

Association of Anglican Musicians

Salary Guide for Musicians Employed by Religious Institutions, *updated December 31, 2016*

1/4 time = 8-12 hours 3/8 time = 13-18 hours 1/2 time = 19-24 hours 3/4 time = 25-34 hours Full-time = 35-40 hours

This Salary Guide reflects salary only and *does not include benefits*.

Weekly hours	Experience: 1 – 4 years (I) 5 – 12 years (II) 12 – 20 years (III) 20+ years (IV)	No Music Degree or SPC * or equivalent proficiency	Bachelor of Music or CAGO * or equivalent proficiency	Master of Music or AAGO or ChM * or equivalent proficiency	Doctorate in Music or FAGO * or equivalent proficiency
1/4 time 8–12 hours	I	\$9,459 - \$12,488	\$12,598 – \$17,638	\$15,314 – \$21,439	\$18,608 – \$26,052
	II	10,508 – 14,715	13,648 – 19,108	16,335 – 22,870	19,586 – 27,422
	III	11,527 – 17,291	14,326– 21,491	16,902 – 25,354	20,812 – 29,138
	IV	12,488 – 18,733	15,282 – 22,924	18,782 – 28,172	21,803 – 30,525
3/8 time 13–18 hours	I	14,626 – 20,478	19,124 – 26,774	23,242 – 32,540	28,213 – 39,499
	II	16,251 – 22,753	20,717 – 29,005	24,793 – 34,708	29,698 – 41,578
	III	16,680 – 25,021	22,252 – 31,154	26,332 – 29,942	30,292 – 42,410
	IV	18,071 – 27,105	23,734 – 33,229	27,795 – 38,913	31,735 – 44,430
1/2 time 19–24 hours	I	20,876 – 26,304	27,265 – 34,354	33,245 – 38,564	39,294 – 50,935
	II	23,203 – 29,227	29,537 – 37,217	35,462 – 41,135	42,552 – 53,615
	III	26,786 – 33,750	33,364 – 42,040	39,450 – 49,709	45,362 – 57,156
	IV	31,197 – 39,324	35,626 – 44,891	41,539 – 52,471	47,523 – 59,879
3/4 time 25–34 hours	I	28,346 – 38,552	36,563 – 49,725	44,765 – 60,513	54,064 – 73,526
	II	31,082 – 42,272	39,609 – 53,869	47,460 – 64,522	56,908 – 77,395
	III	34,576 – 47,022	43,390 – 59,009	51,006 – 69,367	58,613 – 79,870
	IV	37,457 – 50,941	46,257 – 62,943	53,839 – 73,222	61,524 – 83,673
Full time 35–40 hours	I	38,654 – 49,670	50,904 – 65,412	62,784 – 80,679	74,942 – 96,301
	II	42,948 – 55,189	55,146 – 70,863	66,971 – 86,058	78,886 – 101,370
	III	48,682 – 62,556	60,655 – 77,944	71,690 – 92,123	82,515 – 106,032
	IV	52,738 – 67,769	64,700 – 83,183	75,673 – 97,240	86,443 – 111,081

*American Guild of Organists certification levels:

SPC Service Playing Certificate

CAGO Colleague Certificate

ChM Choirmaster Certificate

AAGO Associate of the American Guild of Organists

FAGO Fellow of the American Guild of Organists

Additional Compensation

Along with the musician's regular compensation package, information regarding fees for special services (and an estimate of the number of additional services for which the musician will be required on a monthly or annual basis) should be included with the job description.

The regular organist of a church plays for all weddings and funerals or memorial services in the employing institution. If the church organist is unavailable, a substitute organist may be employed. If the church organist is available and an outside organist is requested by the family, the church organist is entitled to a "bench fee" equal to the regular wedding or funeral fee.

WEDDINGS

<i>Service</i>	\$250 – \$400 (includes a pre-service consultation, a short recital of organ music preceding the ceremony, accompaniment of soloists or instrumentalists, hymns, entrance and exit music)
<i>Rehearsal</i>	with wedding party and/or soloists and/or choir: \$50 – \$100 per hour (half-hour minimum fee)
<i>Contracting Fee</i>	\$50 – \$100 per hour (making contact with other professional musicians, soloists, or instruments)

FUNERALS OR MEMORIAL SERVICES

<i>Service only</i>	\$150 – \$300
<i>Consulting time</i>	\$75 – \$100 per hour (half-hour minimum fee)

Compensation for Substitute Church Musicians

The church music budget should include money for payment of a substitute during the musician's vacation, approved leaves of absence, study leave, and sick leave. On those occasions this fee will be paid by the church. For time away beyond that stipulated in the employment agreement, the substitute will be paid by the musician.

Church Service, Organist <i>or</i> Choir Director <i>only</i> (includes organ practice, conference with clergy, and one service)	\$250 - \$400
Church Service, Organist and Director	\$300 - \$450
Additional Duplicate Service	add 50%
Additional Choir Rehearsal During the Week	\$100/hour

All of the above wedding, funeral, and substitute fees are understood to be minimum compensation, which should be adjusted upward in accordance with the musician's experience and training, as well as the complexity of the work that has to be done.