

Recommended Salary Ranges for UUA Congregations
Effective 1/1/2006 through 12/31/2007
Geo Index 4

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	42,700	53,400	64,100	53,300	68,000	82,700	61,000	79,200	97,500	70,600	93,500	116,600	88,100	118,900	149,700
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	37,100	44,200	51,300	42,600	54,400	66,100	48,800	63,400	78,000	56,500	74,900	93,300	70,500	95,100	119,700
Assistant Minister	35,000	41,300	47,700	35,000	44,400	53,700	39,200	51,300	63,400	42,400	59,100	75,800	52,900	75,100	97,300
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	34,500	40,500	46,400	37,800	43,500	49,100	46,700	51,400	56,100	57,600	63,400	69,100	73,000	80,300	87,600
Credentialed Religious Educator	32,100	37,700	43,400	35,400	40,600	45,900	44,500	49,200	53,400	54,100	59,800	64,800	66,300	73,600	79,600
Credentialed Religious Educator - Associate Level	30,600	36,000	41,300	33,700	38,700	43,800	42,400	46,600	50,900	50,400	55,400	60,400	59,600	65,500	71,400
Religious Educator	29,200	33,500	39,400	32,000	37,600	43,200	37,200	43,800	50,200	43,500	51,200	58,700	52,700	62,000	71,400

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	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX
MUSIC															
Music Director	30,600	37,700	46,400	33,700	40,600	49,100	42,400	49,200	56,100	50,400	59,800	69,100	59,600	73,600	87,600
Choir Director	24,500	30,200	37,100	27,000	32,500	39,300	33,900	39,400	44,900	40,300	47,800	55,300	47,700	58,900	70,100
Organist	19,900	24,500	30,200	21,900	26,400	31,900	27,600	32,000	36,500	32,800	38,900	44,900	38,700	47,800	56,900
<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	38,300	46,000	53,500	42,800	51,400	60,000	45,300	55,500	65,700	48,000	60,000	71,900	51,700	64,800	77,700
Congregational Administrator	29,300	34,200	39,400	30,200	35,600	40,800	31,400	36,900	42,400	31,800	38,100	44,500	32,200	39,400	46,700
Office Administrator	24,300	28,500	32,800	25,200	29,700	34,000	26,100	30,700	35,300	27,000	31,800	36,500	27,500	32,900	38,500
Office Assistant	21,000	24,400	28,400	21,300	25,000	28,800	22,300	26,100	30,100	22,800	26,800	30,700	23,400	27,600	31,700
Bookkeeper	28,400	33,500	38,400	29,300	34,500	39,500	30,300	35,600	40,900	31,300	36,800	42,200	31,800	38,200	44,500
Membership or Volunteer Coordinator	25,000	29,500	33,800	26,000	30,500	35,100	26,900	31,700	36,300	27,800	32,600	37,500	28,700	33,700	38,800
Custodian	21,000	22,700	27,300	21,000	23,300	27,300	21,000	24,300	27,300	21,000	24,900	28,400	21,500	25,700	29,200
<i>Hourly Rate</i>	<i>10.10</i>	<i>10.91</i>	<i>13.13</i>	<i>10.10</i>	<i>11.20</i>	<i>13.13</i>	<i>10.10</i>	<i>11.68</i>	<i>13.13</i>	<i>10.10</i>	<i>11.97</i>	<i>13.65</i>	<i>10.34</i>	<i>12.36</i>	<i>14.04</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.