

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.

https://www.uua.org/sites/live-new.uua.org/files/guide_to_salary_recommendations.pdf

| TITLE <i>See capsule</i> <i>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 | 65,800 | 77,400 | 93,000 | 83,700 | 98,400 | 119,600 | 95,700 | 112,500 | 138,300 | 105,000 | 123,600 | 153,500 | 114,900 | 135,200 | 168,700 | 146,300 | 172,100 | 216,500 |
| Second Minister: Associate function | 56,800 | 66,700 | 77,400 | 69,600 | 81,900 | 99,800 | 79,600 | 93,700 | 115,300 | 87,900 | 103,300 | 127,900 | 97,100 | 113,000 | 140,600 | 126,500 | 148,900 | 187,300 |
| Second Minister: Assistant function | 54,400 | 64,100 | 74,000 | 58,500 | 68,800 | 83,400 | 66,500 | 78,200 | 96,500 | 72,100 | 84,800 | 107,000 | 77,900 | 91,600 | 117,500 | 99,100 | 116,600 | 151,000 |

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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- How UUA Salary Recommendations are developed.
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- 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 |
| Credentialed, Master Level | 50,400 | 59,200 | 67,900 | 55,400 | 63,600 | 71,800 | 67,000 | 73,900 | 80,500 | 75,600 | 83,400 | 90,800 | 84,300 | 92,700 | 101,200 | 107,100 | 117,700 | 128,300 |
| Credentialed, Credentialed Level | 47,500 | 55,900 | 64,200 | 52,300 | 59,900 | 67,700 | 63,200 | 69,600 | 75,800 | 71,300 | 78,500 | 85,700 | 79,400 | 87,400 | 95,400 | 100,800 | 110,800 | 120,800 |
| Credentialed, Associate Level | 44,700 | 52,600 | 60,300 | 49,700 | 58,500 | 66,500 | 60,600 | 66,600 | 75,100 | 67,100 | 73,800 | 83,700 | 73,500 | 80,900 | 92,100 | 86,900 | 95,700 | 112,800 |
| Religious Educator | 43,800 | 50,600 | 59,300 | 48,300 | 56,800 | 65,300 | 55,200 | 64,900 | 74,400 | 60,400 | 71,100 | 81,700 | 65,600 | 77,200 | 88,700 | 77,800 | 91,500 | 104,900 |
| Religious Education Coordinator | 33,400 | 38,600 | 44,400 | 36,800 | 43,400 | 50,000 | 42,200 | 49,500 | 56,900 | 46,100 | 54,200 | 62,500 | 50,200 | 59,100 | 67,700 | 59,300 | 69,800 | 80,200 |

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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| 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 |
| UUA Certified Music Director | 47,400 | 55,700 | 66,700 | 52,700 | 62,000 | 71,200 | 60,200 | 70,700 | 81,300 | 65,400 | 76,900 | 88,500 | 77,300 | 90,900 | 104,600 | 91,500 | 107,700 | 128,200 |
| Music Director | 45,200 | 53,200 | 65,600 | 48,300 | 56,800 | 68,800 | 58,000 | 67,200 | 76,600 | 64,100 | 75,400 | 86,500 | 70,700 | 83,300 | 96,500 | 87,100 | 102,500 | 122,100 |
| UUA Certified Choir Director | 38,000 | 44,700 | 55,100 | 41,900 | 49,300 | 59,800 | 49,600 | 57,600 | 66,400 | 55,400 | 65,100 | 74,700 | 61,900 | 72,800 | 84,200 | 76,100 | 89,500 | 106,500 |
| Choir Director | 36,200 | 42,700 | 52,500 | 40,400 | 47,400 | 57,500 | 47,900 | 55,400 | 63,000 | 52,700 | 61,900 | 71,300 | 58,200 | 68,500 | 79,400 | 72,000 | 84,600 | 100,600 |
| Instrumentalist | 29,400 | 34,600 | 42,400 | 31,600 | 37,200 | 44,800 | 38,200 | 44,200 | 50,200 | 42,200 | 49,300 | 56,900 | 46,500 | 54,800 | 63,400 | 57,400 | 67,500 | 80,200 |

