

2023 Compensation and Benefits Survey Executive Summary

conducted for



July 2023

Survey conducted and report prepared by:



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METHODOLOGY

As in years past, the National Association for Temple Administration (NATA) selected Association Research, Inc., to conduct its biennial Salary Survey. Fourteen years ago, the NATA Compensation Committee developed a survey based on questions originally used for a 2004 Joint Survey with the North American Association of Synagogue Executives (NAASE). Essentially, that same questionnaire used in 2009 has been used every two years for survey result consistency and continuity when comparing data. The 2023 survey was amended for several additions. Specifically, a question was added to determine the respondent's location type (urban, suburban, or rural), respondents were asked to report the number of years they have been at their current position, and also whether their congregation contributes to their pension (401k, 403b, or other). In addition, the option of "Unaffiliated" was added to the list of options for type of congregational affiliation, and the list of job titles was revised. Specifically, Associate was added to the previous "Assistant Executive Director," a more general "Other Director-Level Position" replaced "Director of Development" and "Director of Membership," and "Manager-Level Position" was added as a new job title option. For the employee benefits, Health Care Plan was changed to Medical Insurance (for both employee and dependent), FSA or HSA Plan was added, and Paid Holidays were added to the list of Time Off benefits. In the 2023 survey, COVID-specific questions were removed that had been added in 2021.

A link to the online questionnaire was successfully e-mailed to 388 NATA members. Based on 227 responses, the response rate was 58.5%. While the response rate is lower than that in 2021 (80.1%), the number of respondents in both waves is comparable (217 in 2021). In 2023, 221 respondents provided useable *salary* data. As for job title, 82.7% of the respondents report they are an "Executive Director" and 7.6% are a "Temple Administrator."

Association Research, Inc., an independent survey research firm specializing in research exclusively for trade associations, other non-profit organizations, and professional societies, carried out the survey and performed the analysis reported herein. Total confidentiality was maintained throughout. No individual salary data is or will be reported.

TERMS & DEFINITIONS

Base salary excludes all forms of compensation other than defined annual salary. Bonuses, benefits of all kinds (healthcare & other insurance, retirement, etc.), and perquisites (cell phones, car allowances, etc.) that are provided by the employer are *not* included. **Total compensation** includes base salary plus the aggregate value of all bonuses and incentives but does not include benefits and perquisites.

USING THIS REPORT FOR SALARY COMPARISON

The information in this report is suitable for making general compensation comparisons—that is, it provides an array of useful benchmarks (location, years at congregation, congregation size, etc.). However, no one benchmark is a sufficient basis for comparison. It is only by combining and considering the information available from a number of benchmarks that appropriate compensation determinations can be made. It is always important to note that the survey results are subject to the limitations inherent in any survey questionnaire, and the reported results should be considered with those limitations in mind. Survey information is only one part of the information gathering process, and users of the survey results must ultimately make an independent decision as to how such survey data will or will not be used.

An individual's compensation depends on many things, including education, experience, tenure, certification, location, congregation size, facilities overseen, and more. To illustrate the point, as of April 2023, \$117,487 is the average base salary for 221 respondents. The median salary is \$105,000. Twenty-five percent of all respondents (first quartile) earned \$81,000 or less, and 75% earned \$140,000 or less (third quartile). However, respondents with an MBA (there were 21) averaged \$149,909 in base salary, and those at congregations with the highest operating budget (\$5,000,000 or more) averaged \$187,095. Also notable, female respondents averaged \$113,265 in base salary, which is 90.8% of their male counterpart's base salary. All of this is to underscore that no *one* factor provides an adequate benchmark for compensation determination. An objective assessment of compensation is possible only when a host of factors are considered in combination and weighted appropriately to unique circumstances.

RESPONDENT CHARACTERISTICS

INDIVIDUAL CHARACTERISTICS: 2019–2023

	2019	2021	2023
Number of respondents	217	217	227
Individual Characteristics			
Age (mean)	54.1	54.9	54.5
Gender: Female	66.4%	66.7%	63.4%
Years at current congregation (mean)	6.8	7.9	7.8
Years in field of temple/synagogue administration (mean)	8.6	9.7	9.0
Years to retirement from position (mean)	11.5	10.5	11.8
Highest Education:			
Bachelor's	37.8%	38.6%	37.0%
Master's	45.6%	47.9%	47.2%
Certifications:			
FTA	6.0%	5.1%	4.0%
Senior Member (NATA)	33.2%	30.0%	22.5%

