

**THE NEW YORK CITY CHAPTER**  
*of the*  
**American Guild of Organists**  
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**2011 Salary Guide for Musicians Employed by Religious Institutions**

Musicians with fewer than five years experience should be considered at the lower compensation levels; those with greater experience at the higher levels. Musicians with outstanding abilities or positions requiring exceptional performance may exceed the chart figures. Be sure your experience, background, education and certification have specific relevance to the employer.

The first figure in each box is the Base Salary (**Base:**); the second figure represents benefits (**Ben:**). Members should recognize that almost everything can be negotiable. Medical insurance, for example, may be less expensive for the employer to furnish than a specific salary request, and the cost of a private policy for the employee might exceed the difference between the salary offer and request. Compensation should equal the total compensation figure (**Total:**).

Consult the National AGO Model Contract Provisions ([www.agohq.org/docs/pdf/modelcontract.pdf](http://www.agohq.org/docs/pdf/modelcontract.pdf)) and other resources for negotiable terms and 'talking points.'

Approximate Size Of Position (Avg. hrs./wk.)	Doctorate in Organ or Sacred Music or FAGO Certificate	Master's Degree in Organ or Sacred Music or ChM or AAGO Certificate	Bachelor's Degree in Organ or Sacred Music or CAGO Certificate	Associate Degree Private Study/Etc. or Service Playing Certificate
<b>Full Time (40 hrs.)</b>	<b>Base:</b> \$69,961 - \$93,353 <b>Ben:</b> \$23,090 - \$30,808 <b>Total:</b> \$93,051 - \$124,161	<b>Base:</b> \$62,106 - \$82,933 <b>Ben:</b> \$21,117 - \$28,193 <b>Total:</b> \$83,223 - \$111,126	<b>Base:</b> \$54,589 - \$71,873 <b>Ben:</b> \$18,011 - \$23,719 <b>Total:</b> \$72,600 - \$95,592	<b>Base:</b> \$43,239 - \$57,970 <b>Ben:</b> \$14,706 - \$19,709 <b>Total:</b> \$57,945 - \$77,679
<b>3/4 Time (30 hrs.)</b>	<b>Base:</b> \$51,296 - \$69,961 <b>Ben:</b> \$18,477 - \$25,188 <b>Total:</b> \$69,773 - \$95,149	<b>Base:</b> \$45,589 - \$62,106 <b>Ben:</b> \$16,467 - \$22,361 <b>Total:</b> \$62,056 - \$84,466	<b>Base:</b> \$39,506 - \$54,589 <b>Ben:</b> \$15,009 - \$20,739 <b>Total:</b> \$54,515 - \$75,328	<b>Base:</b> \$31,838 - \$43,239 <b>Ben:</b> \$11,463 - \$15,561 <b>Total:</b> \$43,301 - \$58,800
<b>1/2 Time (20 hrs.)</b>	<b>Base:</b> \$37,344 - \$51,296 <b>Ben:</b> \$13,814 - \$18,981 <b>Total:</b> \$51,158 - \$70,277	<b>Base:</b> \$33,184 - \$45,589 <b>Ben:</b> \$12,280 - \$16,869 <b>Total:</b> \$45,464 - \$62,458	<b>Base:</b> \$28,696 - \$39,506 <b>Ben:</b> \$10,910 - \$15,009 <b>Total:</b> \$39,606 - \$54,515	<b>Base:</b> \$23,191 - \$31,838 <b>Ben:</b> \$8,585 - \$11,778 <b>Total:</b> \$31,776 - \$43,616
<b>3/8 Time (15 hrs.)</b>	<b>Base:</b> \$26,925 - \$37,344 <b>Ben:</b> \$10,506 - \$14,554 <b>Total:</b> \$37,431 - \$51,898	<b>Base:</b> \$24,007 - \$33,221 <b>Ben:</b> \$9,126 - \$12,619 <b>Total:</b> \$33,133 - \$45,840	<b>Base:</b> \$20,828 - \$28,696 <b>Ben:</b> \$7,919 - \$10,904 <b>Total:</b> \$28,747 - \$39,600	<b>Base:</b> \$16,894 - \$23,191 <b>Ben:</b> \$6,247 - \$8,585 <b>Total:</b> \$23,141 - \$31,776
<b>1/4 Time (10 hrs.)</b>	<b>Base:</b> \$19,659 - \$26,925 <b>Ben:</b> \$7,277 - \$9,960 <b>Total:</b> \$26,936 - \$36,885	<b>Base:</b> \$17,295 - \$24,007 <b>Ben:</b> \$6,575 - \$9,126 <b>Total:</b> \$23,870 - \$33,133	<b>Base:</b> \$14,933 - \$20,828 <b>Ben:</b> \$5,675 - \$7,919 <b>Total:</b> \$20,608 - \$28,747	<b>Base:</b> \$12,181 - \$16,899 <b>Ben:</b> \$4,625 - \$6,423 <b>Total:</b> \$16,806 - \$23,322

