

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.

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.

https://www.uua.org/sites/live-new.uua.org/files/guide_to_salary_recommendations.pdf

| 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 | 57,300 | 67,500 | 81,100 | 73,000 | 85,900 | 104,300 | 83,400 | 98,200 | 120,600 | 91,600 | 107,800 | 133,900 | 100,200 | 117,900 | 147,100 | 127,600 | 150,100 | 188,800 |
| Second Minister: Associate function | 49,500 | 58,200 | 67,500 | 60,700 | 71,400 | 87,000 | 69,400 | 81,700 | 100,600 | 76,600 | 90,100 | 111,500 | 84,700 | 98,600 | 122,600 | 110,300 | 129,900 | 163,300 |
| Second Minister: Assistant function | 47,500 | 55,900 | 64,600 | 51,000 | 60,000 | 72,700 | 58,000 | 68,200 | 84,200 | 62,900 | 74,000 | 93,300 | 67,900 | 79,900 | 102,500 | 86,400 | 101,700 | 131,700 |

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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- Consideration of local wage laws/norms. (UUA Recommendations are based on national wages.)
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| 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 |
| Credentialed, Master Level | 44,000 | 51,600 | 59,300 | 48,300 | 55,400 | 62,600 | 58,400 | 64,400 | 70,200 | 65,900 | 72,700 | 79,200 | 73,600 | 80,900 | 88,300 | 93,400 | 102,600 | 111,900 |
| Credentialed, Credentialed Level | 41,400 | 48,800 | 56,000 | 45,600 | 52,300 | 59,000 | 55,100 | 60,700 | 66,100 | 62,200 | 68,500 | 74,700 | 69,200 | 76,200 | 83,200 | 87,900 | 96,700 | 105,400 |
| Credentialed, Associate Level | 39,000 | 45,900 | 52,600 | 43,400 | 51,000 | 58,000 | 52,900 | 58,100 | 65,500 | 58,500 | 64,300 | 73,000 | 64,100 | 70,600 | 80,300 | 75,800 | 83,400 | 98,400 |
| Religious Educator | 38,200 | 44,100 | 51,700 | 42,100 | 49,500 | 56,900 | 48,100 | 56,600 | 64,900 | 52,700 | 62,000 | 71,200 | 57,200 | 67,300 | 77,400 | 67,800 | 79,800 | 91,500 |
| Religious Education Coordinator | 29,200 | 33,700 | 38,700 | 32,100 | 37,800 | 43,600 | 36,800 | 43,100 | 49,600 | 40,200 | 47,300 | 54,500 | 43,800 | 51,500 | 59,000 | 51,700 | 60,800 | 70,000 |

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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|--|--------------|---------------|--------|-------------------|---------------|--------|-------------------|---------------|--------|-------------------|---------------|--------|-------------------|---------------|--------|--------------|---------------|---------|
| | <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 |
| UUA Certified Music Director | 41,300 | 48,500 | 58,200 | 46,000 | 54,100 | 62,100 | 52,500 | 61,700 | 70,900 | 57,000 | 67,100 | 77,200 | 67,400 | 79,300 | 91,300 | 79,800 | 93,900 | 111,800 |
| Music Director | 39,400 | 46,400 | 57,200 | 42,100 | 49,500 | 60,000 | 50,600 | 58,600 | 66,800 | 55,900 | 65,700 | 75,500 | 61,700 | 72,600 | 84,200 | 76,000 | 89,400 | 106,500 |
| UUA Certified Choir Director | 33,200 | 39,000 | 48,000 | 36,600 | 43,000 | 52,200 | 43,200 | 50,200 | 57,900 | 48,300 | 56,800 | 65,200 | 54,000 | 63,500 | 73,500 | 66,400 | 78,000 | 92,900 |
| Choir Director | 31,600 | 37,200 | 45,800 | 35,200 | 41,300 | 50,100 | 41,800 | 48,300 | 54,900 | 46,000 | 54,000 | 62,200 | 50,800 | 59,800 | 69,200 | 62,800 | 73,800 | 87,800 |
| Instrumentalist | 25,700 | 30,200 | 37,000 | 27,600 | 32,400 | 39,100 | 33,300 | 38,600 | 43,800 | 36,800 | 43,000 | 49,600 | 40,600 | 47,800 | 55,300 | 50,000 | 58,800 | 70,000 |