CONGREGATION CHARACTERISTICS: 2019–2023

	2019	2021	2023
Number of respondents	217	217	227
Congregation Characteristics			
Number of Households* (mean)	644	627	614
Operating Budget (mean)	\$2.9 million	\$2.9 million	\$3.4 million
Operating Budget per Number of Households (mean)	\$4,526	\$4,626	\$5,540
Full-Time Employees (mean)	19	20	22
Square Footage (mean)	48,717 sq ft	46,441 sq ft	51,264 sq ft

* Prior to 2021 – was Membership Units

SALARY - ALL RESPONDENTS

Annual Base Salary (as of April 1, 2023)

Number of Respondents	221
Mean (Average)	\$117,487
First Quartile	\$81,000
Median	\$105,000
Third Quartile	\$140,000

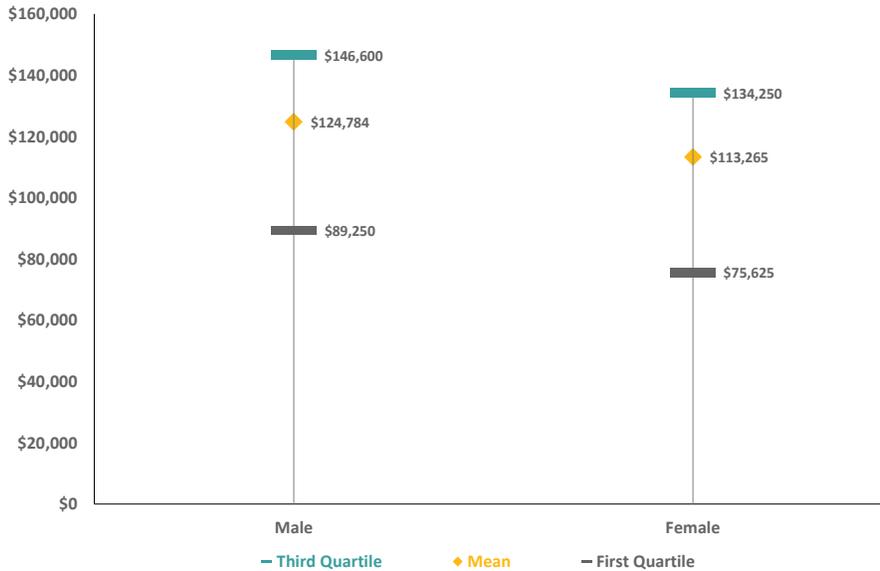
BASE SALARY AND INDIVIDUAL CHARACTERISTICS

Gender

The typical female respondent earns approximately 90.8% of her male counterpart’s salary in 2023. Comparing by job title, female executive directors earn 91.7% of their male counterpart’s salary.

Base Salary by Gender

Base Salary on April 1, 2023



Source: 2023 NATA Salary Survey

Those who have been at their current congregation for 5–9 years earn, on average, a base salary of \$126,836. In contrast, those with 10 years or more at the same congregation earn an average of \$114,634. Still, this average exceeds that among those at their congregation for less than 3 years (\$113,777) or those with 3–4 years at the same congregation (\$109,979).