The figures in this salary guide are based upon a national average and adjusted upward by 15% in accordance with the United States Department of Labor's recommendation for the New York City Metropolitan area.

It is the policy of the American Guild of Organists not to discriminate on the basis of sex, age, disability, race, color, religion, marital status, veteran's status, national or ethnic origin, or sexual orientation.

## Recommended Minimum Fees for Substitute Organists

<b>Substitute</b> , one service, organ only.	<b>\$200-250</b>
<b>Substitute</b> , one service, organ, plus accompanying a soloist, instrumentalist, or choir.	<b>\$300</b>
<b>Substitute</b> , one service, organ, plus conducting a choir, whether accompanying or not.	<b>\$350</b>
<b>Rehearsal time</b> , accompanying	<b>\$100 per hour</b>
<b>Rehearsal time</b> , conducting	<b>\$150 per hour</b>

## Recommended Fees for Weddings and Funerals\*

<b>Wedding service</b> , including a scheduled one hour consultation, a 15 minute organ prelude, processional and recessional/postlude music; accompaniments of vocal soloists/instrumentalists during the service, and a brief rehearsal preceding the service.	<b>\$300-400</b>
<b>Wedding Rehearsal</b>	<b>\$125 per hour</b>
<b>Funeral or Memorial Service</b> Personal consultation with the family, plus a brief rehearsal preceding the service. (Special music preparation or rehearsal with Soloists/choirs/ instrumentalists would count as an additional rehearsal.)	<b>\$300-350</b>
<b>Additional rehearsal/preparation time with soloists/instrumentalists/choirs for Weddings, Funerals and Memorial Services</b> , per hour, other than the wedding rehearsal or the brief rehearsal preceding the service.	<b>\$100-150 per hour</b>

\* **Please note:** The regular organist of a church or temple is responsible for all weddings and funerals or memorial services held in the employing institution. If the regular organist is unavailable for these services, a substitute organist may be employed. If the regular organist is available and the family requests an outside organist, the incumbent organist **MUST** be consulted and is entitled to the customary wedding or funeral bench fee.

# Worksheet to Determine Time Requirements for an Organist and/or Director of Music in a Church Position

	Hours per week
<b>1. Time spent in worship services</b> Calculate total time spent in worship during one complete representative week.	
<b>2. Rehearsal</b> a. Total hours spent in rehearsal, including on Sunday before worship. b. Rehearsal (Score study, keyboard and/or conducting practice, room setup, robes, distributing and collecting music) Minimum of 4 hrs./wk. per choir for organist/conductors Minimum of 2 hrs./wk per choir for accompanist only	
<b>3. Organ practice</b> (Hymns, service music, prelude, postlude, anthems, registration) Minimum of 4 hrs./wk. for each non-identical service	
<b>4. Selection of music</b> (Lectionary/scripture study, clergy consultation) Minimum of 2 hrs./wk. for each non-identical service	
<b>5. Preparation for special services</b> (Christmas, Easter, feast days, etc.) These services take extra preparation. Budget 1 hr./wk minimum per choir, handbell group, etc.	
<b>6. Maintenance of music library</b> (Sorting, filing, ordering new music) Minimum of 1 hr./wk per choir, handbell group, etc.	
<b>7. Administration</b> (Seasonal planning, budget, payroll, service leaflet preparation, recruitment, auditions, contracting musicians and tuners, renting instruments) Minimum of 2 hrs./wk. for each non-identical service	
<b>8. Meetings</b> Calculate total time spent in clergy consultations, staff, committee, and/or Council/Vestry meetings per week.	
<b>9. Other</b> Concerts, concert series, education programs, additional services such as Evensong, Vespers or prayer services, etc.)	
<b>Basic Total hours per week</b>	

**Additional consideration should be given to:**

- hours required to maintain keyboard proficiency and work on new repertoire.
- personal musical growth and development through ongoing study, research, periodicals, conventions, concerts, etc.