

# 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.

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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
<b>Lead Minister: Solo, Senior, or Co-lead</b>	47,600	56,100	67,300	60,600	71,300	86,600	69,300	81,500	100,100	76,000	89,500	111,100	83,200	97,900	122,100	106,000	124,600	156,700
<b>Second Minister: Associate function</b>	41,100	48,300	56,100	50,400	59,300	72,200	57,600	67,800	83,500	63,600	74,800	92,600	70,300	81,800	101,800	91,600	107,800	135,600
<b>Second Minister: Assistant function</b>	39,400	46,400	53,600	42,300	49,800	60,400	48,100	56,600	69,900	52,200	61,400	77,400	56,400	66,400	85,100	71,700	84,400	109,300

## 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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	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX
<b>Credentialed, Master Level</b>	36,500	42,900	49,200	40,100	46,000	52,000	48,500	53,500	58,300	54,700	60,400	65,700	61,100	67,100	73,300	77,500	85,200	92,900
<b>Credentialed, Credentialed Level</b>	34,400	40,500	46,500	37,800	43,400	49,000	45,800	50,400	54,900	51,700	56,800	62,000	57,500	63,300	69,100	73,000	80,300	87,500
<b>Credentialed, Associate Level</b>	32,400	38,100	43,600	36,000	42,300	48,100	43,900	48,200	54,400	48,600	53,400	60,600	53,200	58,600	66,700	62,900	69,300	81,700
<b>Religious Educator</b>	31,700	36,600	42,900	34,900	41,100	47,300	40,000	47,000	53,900	43,700	51,500	59,100	47,500	55,900	64,200	56,300	66,300	75,900
<b>Religious Education Coordinator</b>	24,200	28,000	32,100	26,700	31,400	36,200	30,500	35,800	41,200	33,400	39,200	45,200	36,300	42,800	49,000	42,900	50,500	58,100

# 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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<b>UUA Certified Music Director</b>	34,300	40,300	48,300	38,200	44,900	51,600	43,600	51,200	58,900	47,300	55,700	64,100	56,000	65,800	75,800	66,300	78,000	92,800
<b>Music Director</b>	32,700	38,500	47,500	34,900	41,100	49,800	42,000	48,700	55,400	46,400	54,600	62,700	51,200	60,300	69,900	63,100	74,200	88,400
<b>UUA Certified Choir Director</b>	27,500	32,400	39,900	30,400	35,700	43,300	35,900	41,700	48,000	40,100	47,200	54,100	44,800	52,700	61,000	55,100	64,800	77,100
<b>Choir Director</b>	26,200	30,900	38,000	29,200	34,300	41,600	34,700	40,100	45,600	38,200	44,800	51,700	42,200	49,600	57,500	52,100	61,200	72,900
<b>Instrumentalist</b>	21,300	25,100	30,700	22,900	26,900	32,500	27,600	32,000	36,300	30,500	35,700	41,200	33,700	39,700	45,900	41,500	48,800	58,100

## 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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<b>Membership Director</b>	34,100	40,000	45,900	37,500	43,000	48,600	45,200	49,900	54,300	51,000	56,300	61,300	56,800	62,700	68,400	72,200	79,500	86,700
<b>Membership Manager</b>	28,900	33,300	39,200	31,900	37,500	43,000	38,900	42,800	46,700	39,800	46,800	53,800	43,300	51,000	58,500	51,200	60,300	69,100
<b>Membership Coordinator</b>	24,200	28,000	32,100	26,700	31,400	36,200	30,500	35,800	41,100	33,400	39,200	45,200	36,300	42,800	49,000	42,900	50,500	58,100

# 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	-	-	-	-	-	-	-	-	-	57,100	67,200	80,100	59,900	70,500	84,400	64,600	76,000	91,300
Business Administrator	-	-	-	-	-	-	48,500	57,000	67,600	51,000	60,000	71,500	53,900	63,400	76,000	58,300	68,600	82,300
Congregational Administrator	34,800	40,900	47,000	35,600	41,800	48,000	36,400	42,900	49,300	37,300	43,900	51,000	38,700	45,600	53,300	40,000	47,000	55,800
Office Administrator	27,400	32,000	36,800	28,300	33,400	38,400	28,800	33,900	38,800	29,700	34,800	39,900	30,400	35,700	41,000	31,300	36,900	43,300
Office Assistant	23,100	26,800	31,200	23,400	27,500	31,900	24,100	28,100	32,600	24,600	28,900	33,400	25,200	29,700	34,000	25,900	30,400	35,000
Bookkeeper	31,200	36,600	41,900	31,700	37,200	42,700	32,100	37,600	43,300	32,900	38,600	44,400	33,700	39,700	45,500	35,000	41,200	48,000
Childcare Worker	22,900	26,000	29,900	22,900	26,000	29,900	22,900	26,000	29,900	23,400	26,500	30,400	23,900	27,300	31,200	24,600	28,000	32,000
Childcare Worker, Hourly rate	11.01	12.50	14.38	11.01	12.50	14.38	11.01	12.50	14.38	11.25	12.74	14.62	11.49	13.13	15.00	11.83	13.46	15.38
Facilities Mgr (new for 20-21)	-	-	-	-	-	-	-	-	-	33,300	37,800	44,400	34,100	38,700	45,600	34,800	39,800	46,600
Custodian	24,000	27,500	32,200	24,600	28,000	32,800	25,100	28,500	33,500	25,600	29,100	34,200	26,200	29,800	35,100	26,800	30,700	36,000
Custodian, Hourly rate	11.54	13.22	15.48	11.83	13.46	15.77	12.07	13.70	16.11	12.31	13.99	16.44	12.60	14.33	16.88	12.88	14.76	17.31