Base Salary by Years at Current Congregation

Base Salary on April 1, 2023



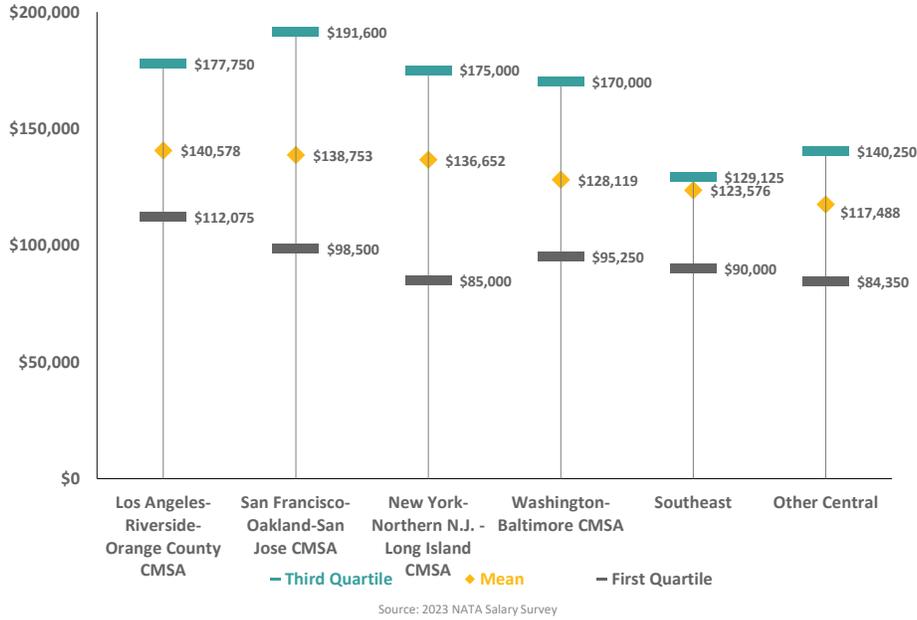
Source: 2023 NATA Salary Survey

BASE SALARY AND CONGREGATION CHARACTERISTICS

Respondent from the Los Angeles-Riverside-Orange County CMSA report the highest salary on average of \$140,578, although this is followed closely by San Francisco-Oakland-San Jose CMSA (\$138,753) and New York-Northern N.J.-Long Island CMSA (\$136,652). Canadian respondents report the lowest average base salary (\$76,651), preceded by Other East representing respondents with the next lowest (\$83,513). Note, however, that there are only three respondents reporting from Canada, and caution should be used with this data.

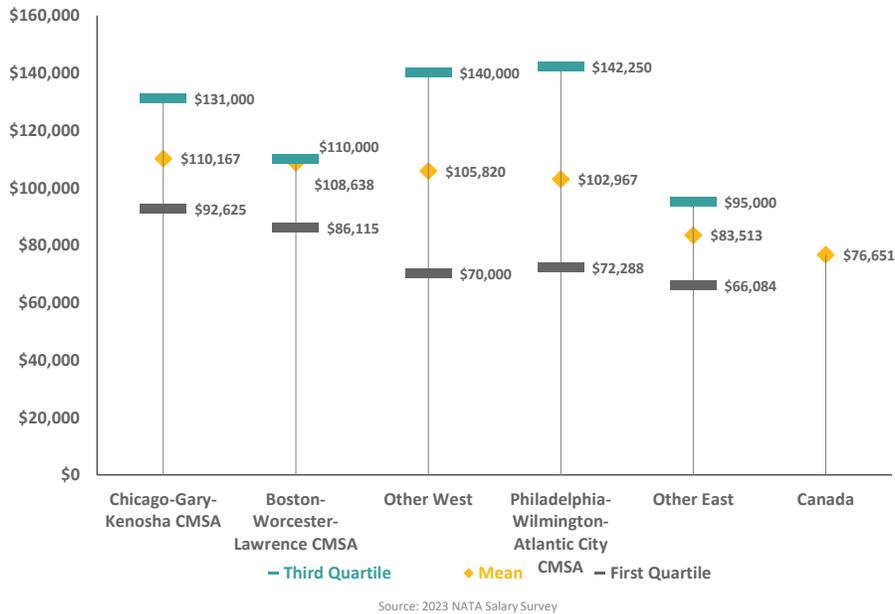
Base Salary by Location

Base Salary on April 1, 2023



Base Salary by Location

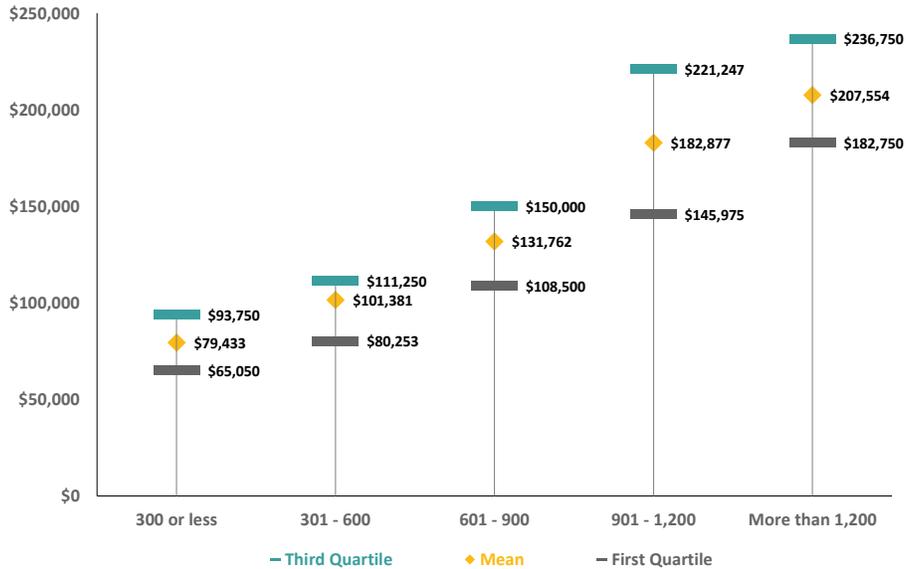
Base Salary on April 1, 2023



Congregation size—whether measured by number of households that belong, operating budget, facility square footage, or full-time employees—is a measure of the complexity and magnitude of responsibilities required to execute the operations of the temple. As observed previously, the average base salary correlates positively with each of these size measures. Respondents serving congregations with more than 1,200 households earn more than two and a half times the average salary for those with 300 or less members (\$207,554 vs. \$79,433).

