



## TABLE OF RECOMMENDED SALARIES FOR CHURCH ORGANISTS / MUSIC DIRECTORS (2024)

The following levels have been established for specific educational qualifications in music as a basis for the listed levels. Equivalent diplomas and certificates should be treated appropriately.

Level	Qualification
1	No diplomas or music degrees
2	Conservatory diploma (e.g. ARCT) or CRCCO
3	Bachelor's degree or ARCCO
4	Bachelor's degree with ARCCO or master's degree or FRCCO
5	Master's degree with ARCCO or bachelor's degree with FRCCO
6	Master's degree with FRCCO or doctorate
7	Doctorate with FRCCO

When determining the appropriate level, the following adjustments should be made:

- for CHM diploma, or the Professional Diploma in Choral Conducting (Ch.RCCO), add one level
- for years of related experience: 10-15 years, add one level; 16-20 years, add 2 levels; 21-25 years, add 3 levels; 26-30 years, add 4 levels; over 30 years, add 5 levels.

When determining the hours needed to fulfill contractual obligations, the following activities should be considered: Maintenance of keyboard skills; preparation for choir rehearsal; choir rehearsal; administration; clergy consultation; total time for Sunday worship.

This salary table lists the base salary only with no benefits. It reflects reasonable wages for an average Canadian city (e.g. Winnipeg). In large metropolitan areas (e.g. Montreal, Toronto, Calgary, Vancouver) with published indices related to a higher cost of living, the amounts should be increased according to Cost of Living analyses, ranging from 11 – 15%. Consideration may be given to an upward adjustment should the musician choose self-employment status (see Section 6 “Contract” in the *Guide for Employment*) since the musicians must cover both portions of CPP and are not entitled to benefits. Salaries are annual and are for the year 2024. Subsequent years should be reviewed and adjusted according to both recommendations from denominational administrators, and the increases in the cost of living.

**Honoraria for Weddings and Funerals:** Congregations are encouraged to ensure that fees for weddings and funerals reflect not only the service time, but also all planning and preparation. Many musicians enjoy a “right of first refusal” when music for such ceremonies is requested. The assignment often includes choosing appropriate music, its preparation, email and/or telephone communications, and meeting with clergy and family members. Fees reflect the experience of the organist, the area’s cost of living (see above), and complexity of the service should soloists or additional instrumentalists be involved. Surveys reveal that rates for weddings range between \$150 and \$300, and increase according to the demands on the organist. Similarly, minimum rates for wedding rehearsals range from \$50 to \$100, and increase in proportion to the time required to accommodate rehearsals with soloists. Fee schedules for funerals follow the same patterns.

Hours  
Per Wk

Level

	1	2	3	4	5	6	7	8	9	10
6	7,675	8,878	9,781	10,987	12,040	12,941	13,996	15,049	16,102	17,006
7	8,954	10,358	11,411	12,818	14,046	15,098	16,329	17,557	18,786	19,840
8	10,233	11,838	13,042	14,650	16,053	17,254	18,661	20,065	21,470	22,674
9	11,513	13,318	14,672	16,481	18,060	19,411	20,994	22,573	24,153	25,509
10	12,792	14,797	16,302	18,312	20,066	21,568	23,327	25,081	26,837	28,343
11	14,071	16,277	17,932	20,143	22,073	23,725	25,659	27,589	29,521	31,177
12	15,350	17,757	19,562	21,974	24,080	25,882	27,992	30,097	32,204	34,012
13	16,629	19,237	21,193	23,805	26,086	28,038	30,325	32,605	34,888	36,846
14	17,909	20,716	22,823	25,637	28,093	30,195	32,657	35,114	37,572	39,680
15	19,188	22,196	24,453	27,468	30,099	32,352	34,990	37,622	40,255	42,514
16	20,467	23,676	26,083	29,299	32,106	34,509	37,323	40,130	42,939	45,349
17	21,746	25,156	27,713	31,130	34,113	36,666	39,655	42,638	45,623	48,183
18	23,025	26,635	29,344	32,961	36,119	38,822	41,988	45,146	48,306	51,017
19	24,304	28,115	30,974	34,793	38,126	40,979	44,321	47,654	50,990	53,852
20	25,584	29,595	32,604	36,624	40,133	43,136	46,653	50,162	53,674	56,686
21	26,863	31,075	34,234	38,455	42,139	45,293	48,986	52,670	56,358	59,520
22	28,142	32,554	35,864	40,286	44,146	47,450	51,319	55,178	59,041	62,354
23	29,421	34,034	37,495	42,117	46,153	49,606	53,651	57,687	61,725	65,189
24	30,700	35,514	39,125	43,949	48,159	51,763	55,984	60,195	64,409	68,023
25	31,979	36,994	40,755	45,780	50,166	53,920	58,317	62,703	67,092	70,857
26	33,259	38,473	42,385	47,611	52,172	56,077	60,649	65,211	69,776	73,692
27	34,538	39,953	44,015	49,442	54,179	58,234	62,982	67,719	72,460	76,526
28	35,817	41,433	45,646	51,273	56,186	60,391	65,315	70,227	75,143	79,360
29	37,096	42,913	47,276	53,105	58,192	62,547	67,647	72,735	77,827	82,195
30	38,375	44,392	48,906	54,936	60,199	64,704	69,980	75,243	80,511	85,029
>30	47,006	52,847	58,691	64,536	70,631	76,476	82,316	88,162	94,007	98,328