

***Ministerial Compensation***  
***For the Board, Search Committee, and Negotiating Team***

Before a church can be officially listed as looking for a minister, an "Application for Minister" form must be submitted on line to the Transitions Office. The key item on this form is the Salary & Housing your congregation is offering. The S&H determines the alphabetic "Salary Code" by which your congregation is designated, and thus indirectly the number of ministers interested in being considered for your position.

The compensation you offer your next minister is one of the most important elements in attracting candidates. These guidelines may help you arrive at the amount:

- It should be adequate, as reflected by its position on the UUA Guidelines for Basic Compensation Ranges for Professional Staff Positions most recently approved by the UUA Board of Trustees.
- It should likely be higher than you first think. Most congregations (like many businesses) fail to keep up with current standards over the years.
- It should be reasonable relative to comparable positions in your community: other ministers and rabbis in congregations of similar size, teachers and school administrators, college professors, and so on.
- It should be competitive with salary packages offered by other similar UU congregations looking for a minister next year.
- It should be generous, above the median of your congregation members' own economic position, reflective of the perception and respect you wish your minister to be accorded in the community.