Base Salary by Number of Households

Base Salary on April 1, 2023

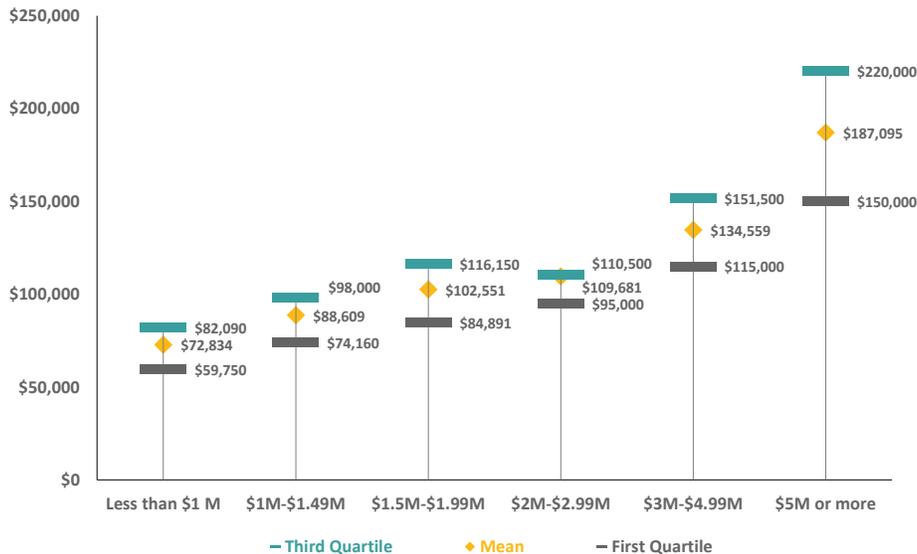


Source: 2023 NATA Salary Survey

Respondents at congregations with operating budgets of \$5 million or more earn an average base salary of \$187,095, which is more than double the salary of those at the smallest congregations with operating budgets of less than \$1 million (\$72,834).

Base Salary by Operating Budget

Base Salary on April 1, 2023

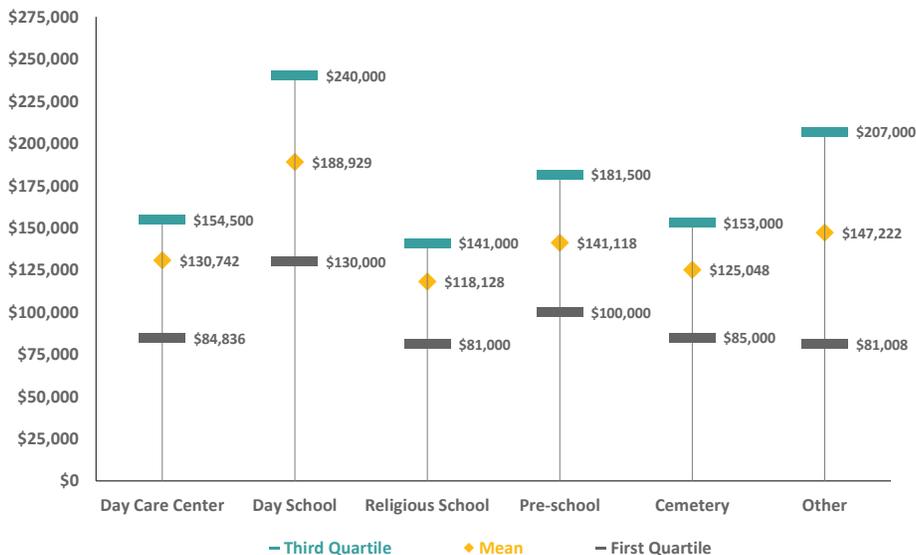


Source: 2023 NATA Salary Survey

The types of programs and services offered by temples also plays a role in determining compensation. Most respondents work at synagogues that offer Religious Schools, and the average base salary for this segment is \$118,128, while the average base salary for synagogues with Pre-schools is \$141,118. Respondents at temples with Day Care Centers earn an average of \$130,742. As has been true in previous surveys, the highest average annual base salary is associated with congregations that offer a Day School (\$188,929). Those that report having Cemeteries receive an average base salary of \$125,048, and respondents with “Other” programs and services reported an average salary of \$147,222.