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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| | <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 |
| Membership Director | 41,100 | 48,200 | 55,300 | 45,200 | 51,800 | 58,500 | 54,500 | 60,100 | 65,400 | 61,500 | 67,800 | 73,900 | 68,500 | 75,500 | 82,400 | 87,000 | 95,700 | 104,400 |
| Membership Manager | 34,800 | 40,100 | 47,200 | 38,400 | 45,200 | 51,800 | 46,900 | 51,500 | 56,300 | 47,900 | 56,400 | 64,800 | 52,200 | 61,400 | 70,500 | 61,700 | 72,600 | 83,200 |
| Membership Coordinator | 29,200 | 33,700 | 38,700 | 32,100 | 37,800 | 43,600 | 36,800 | 43,100 | 49,500 | 40,200 | 47,300 | 54,500 | 43,800 | 51,500 | 59,000 | 51,700 | 60,800 | 70,000 |

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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| | <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 | - | - | - | - | - | - | - | - | - | 68,800 | 81,000 | 96,500 | 72,200 | 84,900 | 101,700 | 77,800 | 91,600 | 110,000 |
| Business Administrator | - | - | - | - | - | - | 58,400 | 68,700 | 81,400 | 61,500 | 72,300 | 86,100 | 65,000 | 76,400 | 91,600 | 70,200 | 82,600 | 99,100 |
| Congregational Administrator | 42,000 | 49,300 | 56,600 | 42,800 | 50,400 | 57,800 | 43,900 | 51,600 | 59,400 | 44,900 | 52,900 | 61,500 | 46,600 | 54,900 | 64,200 | 48,100 | 56,600 | 67,200 |
| Office Administrator | 33,000 | 38,600 | 44,300 | 34,100 | 40,200 | 46,200 | 34,700 | 40,800 | 46,700 | 35,700 | 42,000 | 48,000 | 36,700 | 43,000 | 49,400 | 37,700 | 44,400 | 52,200 |
| Office Assistant | 27,800 | 32,300 | 37,600 | 28,200 | 33,200 | 38,400 | 29,000 | 33,800 | 39,200 | 29,600 | 34,800 | 40,200 | 30,300 | 35,700 | 40,900 | 31,200 | 36,600 | 42,200 |
| Bookkeeper | 37,500 | 44,100 | 50,500 | 38,200 | 44,800 | 51,400 | 38,700 | 45,300 | 52,200 | 39,600 | 46,500 | 53,500 | 40,600 | 47,800 | 54,800 | 42,200 | 49,600 | 57,900 |
| Childcare Worker | 27,600 | 31,300 | 36,000 | 27,600 | 31,300 | 36,000 | 27,600 | 31,300 | 36,000 | 28,200 | 31,900 | 36,700 | 28,800 | 32,900 | 37,500 | 29,600 | 33,700 | 38,600 |
| Childcare Worker, Hourly rate | 13.27 | 15.05 | 17.31 | 13.27 | 15.05 | 17.31 | 13.27 | 15.05 | 17.31 | 13.56 | 15.34 | 17.64 | 13.85 | 15.82 | 18.03 | 14.23 | 16.20 | 18.56 |
| Facilities Mgr (new for 20-21) | - | - | - | - | - | - | - | - | - | 40,100 | 45,600 | 53,500 | 41,000 | 46,600 | 54,900 | 42,000 | 47,900 | 56,200 |
| Custodian | 28,900 | 33,100 | 38,800 | 29,600 | 33,700 | 39,500 | 30,200 | 34,300 | 40,400 | 30,800 | 35,100 | 41,200 | 31,600 | 35,900 | 42,300 | 32,300 | 37,000 | 43,400 |
| Custodian, Hourly rate | 13.89 | 15.91 | 18.65 | 14.23 | 16.20 | 18.99 | 14.52 | 16.49 | 19.42 | 14.81 | 16.88 | 19.81 | 15.19 | 17.26 | 20.34 | 15.53 | 17.79 | 20.87 |