

Ministers

Refer to **Guide to Salary Recommendations** for appropriate use of charts, including guidance on:

- How UUA Salary Recommendations are developed.
- Prorating for part-time and converting annual to hourly.
- Adding in the cost of benefits and payroll taxes (which are not included here).
- Consideration of local wage laws/norms. (UUA Recommendations are based on national wages.)
- Adjustment of range minimums to at least 85% of midpoint.

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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.

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
Lead Minister: Solo, Senior, or Co-lead	54,100	63,700	76,500	68,900	81,000	98,400	78,700	92,600	113,800	86,400	101,700	126,300	94,500	111,200	138,800	120,400	141,600	178,100
Second Minister: Associate function	46,700	54,900	63,700	57,300	67,400	82,100	65,500	77,100	94,900	72,300	85,000	105,200	79,900	93,000	115,700	104,100	122,500	154,100
Second Minister: Assistant function	44,800	52,700	60,900	48,100	56,600	68,600	54,700	64,300	79,400	59,300	69,800	88,000	64,100	75,400	96,700	81,500	95,900	124,200

Religious Education Staff

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.

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Credentialed, Master Level	41,500	48,700	55,900	45,600	52,300	59,100	55,100	60,800	66,200	62,200	68,600	74,700	69,400	76,300	83,300	88,100	96,800	105,600
Credentialed, Credentialed Level	39,100	46,000	52,800	43,000	49,300	55,700	52,000	57,300	62,400	58,700	64,600	70,500	65,300	71,900	78,500	82,900	91,200	99,400
Credentialed, Associate Level	36,800	43,300	49,600	40,900	48,100	54,700	49,900	54,800	61,800	55,200	60,700	68,900	60,500	66,600	75,800	71,500	78,700	92,800
Religious Educator	36,000	41,600	48,800	39,700	46,700	53,700	45,400	53,400	61,200	49,700	58,500	67,200	54,000	63,500	73,000	64,000	75,300	86,300
Religious Education Coordinator	27,500	31,800	36,500	30,300	35,700	41,100	34,700	40,700	46,800	37,900	44,600	51,400	41,300	48,600	55,700	48,800	57,400	66,000

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.

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UUA Certified Music Director	39,000	45,800	54,900	43,400	51,000	58,600	49,500	58,200	66,900	53,800	63,300	72,800	63,600	74,800	86,100	75,300	88,600	105,500
Music Director	37,200	43,800	54,000	39,700	46,700	56,600	47,700	55,300	63,000	52,700	62,000	71,200	58,200	68,500	79,400	71,700	84,300	100,500
UUA Certified Choir Director	31,300	36,800	45,300	34,500	40,600	49,200	40,800	47,400	54,600	45,600	53,600	61,500	50,900	59,900	69,300	62,600	73,600	87,600
Choir Director	29,800	35,100	43,200	33,200	39,000	47,300	39,400	45,600	51,800	43,400	50,900	58,700	47,900	56,400	65,300	59,200	69,600	82,800
Instrumentalist	24,200	28,500	34,900	26,000	30,600	36,900	31,400	36,400	41,300	34,700	40,600	46,800	38,300	45,100	52,200	47,200	55,500	66,000

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.

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Membership Director	38,800	45,500	52,200	42,600	48,900	55,200	51,400	56,700	61,700	58,000	64,000	69,700	64,600	71,200	77,700	82,100	90,300	98,500
Membership Manager	32,800	37,800	44,500	36,200	42,600	48,900	44,200	48,600	53,100	45,200	53,200	61,100	49,200	57,900	66,500	58,200	68,500	78,500
Membership Coordinator	27,500	31,800	36,500	30,300	35,700	41,100	34,700	40,700	46,700	37,900	44,600	51,400	41,300	48,600	55,700	48,800	57,400	66,000

Administrative and Operations Staff

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.

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Dir. of Finance & Operations	-	-	-	-	-	-	-	-	-	64,900	76,400	91,000	68,100	80,100	95,900	73,400	86,400	103,800
Business Administrator	-	-	-	-	-	-	55,100	64,800	76,800	58,000	68,200	81,200	61,300	72,100	86,400	66,200	77,900	93,500
Congregational Administrator	39,600	46,500	53,400	40,400	47,500	54,500	41,400	48,700	56,000	42,400	49,900	58,000	44,000	51,800	60,600	45,400	53,400	63,400
Office Administrator	31,100	36,400	41,800	32,200	37,900	43,600	32,700	38,500	44,100	33,700	39,600	45,300	34,600	40,600	46,600	35,600	41,900	49,200
Office Assistant	26,200	30,500	35,500	26,600	31,300	36,200	27,400	31,900	37,000	27,900	32,800	37,900	28,600	33,700	38,600	29,400	34,500	39,800
Bookkeeper	35,400	41,600	47,600	36,000	42,300	48,500	36,500	42,700	49,200	37,400	43,900	50,500	38,300	45,100	51,700	39,800	46,800	54,600
Childcare Worker	26,000	29,500	34,000	26,000	29,500	34,000	26,000	29,500	34,000	26,600	30,100	34,600	27,200	31,000	35,400	27,900	31,800	36,400
Childcare Worker, Hourly rate	12.50	14.18	16.35	12.50	14.18	16.35	12.50	14.18	16.35	12.79	14.47	16.63	13.08	14.90	17.02	13.41	15.29	17.50
Facilities Mgr (new for 20-21)	-	-	-	-	-	-	-	-	-	37,800	43,000	50,500	38,700	44,000	51,800	39,600	45,200	53,000
Custodian	27,300	31,200	36,600	27,900	31,800	37,300	28,500	32,400	38,100	29,100	33,100	38,900	29,800	33,900	39,900	30,500	34,900	40,900
Custodian, Hourly rate	13.13	15.00	17.60	13.41	15.29	17.93	13.70	15.58	18.32	13.99	15.91	18.70	14.33	16.30	19.18	14.66	16.78	19.66