

Recommended Salary Ranges for UUA Congregations
Effective 1/1/2006 through 12/31/2007
Geo Index 1

Number of Members <i>MINISTRY</i>	Small (<150)			Mid Sized I (150- 249)			Mid Sized II (250 - 499)			Large I (500 - 749)			Large II (>750)		
	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX
Parish Minister, Minister of Religious Education or Community Minister	35,500	44,400	53,200	44,300	56,500	68,600	50,600	65,800	81,000	58,600	77,600	96,800	73,100	98,700	124,300
In multi-minister settings, where one minister is recognized as having primary accountability, a salary differential is merited. Where the functions of a congregation's ministers are found to be closely comparable, the congregation should consider the same salary range for these positions.															
Interim Minister	<i>Same as the midpoint of the range recommended for congregations of this size.</i>														
Co-Minister	<i>Same as Minister, pro-rated for part-time</i>														
Associate Minister	30,800	36,700	42,600	35,400	45,100	54,900	40,500	52,600	64,800	46,900	62,200	77,400	58,500	79,000	99,400
Assistant Minister	29,000	34,300	39,600	29,000	36,800	44,600	32,600	42,600	52,600	35,200	49,100	62,900	43,900	62,300	80,800
Youth Minister	<i>Same as other ministerial categories according to responsibility.</i>														
Minister of Music	<i>Same as other ministerial categories according to responsibility.</i>														

For ordained staff, the term "salary" refers to the sum of salary plus housing allowance only.

Number of Members	Small (<150)			Mid Sized I (150- 249)			Mid Sized II (250 - 499)			Large I (500 - 749)			Large II (>750)		
	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX
RELIGIOUS EDUCATION															
Credentialed Religious Educator - Masters Level	28,600	33,600	38,500	31,400	36,100	40,700	38,800	42,700	46,600	47,800	52,600	57,400	60,600	66,700	72,700
Credentialed Religious Educator	26,700	31,300	36,000	29,400	33,700	38,100	37,000	40,800	44,400	44,900	49,600	53,800	55,000	61,100	66,100
Credentialed Religious Educator - Associate Level	25,400	29,900	34,300	28,000	32,100	36,300	35,200	38,700	42,200	41,800	46,000	50,200	49,500	54,400	59,300
Religious Educator	24,200	27,800	32,700	26,600	31,200	35,900	30,900	36,300	41,700	36,100	42,500	48,800	43,700	51,500	59,300

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	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX
MUSIC															
Music Director	25,400	31,300	38,500	28,000	33,700	40,700	35,200	40,800	46,600	41,800	49,600	57,400	49,500	61,100	72,700
Choir Director	20,300	25,000	30,800	22,400	27,000	32,560	28,200	32,600	37,280	33,400	39,700	45,920	39,600	48,900	58,160
Organist	16,500	20,300	25,000	18,200	21,900	26,500	22,900	26,500	30,300	27,200	32,200	37,300	32,200	39,700	47,300
<i>Add 20% if the administration of the music program is provided by the Choir Director or Organist</i>															

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	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX
ADMINISTRATIVE AND OPERATIONS															
Business Administrator	31,800	38,200	44,400	35,600	42,700	49,800	37,600	46,100	54,600	39,900	49,800	59,700	42,900	53,800	64,500
Congregational Administrator	24,300	28,400	32,700	25,100	29,600	33,900	26,000	30,600	35,200	26,400	31,600	37,000	26,800	32,700	38,800
Office Administrator	20,200	23,700	27,200	20,900	24,600	28,200	21,600	25,500	29,300	22,400	26,400	30,300	22,800	27,300	31,900
Office Assistant	17,400	20,200	23,600	17,700	20,800	23,900	18,500	21,600	25,000	18,900	22,300	25,500	19,400	22,900	26,300
Bookkeeper	23,600	27,800	31,900	24,300	28,600	32,800	25,200	29,600	34,000	26,000	30,500	35,000	26,400	31,700	37,000
Membership or Volunteer Coordinator	20,800	24,500	28,100	21,600	25,300	29,100	22,400	26,300	30,100	23,100	27,100	31,200	23,800	28,000	32,200
Custodian	17,400	18,800	22,700	17,400	19,400	22,700	17,400	20,200	22,700	17,400	20,700	23,600	17,900	21,300	24,200
<i>Hourly Rate</i>	<i>8.37</i>	<i>9.04</i>	<i>10.91</i>	<i>8.37</i>	<i>9.33</i>	<i>10.91</i>	<i>8.37</i>	<i>9.71</i>	<i>10.91</i>	<i>8.37</i>	<i>9.95</i>	<i>11.35</i>	<i>8.61</i>	<i>10.24</i>	<i>11.63</i>

Capsule job descriptions are intended as a standard for establishing the appropriate salary range for employees. These capsules should guide congregations in assigning the appropriate salary range for a position. They are not a total or all-encompassing description of the work.