	34,050	26,050	29,550	34,750	26,600	30,250	35,550	27,300	30,950	36,450	27,050	31,800	37,350
Custodian, Hourly rate	12.24	13.92	16.37	12.24	13.92	16.37	12.52	14.23	16.72	12.80	14.54	17.08	13.11	14.89	17.51	13.00	15.30	18.00

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