

Association of Anglican Musicians

2017 Salary Guide for Musicians Employed by Religious Institutions

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	\$9,648 - \$12,737	\$12,849 – \$17,990	\$15,620 – \$21,867	\$18,980 – \$26,573
	II	10,718 – 15,009	13,920 – 19,490	16,661 – 23,327	19,977 – 27,970
	III	11,757 – 17,636	14,612– 21,920	17,240 – 25,861	22,228 – 29,720
	IV	12,737 – 19,107	15,587 – 23,382	19,157 – 28,735	22,239 – 31,135
3/8 time 13–18 hours	I	14,918 – 20,887	19,506 – 27,309	23,706 – 33,190	28,777 – 40,288
	II	16,576 – 23,208	21,131 – 29,585	25,288 – 35,402	30,291 – 42,409
	III	17,013 – 25,521	22,697 – 31,777	26,858 – 30,540	30,897 – 43,258
	IV	18,432 – 27,647	24,208 – 33,893	28,350 – 39,691	32,369 – 45,318
1/2 time 19–24 hours	I	21,293 – 26,830	27,810 – 35,041	33,909 – 39,335	40,079 – 51,953
	II	23,667 – 29,811	30,127 – 37,691	36,171 – 41,957	43,403 – 54,687
	III	27,321 – 34,425	34,031 – 42,880	40,239 – 50,703	46,269 – 58,299
	IV	31,820 – 40,110	36,338 – 45,788	42,369 – 53,520	48,473 – 61,076
3/4 time 25–34 hours	I	28,912 – 39,323	37,294 – 50,719	45,660 – 61,723	55,145 – 74,996
	II	31,703 – 43,117	40,401 – 54,946	48,409 – 65,812	58,046 – 78,942
	III	35,267 – 47,962	44,257 – 60,189	52,026 – 70,754	59,785 – 81,467
	IV	38,206 – 51,959	47,182 – 64,201	54,915 – 74,686	62,754 – 85,343
Full time 35–40 hours	I	39,427 – 50,663	51,922 – 66,720	64,039 – 82,292	76,440 – 98,227
	II	43,806 – 56,292	56,248 – 72,280	68,310 – 87,779	80,463 – 103,397
	III	49,655 – 63,807	61,868 – 79,502	73,123 – 93,965	84,165 – 108,152
	IV	53,792 – 69,124	65,994 – 84,846	77,186 – 99,184	88,171 – 113,302

*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.