

Recommended Salary Ranges for UUA Congregations
Effective 1/1/2006 through 12/31/2007
Geo Index 2

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	37,900	47,400	56,900	47,300	60,300	73,300	54,100	70,300	86,500	62,600	82,900	103,400	78,100	105,500	132,700
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	32,900	39,200	45,500	37,800	48,200	58,700	43,200	56,200	69,200	50,100	66,400	82,700	62,500	84,300	106,200
Assistant Minister	31,000	36,700	42,300	31,000	39,300	47,700	34,800	45,500	56,200	37,600	52,400	67,200	46,900	66,600	86,300
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 <i>RELIGIOUS EDUCATION</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
Credentialed Religious Educator - Masters Level	30,600	35,900	41,200	33,600	38,500	43,500	41,500	45,600	49,700	51,000	56,200	61,300	64,800	71,300	77,600
Credentialed Religious Educator	28,500	33,500	38,400	31,400	36,000	40,700	39,500	43,600	47,400	47,900	53,000	57,400	58,800	65,200	70,600
Credentialed Religious Educator - Associate Level	27,200	32,000	36,700	29,900	34,300	38,800	37,600	41,400	45,100	44,700	49,200	53,600	52,800	58,100	63,400
Religious Educator	25,900	29,700	35,000	28,400	33,400	38,400	33,000	38,800	44,600	38,500	45,400	52,100	46,700	55,000	63,400

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	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX
MUSIC															
Music Director	27,200	33,500	41,200	29,900	36,000	43,500	37,600	43,600	49,700	44,700	53,000	61,300	52,800	65,200	77,600
Choir Director	21,800	26,800	33,000	23,900	28,800	34,800	30,100	34,900	39,800	35,800	42,400	49,000	42,200	52,200	62,100
Organist	17,700	21,800	26,800	19,400	23,400	28,300	24,400	28,300	32,300	29,100	34,500	39,800	34,300	42,400	50,400
<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	33,900	40,800	47,500	38,000	45,600	53,200	40,100	49,300	58,300	42,600	53,200	63,700	45,900	57,400	68,900
Congregational Administrator	25,900	30,400	35,000	26,800	31,600	36,200	27,800	32,700	37,600	28,200	33,700	39,500	28,600	35,000	41,500
Office Administrator	21,500	25,300	29,000	22,400	26,300	30,200	23,100	27,300	31,300	24,000	28,200	32,300	24,300	29,100	34,100
Office Assistant	18,600	21,600	25,200	18,900	22,200	25,600	19,700	23,100	26,700	20,200	23,800	27,300	20,800	24,400	28,100
Bookkeeper	25,200	29,700	34,000	25,900	30,600	35,100	26,900	31,600	36,300	27,700	32,600	37,400	28,200	33,800	39,500
Membership or Volunteer Coordinator	22,200	26,100	30,000	23,000	27,100	31,100	23,900	28,100	32,100	24,600	29,000	33,300	25,500	29,900	34,400
Custodian	18,600	20,100	24,300	18,600	20,700	24,300	18,600	21,500	24,300	18,600	22,100	25,200	19,100	22,700	25,900
<i>Hourly Rate</i>	<i>8.94</i>	<i>9.66</i>	<i>11.68</i>	<i>8.94</i>	<i>9.95</i>	<i>11.68</i>	<i>8.94</i>	<i>10.34</i>	<i>11.68</i>	<i>8.94</i>	<i>10.63</i>	<i>12.12</i>	<i>9.18</i>	<i>10.91</i>	<i>12.45</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.