

Association of Anglican Musicians

2020 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 equivalent proficiency	Bachelor of Music or equivalent proficiency	Master of Music or equivalent proficiency	Doctorate in Music or equivalent proficiency
1/4 time 8–12 hours	I	\$10,072 – \$13,297	\$13,414 – \$18,691	\$16,994 – \$22,829	\$19,815 – \$27,742
	II	11,190 – 15,669	14,532 – 20,348	17,394 – 24,353	20,856 – 29,201
	III	12,274 – 18,411	15,255 – 22,884	17,999 – 26,998	23,206 – 31,028
	IV	13,297 – 19,948	16,273 – 24,411	20,000 – 29,999	23,218 – 32,505
3/8 time 13–18 hours	I	15,574 – 21,806	20,364 – 28,511	24,749 – 34,650	30,043 – 42,061
	II	17,305 – 24,229	22,061 – 30,887	26,401 – 36,960	31,624 – 44,275
	III	17,762 – 26,644	23,696 – 33,175	28,040 – 31,884	32,256 – 45,161
	IV	19,243 – 28,863	25,273 – 35,384	29,597 – 41,437	33,793 – 47,312
1/2 time 19–24 hours	I	22,229 – 28,011	29,034 – 36,583	35,401 – 41,065	41,842 – 54,239
	II	24,708 – 31,123	31,453 – 39,349	37,763 – 43,803	45,313 – 57,093
	III	28,523 – 35,939	35,528 – 44,767	42,010 – 52,934	48,305 – 60,864
	IV	33,220 – 41,875	37,937 – 47,803	44,233 – 55,875	50,606 – 63,763
3/4 time 25–34 hours	I	30,184 – 41,053	38,963 – 52,951	47,669 – 64,439	57,571 – 78,296
	II	33,098 – 45,014	42,179 – 57,364	50,539 – 68,708	60,600 – 82,415
	III	36,819 – 50,072	46,204 – 62,837	54,315 – 73,867	62,416 – 85,052
	IV	39,887 – 54,245	49,258 – 67,026	57,331 – 77,972	65,515 – 89,098
Full time 35–40 hours	I	41,162 – 52,892	54,210 – 69,656	66,857 – 85,913	79,803 – 102,549
	II	45,733 – 58,769	58,723 – 75,460	71,096 – 91,641	84,003 – 107,946
	III	51,840 – 66,615	64,590 – 83,000	76,340 – 98,099	87,868 – 112,911
	IV	56,159 – 72,165	68,890 – 88,579	80,582 – 103,548	92,051 – 118,287

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.

It is expected that the regular organist of a church plays for all weddings and funerals or memorial services in the employing institution. If the member is unavailable, a substitute may be employed. If the member is available and an outside third party is requested for performance of services that would ordinarily be performed by the member, the appropriate incumbent employee should receive, and can reasonably expect to receive, compensation for time incurred in determining the qualifications of the person in question, reviewing proposed music or other material to be used, scheduling the person in question into the facility for practice or other preparation and acquainting the person in question with the facility, instruments, etc. Whether such compensation is provided by the institution or the third party is a matter to be determined jointly by the institution and members.

WEDDINGS

Service \$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)

Rehearsal with wedding party and/or soloists and/or choir: \$50 – \$100 per hour (half-hour minimum fee)

Contracting Fee \$50 – \$100 per hour (making contact with other professional musicians, soloists, or instruments)

FUNERALS OR MEMORIAL SERVICES

Service only \$150 – \$300

Consulting time \$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 *or* Choir Director *only* \$250 - \$400
(includes organ practice, conference with clergy, and one service)

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.