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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- How UUA Salary Recommendations are developed.
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|--|--------------|--------|--------|-------------------|--------|--------|-------------------|--------|--------|-------------------|--------|--------|-------------------|--------|--------|--------------|---------|---------|
| | <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 |
| Membership Director | 47,200 | 55,300 | 63,400 | 51,800 | 59,400 | 67,100 | 62,500 | 68,900 | 75,000 | 70,500 | 77,800 | 84,700 | 78,500 | 86,500 | 94,400 | 99,800 | 109,800 | 119,700 |
| Membership Manager | 39,900 | 45,900 | 54,100 | 44,000 | 51,800 | 59,400 | 53,700 | 59,100 | 64,500 | 54,900 | 64,700 | 74,300 | 59,800 | 70,400 | 80,800 | 70,700 | 83,300 | 95,400 |
| Membership Coordinator | 33,400 | 38,600 | 44,400 | 36,800 | 43,400 | 50,000 | 42,200 | 49,500 | 56,800 | 46,100 | 54,200 | 62,500 | 50,200 | 59,100 | 67,700 | 59,300 | 69,800 | 80,200 |

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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| | <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 |
| Dir. of Finance & Operations | - | - | - | - | - | - | - | - | - | 79,600 | 93,800 | 111,700 | 83,600 | 98,300 | 117,700 | 90,100 | 106,000 | 127,400 |
| Business Administrator | - | - | - | - | - | - | 67,600 | 79,500 | 94,200 | 71,200 | 83,700 | 99,600 | 75,200 | 88,500 | 106,000 | 81,200 | 95,600 | 114,700 |
| Congregational Administrator | 48,600 | 57,100 | 65,500 | 49,600 | 58,300 | 66,900 | 50,800 | 59,800 | 68,700 | 52,000 | 61,200 | 71,200 | 54,000 | 63,600 | 74,400 | 55,700 | 65,500 | 77,800 |
| Office Administrator | 38,200 | 44,700 | 51,300 | 39,500 | 46,500 | 53,500 | 40,100 | 47,200 | 54,100 | 41,400 | 48,600 | 55,600 | 42,500 | 49,800 | 57,200 | 43,700 | 51,400 | 60,400 |
| Office Assistant | 32,200 | 37,400 | 43,600 | 32,600 | 38,400 | 44,400 | 33,600 | 39,100 | 45,400 | 34,200 | 40,300 | 46,500 | 35,100 | 41,400 | 47,400 | 36,100 | 42,300 | 48,800 |
| Bookkeeper | 43,400 | 51,100 | 58,400 | 44,200 | 51,900 | 59,500 | 44,800 | 52,400 | 60,400 | 45,900 | 53,900 | 62,000 | 47,000 | 55,300 | 63,400 | 48,800 | 57,400 | 67,000 |
| Childcare Worker | 31,900 | 36,200 | 41,700 | 31,900 | 36,200 | 41,700 | 31,900 | 36,200 | 41,700 | 32,600 | 36,900 | 42,500 | 33,400 | 38,000 | 43,400 | 34,200 | 39,000 | 44,700 |
| Childcare Worker, Hourly rate | 15.34 | 17.40 | 20.05 | 15.34 | 17.40 | 20.05 | 15.34 | 17.40 | 20.05 | 15.67 | 17.74 | 20.43 | 16.06 | 18.27 | 20.87 | 16.44 | 18.75 | 21.49 |
| Facilities Mgr | - | - | - | - | - | - | - | - | - | 46,400 | 52,800 | 62,000 | 47,500 | 54,000 | 63,600 | 48,600 | 55,500 | 65,000 |
| Custodian | 33,500 | 38,300 | 44,900 | 34,200 | 39,000 | 45,800 | 35,000 | 39,800 | 46,800 | 35,700 | 40,600 | 47,700 | 36,600 | 41,600 | 49,000 | 37,400 | 42,800 | 50,200 |
| Custodian, Hourly rate | 16.11 | 18.41 | 21.59 | 16.44 | 18.75 | 22.02 | 16.83 | 19.13 | 22.50 | 17.16 | 19.52 | 22.93 | 17.60 | 20.00 | 23.56 | 17.98 | 20.58 | 24.13 |