

# 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.
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- 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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	<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>	67,100	79,000	94,900	85,400	100,400	122,000	97,600	114,800	141,100	107,100	126,100	156,600	117,200	137,900	172,100	149,300	175,600	220,800
<b>Second Minister: Associate function</b>	57,900	68,100	79,000	71,100	83,600	101,800	81,200	95,600	117,700	89,700	105,400	130,400	99,100	115,300	143,500	129,100	151,900	191,100
<b>Second Minister: Assistant function</b>	55,600	65,300	75,500	59,600	70,200	85,100	67,800	79,700	98,500	73,500	86,600	109,100	79,500	93,500	119,900	101,100	118,900	154,000

## Religious Education Staff

**Notes for setting religious education staff salaries:**

- 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>	51,500	60,400	69,300	56,500	64,900	73,300	68,300	75,400	82,100	77,100	85,100	92,600	86,100	94,600	103,300	109,200	120,000	130,900
<b>Credentialed, Credentialed Level</b>	48,500	57,000	65,500	53,300	61,100	69,100	64,500	71,100	77,400	72,800	80,100	87,400	81,000	89,200	97,300	102,800	113,100	123,300
<b>Credentialed, Associate Level</b>	45,600	53,700	61,500	50,700	59,600	67,800	61,900	68,000	76,600	68,400	75,300	85,400	75,000	82,600	94,000	88,700	97,600	115,100
<b>Religious Educator</b>	44,600	51,600	60,500	49,200	57,900	66,600	56,300	66,200	75,900	61,600	72,500	83,300	67,000	78,700	90,500	79,400	93,400	107,000
<b>Religious Education Coordinator</b>	34,100	39,400	45,300	37,600	44,300	51,000	43,000	50,500	58,000	47,000	55,300	63,700	51,200	60,300	69,100	60,500	71,200	81,800

## Music Staff

### Notes for setting music staff salaries:

- 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>	48,400	<b>56,800</b>	68,100	53,800	<b>63,200</b>	72,700	61,400	<b>72,200</b>	83,000	66,700	<b>78,500</b>	90,300	78,900	<b>92,800</b>	106,800	93,400	<b>109,900</b>	130,800
<b>Music Director</b>	46,100	<b>54,300</b>	67,000	49,200	<b>57,900</b>	70,200	59,100	<b>68,600</b>	78,100	65,300	<b>76,900</b>	88,300	72,200	<b>84,900</b>	98,500	88,900	<b>104,500</b>	124,600
<b>UUA Certified Choir Director</b>	38,800	<b>45,600</b>	56,200	42,800	<b>50,300</b>	61,000	50,600	<b>58,800</b>	67,700	56,500	<b>66,500</b>	76,300	63,100	<b>74,300</b>	85,900	77,600	<b>91,300</b>	108,600
<b>Choir Director</b>	37,000	<b>43,500</b>	53,600	41,200	<b>48,400</b>	58,700	48,900	<b>56,500</b>	64,200	53,800	<b>63,100</b>	72,800	59,400	<b>69,900</b>	81,000	73,400	<b>86,300</b>	102,700
<b>Instrumentalist</b>	30,000	<b>35,300</b>	43,300	32,200	<b>37,900</b>	45,800	38,900	<b>45,100</b>	51,200	43,000	<b>50,300</b>	58,000	47,500	<b>55,900</b>	64,700	58,500	<b>68,800</b>	81,800

## Membership Staff

**Notes for setting membership staff salaries:**

- 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
<b>Membership Director</b>	48,100	56,400	64,700	52,800	60,600	68,400	63,700	70,300	76,500	71,900	79,400	86,400	80,100	88,300	96,300	101,800	112,000	122,100
<b>Membership Manager</b>	40,700	46,900	55,200	44,900	52,800	60,600	54,800	60,300	65,800	56,000	66,000	75,800	61,000	71,800	82,500	72,200	84,900	97,300
<b>Membership Coordinator</b>	34,100	39,400	45,300	37,600	44,300	51,000	43,000	50,500	57,900	47,000	55,300	63,700	51,200	60,300	69,100	60,500	71,200	81,800

## Administrative & Operations Staff

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

- 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	-	-	-	-	-	-	-	-	-	80,500	94,700	112,800	84,400	99,300	118,900	91,000	107,100	128,700
Business Administrator	-	-	-	-	-	-	68,300	80,400	95,200	71,900	84,600	100,700	76,000	89,400	107,100	82,100	96,600	115,900
Congregational Administrator	49,100	57,700	66,200	50,100	58,900	67,600	51,300	60,400	69,400	52,600	61,900	71,900	54,600	64,200	75,100	56,300	66,200	78,600
Office Administrator	38,600	45,100	51,800	39,900	47,000	54,100	40,500	47,700	54,700	41,800	49,100	56,200	42,900	50,300	57,800	44,100	52,000	61,000
Office Assistant	32,500	37,800	44,000	33,000	38,800	44,900	34,000	39,600	45,900	34,600	40,700	47,000	35,500	41,800	47,900	36,500	42,800	49,400
Bookkeeper	43,900	51,600	59,000	44,600	52,500	60,100	45,300	52,900	61,000	46,400	54,400	62,600	47,500	55,900	64,100	49,400	58,000	67,700
Childcare Worker	32,200	36,600	42,200	32,200	36,600	42,200	32,200	36,600	42,200	33,000	37,300	42,900	33,700	38,400	43,900	34,600	39,400	45,100
Childcare Worker, Hourly rate	15.48	17.60	20.29	15.48	17.60	20.29	15.48	17.60	20.29	15.87	17.93	20.63	16.20	18.46	21.11	16.63	18.94	21.68
Facilities Mgr (new for 20-21)	-	-	-	-	-	-	-	-	-	46,900	53,300	62,600	48,000	54,600	64,200	49,100	56,000	65,700
Custodian	33,900	38,700	45,400	34,600	39,400	46,300	35,300	40,200	47,200	36,100	41,000	48,200	37,000	42,000	49,500	37,800	43,300	50,700
Custodian, Hourly rate	16.30	18.61	21.83	16.63	18.94	22.26	16.97	19.33	22.69	17.36	19.71	23.17	17.79	20.19	23.80	18.17	20.82	24.38