

# UCC Conference Compensation Guidelines

which include educators and/or authorized ministers

**Note:**

*If the link does not work, the conference may have updated its website since this chart was assembled. Instead, visit the conference's website and search for "compensation guidelines."*

*Also note that compensation is based on the ministry task performed and not on the type of authorization. Many of the compensation guidelines set by conferences are designed to address compensation needs for local church pastors and do not cover employment benefits for other church staff members, so read them carefully. However, they may be used to help negotiate compensation for an authorized minister in a Christian education position.*

**Conferences in bold type include guidelines specifically for church educators.**

Conference	Guidelines	Church Educator Guidelines
California-Nevada Southern	<a href="http://www.scncucc.org/resources/d/ClergyCompensation.pdf">http://www.scncucc.org/resources/d/ClergyCompensation.pdf</a>	Clergy Guidelines include a statement regarding authorized ministers
Central Atlantic	<a href="http://www.cacucc.org/files/fileshare/2014-15%20ministers%20comp%20guidelines.pdf">http://www.cacucc.org/files/fileshare/2014-15%20ministers%20comp%20guidelines.pdf</a>	Clergy Guidelines include commissioned ministers (p. 6)
<b>Connecticut</b>	<b>Authorized Ministers Guidelines</b> <a href="http://www.ctucc.org/resources/pdfs/2014PastorsCompensationGuidelines.pdf">http://www.ctucc.org/resources/pdfs/2014PastorsCompensationGuidelines.pdf</a>	<b>Christian Education &amp; Formation Guidelines</b> <a href="http://www.ctucc.org/resources/pdfs/CT_CE_2014_Guidelines.pdf">http://www.ctucc.org/resources/pdfs/CT_CE_2014_Guidelines.pdf</a>
Illinois South	<a href="http://www.iscucc.org/images/stories/pdf/Resources/20142015ISCCCompensationGuidelines.pdf">http://www.iscucc.org/images/stories/pdf/Resources/20142015ISCCCompensationGuidelines.pdf</a>	Compensation Guidelines for Authorized Ministers includes commissioned ministers (pp. 8-9)
Indiana-Kentucky	<a href="http://www.ikcucc.org/search:compensation%20guidelines">http://www.ikcucc.org/search: "compensation guidelines"</a>	Compensation Guidelines for Authorized Ministers
Iowa	<a href="http://www.ucciaconf.org/wp-content/uploads/2014/09/2015-Compensation-Guidelines-w-cover-letter.pdf">http://www.ucciaconf.org/wp-content/uploads/2014/09/2015-Compensation-Guidelines-w-cover-letter.pdf</a>	Compensation Guidelines includes commissioned ministers (p. 5)
Kansas-Oklahoma	<a href="https://dhfep32ai8coe.cloudfront.net/wp-content/uploads/2014/03/Compensation-Guidelines-2015-16.pdf">https://dhfep32ai8coe.cloudfront.net/wp-content/uploads/2014/03/Compensation-Guidelines-2015-16.pdf</a>	Compensation Guidelines for Authorized Ministers (p. 8)
Maine	<a href="http://maineucc.org/search-call/clergy-compensation-guidelines-glance">http://maineucc.org/search-call/clergy-compensation-guidelines-glance</a>	Authorized Ministers' Compensation Guidelines

Conference	Guidelines	CE Guidelines
<b>Massachusetts</b>	<a href="https://macucc.brtaapp.com/files/files/documentsleadershipdevelopment/2014clergycompensationguidelines.pdf">https://macucc.brtaapp.com/files/files/documentsleadershipdevelopment/2014clergycompensationguidelines.pdf</a>	<a href="http://macucc.s3.amazonaws.com/F0CF8E57C0674D6886E1D0D4B21A4CED_Guidelines%204-7-2011.pdf">http://macucc.s3.amazonaws.com/F0CF8E57C0674D6886E1D0D4B21A4CED_Guidelines%204-7-2011.pdf</a>
Missouri Mid-South	<a href="http://media.wix.com/ugd/7a78f0_65405788d6904793aa5f2c9a0f0aa6e6.pdf">http://media.wix.com/ugd/7a78f0_65405788d6904793aa5f2c9a0f0aa6e6.pdf</a>	Minimum Compensation Guidelines for Authorized Ministers included commissioned ministers (p. 8)
Nebraska	<a href="http://www.uccnebraska.org/sites/default/files/files/2015_Compensation_Guidelines_0.pdf">http://www.uccnebraska.org/sites/default/files/files/2015_Compensation_Guidelines_0.pdf</a>	Compensation Guidelines includes commissioned ministers (p. 16)
New Hampshire	<a href="http://www.nhcucc.org/Resources/ClergyCompensationGuidelines/Guidelines/downloads/Guidelines.pdf">http://www.nhcucc.org/Resources/ClergyCompensationGuidelines/Guidelines/downloads/Guidelines.pdf</a>	Compensation Guidelines for Authorized Ministers includes commissioned ministers (p. 11)
<b>New York</b>	<a href="http://www.uccny.org/assets/documents/2016-compensation-guidelines-updated-062915.pdf">http://www.uccny.org/assets/documents/2016-compensation-guidelines-updated-062915.pdf</a>	<b>Compensation Guidelines includes Christian educators (p. V)</b>
<b>Penn Northeast</b>	<a href="http://www.pnec.org/leadership/SalaryGuideReadOnline.html">http://www.pnec.org/leadership/SalaryGuideReadOnline.html</a>	<b>Compensation Guidelines for Authorized Parish Ministers and Directors of Christian Education and Youth (p.18)</b>
<b>Rhode Island</b>	<a href="http://www.ricucc.org/wp-content/uploads/2013/12/Compensation-Guidelines-2015.pdf">http://www.ricucc.org/wp-content/uploads/2013/12/Compensation-Guidelines-2015.pdf</a>	<b>Compensation Guidelines for 2015 Clergy Church Office Personnel Church Musicians Church Educators (pp. 15-16)</b>
<b>Wisconsin</b>	<a href="http://www.wcucc.org/ace-images/2013_Guidelines_booklet.pdf">http://www.wcucc.org/ace-images/2013_Guidelines_booklet.pdf</a>	<b>Salary Guidelines includes educational ministries (pp. 41-42)</b>