

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.
- Adding in the cost of benefits and payroll taxes (which are not included here).
- 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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TITLE <i>See capsule job descriptions</i>	Small			Midsize I			Midsize II			Midsize III			Large I			Large II		
	<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
Lead Minister: Solo, Senior, or Co-lead	49,000	57,700	69,300	62,500	73,400	89,200	71,300	83,900	103,100	78,300	92,200	114,500	85,700	100,800	125,800	109,100	128,300	161,400
Second Minister: Associate function	42,300	49,800	57,700	51,900	61,100	74,400	59,400	69,900	86,000	65,500	77,000	95,400	72,400	84,300	104,900	94,400	111,000	139,700
Second Minister: Assistant function	40,600	47,800	55,200	43,600	51,300	62,200	49,600	58,300	72,000	53,700	63,300	79,800	58,100	68,300	87,600	73,900	86,900	112,600

Religious Education Staff

Notes for setting religious education staff salaries:

- Be sure to 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
Credentialed, Master Level	37,600	44,100	50,700	41,300	47,400	53,600	49,900	55,100	60,000	56,400	62,200	67,700	62,900	69,200	75,500	79,900	87,700	95,700
Credentialed, Credentialed Level	35,400	41,700	47,900	39,000	44,700	50,500	47,100	51,900	56,600	53,200	58,600	63,900	59,200	65,200	71,200	75,100	82,700	90,100
Credentialed, Associate Level	33,400	39,200	45,000	37,100	43,600	49,600	45,200	49,700	56,000	50,000	55,000	62,500	54,800	60,400	68,700	64,800	71,300	84,100
Religious Educator	32,600	37,700	44,200	36,000	42,300	48,700	41,200	48,400	55,500	45,000	53,000	60,900	48,900	57,600	66,200	58,000	68,300	78,200
Religious Education Coordinator	24,900	28,800	33,100	27,500	32,400	37,300	31,500	36,900	42,400	34,400	40,400	46,600	37,400	44,100	50,500	44,200	52,000	59,800

Music Staff

Notes for setting music staff salaries:

- Be sure to 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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UUA Certified Music Director	35,300	41,500	49,800	39,300	46,200	53,100	44,900	52,800	60,600	48,800	57,400	66,000	57,600	67,800	78,000	68,300	80,300	95,600
Music Director	33,700	39,700	48,900	36,000	42,300	51,300	43,200	50,100	57,100	47,800	56,200	64,500	52,800	62,100	72,000	65,000	76,400	91,100
UUA Certified Choir Director	28,400	33,400	41,100	31,300	36,800	44,600	37,000	43,000	49,500	41,300	48,600	55,700	46,100	54,300	62,800	56,700	66,700	79,400
Choir Director	27,000	31,800	39,200	30,100	35,300	42,900	35,700	41,300	47,000	39,300	46,100	53,200	43,400	51,100	59,200	53,700	63,100	75,000
Instrumentalist	21,900	25,800	31,600	23,600	27,700	33,400	28,500	33,000	37,400	31,500	36,800	42,400	34,700	40,900	47,300	42,800	50,300	59,800

Membership Staff

Notes for setting membership staff salaries:

- Be sure to 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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Membership Director	35,200	41,200	47,300	38,600	44,300	50,000	46,600	51,400	55,900	52,600	58,000	63,200	58,600	64,500	70,400	74,400	81,800	89,300
Membership Manager	29,700	34,300	40,300	32,800	38,600	44,300	40,100	44,100	48,100	41,000	48,200	55,400	44,600	52,500	60,300	52,800	62,100	71,200
Membership Coordinator	24,900	28,800	33,100	27,500	32,400	37,300	31,500	36,900	42,300	34,400	40,400	46,600	37,400	44,100	50,500	44,200	52,000	59,800

Administrative and Operations Staff

Notes for setting administrative and operations staff salaries:

- Be sure to 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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Dir. of Finance & Operations	-	-	-	-	-	-	-	-	-	59,400	69,900	83,300	62,300	73,300	87,800	67,200	79,100	95,000
Business Administrator	-	-	-	-	-	-	50,400	59,300	70,300	53,100	62,400	74,300	56,100	66,000	79,100	60,600	71,300	85,600
Congregational Administrator	36,200	42,600	48,900	37,000	43,500	49,900	37,900	44,600	51,300	38,800	45,700	53,100	40,300	47,400	55,500	41,600	48,900	58,000
Office Administrator	28,500	33,300	38,300	29,500	34,700	39,900	29,900	35,200	40,400	30,800	36,200	41,500	31,700	37,200	42,600	32,600	38,300	45,000
Office Assistant	24,000	27,900	32,500	24,300	28,600	33,100	25,100	29,200	33,900	25,500	30,000	34,700	26,200	30,800	35,300	26,900	31,600	36,400
Bookkeeper	32,400	38,100	43,600	32,900	38,700	44,400	33,400	39,100	45,000	34,200	40,200	46,200	35,100	41,300	47,300	36,400	42,800	50,000
Childcare Worker	23,800	27,000	31,100	23,800	27,000	31,100	23,800	27,000	31,100	24,300	27,500	31,700	24,900	28,400	32,400	25,500	29,100	33,300
Childcare Worker, Hourly rate	11.44	12.98	14.95	11.44	12.98	14.95	11.44	12.98	14.95	11.68	13.22	15.24	11.97	13.65	15.58	12.26	13.99	16.01
Facilities Mgr	-	-	-	-	-	-	-	-	-	34,600	39,400	46,200	35,400	40,300	47,400	36,200	41,400	48,500
Custodian	25,000	28,600	33,500	25,500	29,100	34,100	26,100	29,700	34,900	26,600	30,300	35,600	27,300	31,000	36,500	27,900	31,900	37,400
Custodian, Hourly rate	12.02	13.75	16.11	12.26	13.99	16.39	12.55	14.28	16.78	12.79	14.57	17.12	13.13	14.90	17.55	13.41	15.34	17.98