

Church Size:	Average Pledge (at \$230,000)	UUA/District Commitment-\$78
346	\$ 665	\$ 26,988
316	\$ 728	\$ 24,648
260	\$ 885.	\$ 20,280
200	\$1,150.	\$ 15,600

#### Salary Midpoints

	Midsize I (150 – 249)	Midsize 2 (250 – 349)	Current Salaries	% of Mid I	% Mid II
Minister	76,300	87,100	90,000	118%	103%
Religious Educator (part-time at .62	42,200 26,164	48,200 29,884	33,248	127%	112%
Office Admin/ (Memb Coord) @ .60	37,500 22,500	38,200 22,920	20,829	93%	91%
Music Director @ .25	45,500 11,375	54,100 13,525	13,594	120%	101%
Choir Director @ .25	37,400 9,350	43,700 10,925	13,594	145%	124%
Custodian	30,700	31,400	34,270	112%	109%

Total of all 2012-2013 Staff Salaries	191,941	Salaries as % of
2012 Budgeted Income	433,677	44%
Endowment Income	143,378	
Pledge Income	210,548	91%
Fundraisers	18,499	
2012 Budgeted Operating Expenses	461,265	42%