



Official Salary Guide for Church Musicians

Revised: July 2004

NACM assumes that the Church Musician:

- A. Is trained by private study or by College or University
- B. Is regarded as a "professional" by church staff and governing board.
- C. Has an ability to work with church volunteers and likes to organize.
- D. Continually seeks out ways to grow in competence and commitment.

NACM acknowledges that each church position is unique. Many factors determine the nature of the particular church position, e.g. church denomination, individual church tradition, size of congregation, personality of the minister, level of musical expectation, and regional cost of living. Proper compensation is dependent on these and other factors which are difficult to specify and impossible to evaluate. However, there are two factors which allow for a more objective determination, which are: Skill (determined by education, experience and talent), and Time (hours spent satisfying job demands). The duties of the church musician may include:

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| A. Maintenance of technique and repertoire | H. Supervision of volunteers or paid staff |
| B. Review of new compositions and articles | I. Administrative work |
| C. Service and concert planning and preparation | J. Program building |
| D. Service and concert performance | K. Secretarial and library work |
| E. Preparation for rehearsals | L. Staff and committee meetings |
| F. Time spent in rehearsals | M. Pastoral work (counseling, etc.) |
| G. Composition and/or arrangement of music | N. Continuing education, workshops |

Eight hours per week is minimum time required to effectively conduct a one-choir, one-service program.

The following chart includes a range of yearly figures using a grid of Time Spent per Week and the amount of Education/Experience. Organist/Directors should also use this chart, adding in total practice time to achieve total hours.

Weekly Hours	8-11	12-15	16-19	Half Time	¾ Time	Full Time
Some Training no degree	8440 - 17230	13225 - 26475	14960 - 29425			
BA/BM or 5 years experience	10905 - 21480	18265 - 33475	19660 - 35760	27550 minimum	36250 minimum	50280 minimum
MA/MM or BA/BM & 5 years experience	14455 - 26975	22415 - 41000	23950 - 42950	34390 minimum	45235 minimum	63155 minimum
DMA/Ph.D	17975 minimum	28955 minimum	33520 minimum	43525 minimum	55090 minimum	78315 minimum

It is understood that some churches will offer more salary than this chart indicates.

It is recommended that the church consider some form of sabbatical leave for every seven years of continuous service.

Health and pension plans (generally an additional 30% of base salary above) should be offered to the church musician.