

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

**Geo Index 3 - National Average**

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
<b>Parish Minister, Minister of Religious Education or Community Minister</b>	40,300	50,400	60,500	50,300	64,150	78,000	57,500	74,750	92,000	66,600	88,200	110,000	83,100	112,200	141,200
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.															
<b>Interim Minister</b>	<i>Same as the midpoint of the range recommended for congregations of this size.</i>														
<b>Co-Minister</b>	<i>Same as Minister, pro-rated for part-time</i>														
<b>Associate Minister</b>	35,000	41,700	48,400	40,200	51,300	62,400	46,000	59,800	73,600	53,300	70,650	88,000	66,500	89,730	112,960
<b>Assistant Minister</b>	33,000	39,000	45,000	33,000	41,850	50,700	37,000	48,400	59,800	40,000	55,750	71,500	49,900	70,850	91,800
<b>Youth Minister</b>	<i>Same as other ministerial categories according to responsibility.</i>														
<b>Minister of Music</b>	<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
<b>RELIGIOUS EDUCATION</b>															
<b>Credentialed Religious Educator - Masters Level</b>	32,500	38,200	43,800	35,700	41,000	46,300	44,100	48,500	52,900	54,300	59,800	65,200	68,900	75,800	82,600
<b>Credentialed Religious Educator</b>	30,300	35,600	40,900	33,400	38,300	43,300	42,000	46,400	50,400	51,000	56,400	61,100	62,500	69,400	75,100
<b>Credentialed Religious Educator - Associate Level</b>	28,900	34,000	39,000	31,800	36,500	41,300	40,000	44,000	48,000	47,500	52,300	57,000	56,200	61,800	67,400
<b>Religious Educator</b>	27,500	31,600	37,200	30,200	35,500	40,800	35,100	41,300	47,400	41,000	48,300	55,400	49,700	58,500	67,400

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	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX
<b>MUSIC</b>															
<b>Music Director</b>	28,900	35,600	43,800	31,800	38,300	46,300	40,000	46,400	52,900	47,500	56,400	65,200	56,200	69,400	82,600
<b>Choir Director</b>	23,100	28,500	35,000	25,400	30,600	37,000	32,000	37,100	42,300	38,000	45,100	52,200	45,000	55,500	66,100
<b>Organist</b>	18,800	23,100	28,500	20,700	24,900	30,100	26,000	30,200	34,400	30,900	36,700	42,400	36,500	45,100	53,700
<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
<b>ADMINISTRATIVE AND OPERATIONS</b>															
<b>Business Administrator</b>	36,100	43,400	50,500	40,400	48,500	56,600	42,700	52,400	62,000	45,300	56,600	67,800	48,800	61,100	73,300
<b>Congregational Administrator</b>	27,600	32,300	37,200	28,500	33,600	38,500	29,600	34,800	40,000	30,000	35,900	42,000	30,400	37,200	44,100
<b>Office Administrator</b>	22,900	26,900	30,900	23,800	28,000	32,100	24,600	29,000	33,300	25,500	30,000	34,400	25,900	31,000	36,300
<b>Office Assistant</b>	19,800	23,000	26,800	20,100	23,600	27,200	21,000	24,600	28,400	21,500	25,300	29,000	22,100	26,000	29,900
<b>Bookkeeper</b>	26,800	31,600	36,200	27,600	32,500	37,300	28,600	33,600	38,600	29,500	34,700	39,800	30,000	36,000	42,000
<b>Membership or Volunteer Coordinator</b>	23,600	27,800	31,900	24,500	28,800	33,100	25,400	29,900	34,200	26,200	30,800	35,400	27,100	31,800	36,600
<b>Custodian</b>	19,800	21,400	25,800	19,800	22,000	25,800	19,800	22,900	25,800	19,800	23,500	26,800	20,300	24,200	27,500
<i>Hourly Rate</i>	<i>9.52</i>	<i>10.29</i>	<i>12.40</i>	<i>9.52</i>	<i>10.58</i>	<i>12.40</i>	<i>9.52</i>	<i>11.01</i>	<i>12.40</i>	<i>9.52</i>	<i>11.30</i>	<i>12.88</i>	<i>9.76</i>	<i>11.63</i>	<i>13.22</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.