

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.
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- 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
Lead Minister: Solo, Senior, or Co-lead	63,800	75,200	90,300	81,300	95,600	116,100	92,900	109,300	134,300	102,000	120,000	149,000	111,500	131,200	163,800	142,100	167,100	210,200
Second Minister: Associate function	55,100	64,800	75,200	67,600	79,500	96,900	77,300	91,000	112,000	85,300	100,300	124,100	94,300	109,700	136,500	122,800	144,600	181,800
Second Minister: Assistant function	52,900	62,200	71,900	56,800	66,800	80,900	64,500	75,900	93,700	70,000	82,400	103,800	75,600	89,000	114,100	96,200	113,200	146,600

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
Credentialed, Master Level	49,000	57,500	66,000	53,800	61,700	69,700	65,000	71,700	78,100	73,400	80,900	88,100	81,900	90,000	98,300	104,000	114,200	124,600
Credentialed, Credentialed Level	46,100	54,300	62,300	50,700	58,200	65,700	61,400	67,600	73,600	69,300	76,200	83,200	77,100	84,800	92,600	97,800	107,600	117,300
Credentialed, Associate Level	43,400	51,100	58,500	48,300	56,800	64,500	58,900	64,700	72,900	65,100	71,600	81,300	71,400	78,600	89,400	84,400	92,900	109,500
Religious Educator	42,500	49,100	57,600	46,800	55,100	63,400	53,600	63,000	72,200	58,600	69,000	79,300	63,700	74,900	86,100	75,500	88,900	101,800
Religious Education Coordinator	32,500	37,500	43,100	35,800	42,100	48,500	40,900	48,000	55,200	44,700	52,600	60,700	48,700	57,300	65,700	57,600	67,700	77,900

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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	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX
UUA Certified Music Director	46,000	54,000	64,800	51,200	60,200	69,100	58,400	68,700	78,900	63,500	74,700	85,900	75,000	88,300	101,600	88,900	104,500	124,500
Music Director	43,900	51,700	63,700	46,800	55,100	66,800	56,300	65,300	74,300	62,200	73,200	84,000	68,700	80,800	93,700	84,600	99,500	118,600
UUA Certified Choir Director	36,900	43,400	53,500	40,700	47,900	58,100	48,100	55,900	64,400	53,800	63,200	72,600	60,100	70,700	81,800	73,900	86,800	103,400
Choir Director	35,200	41,400	51,000	39,200	46,000	55,800	46,500	53,800	61,100	51,200	60,100	69,300	56,500	66,600	77,100	69,900	82,100	97,700
Instrumentalist	28,600	33,600	41,200	30,700	36,100	43,500	37,100	43,000	48,700	40,900	47,900	55,200	45,200	53,200	61,600	55,700	65,500	77,900

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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	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX
Membership Director	45,800	53,700	61,600	50,300	57,700	65,100	60,700	66,900	72,800	68,400	75,500	82,200	76,200	84,000	91,700	96,900	106,600	116,200
Membership Manager	38,700	44,600	52,500	42,700	50,300	57,700	52,200	57,300	62,700	53,300	62,800	72,100	58,100	68,300	78,500	68,700	80,800	92,600
Membership Coordinator	32,500	37,500	43,100	35,800	42,100	48,500	40,900	48,000	55,100	44,700	52,600	60,700	48,700	57,300	65,700	57,600	67,700	77,900

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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	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX
Dir. of Finance & Operations	-	-	-	-	-	-	-	-	-	76,600	90,200	107,400	80,400	94,500	113,200	86,600	102,000	122,500
Business Administrator	-	-	-	-	-	-	65,000	76,500	90,600	68,400	80,500	95,800	72,300	85,100	102,000	78,100	91,900	110,300
Congregational Administrator	46,700	54,900	63,000	47,700	56,100	64,300	48,900	57,500	66,100	50,000	58,900	68,400	51,900	61,100	71,500	53,600	63,000	74,800
Office Administrator	36,700	43,000	49,300	38,000	44,700	51,400	38,600	45,400	52,000	39,800	46,700	53,500	40,800	47,900	55,000	42,000	49,400	58,100
Office Assistant	30,900	36,000	41,900	31,400	36,900	42,700	32,300	37,600	43,700	32,900	38,700	44,700	33,700	39,800	45,500	34,700	40,700	47,000
Bookkeeper	41,800	49,100	56,200	42,500	49,900	57,200	43,100	50,400	58,100	44,100	51,800	59,600	45,200	53,200	61,000	47,000	55,200	64,400
Childcare Worker	30,700	34,800	40,100	30,700	34,800	40,100	30,700	34,800	40,100	31,400	35,500	40,800	32,100	36,600	41,800	32,900	37,500	43,000
Childcare Worker, Hourly rate	14.76	16.73	19.28	14.76	16.73	19.28	14.76	16.73	19.28	15.10	17.07	19.62	15.43	17.60	20.10	15.82	18.03	20.67
Facilities Mgr (new for 20-21)	-	-	-	-	-	-	-	-	-	44,600	50,700	59,600	45,700	51,900	61,100	46,700	53,300	62,500
Custodian	32,200	36,800	43,200	32,900	37,500	44,000	33,600	38,200	45,000	34,300	39,100	45,900	35,200	40,000	47,100	36,000	41,200	48,300
Custodian, Hourly rate	15.48	17.69	20.77	15.82	18.03	21.15	16.15	18.37	21.63	16.49	18.80	22.07	16.92	19.23	22.64	17.31	19.81	23.22