Base Salary by Programs and Services

Base Salary on April 1, 2023



Source: 2023 NATA Salary Survey

BENEFITS, PENSIONS & TIME OFF

The compensation picture is completed with an examination of benefits using similar lists from year to year, covering employee benefits, dependent benefits, pension, and time off policies. This year, Health Care Plan was changed to Medical Insurance (Employee only) and the benefit of FSA or HSA plan was added for both Employee and Dependent.

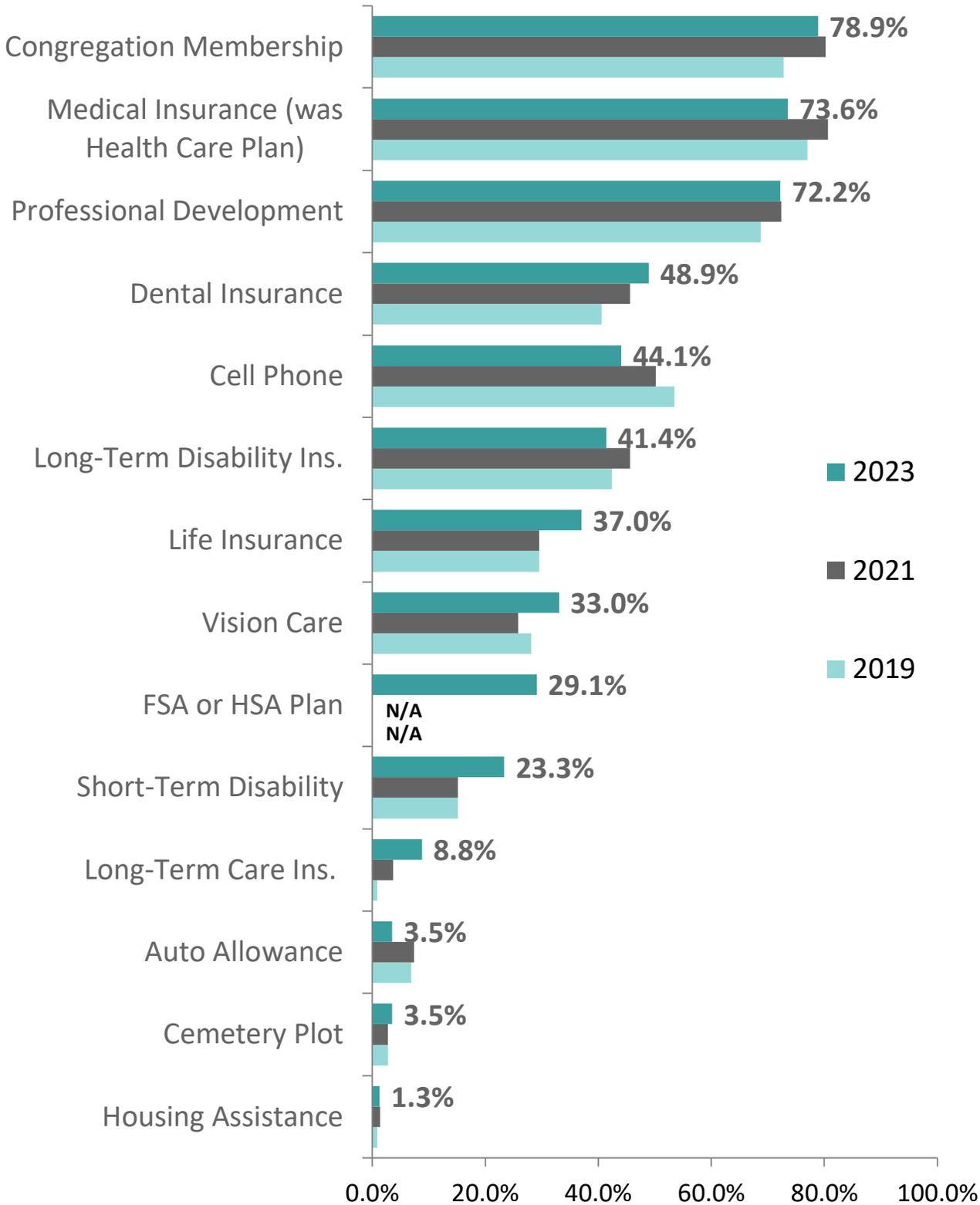
BENEFITS

In 2023, Congregation Membership (78.9%) replaces Medical Insurance (was Health Care Plan) (73.6%) as the most frequently offered benefit. However, the proportion claiming to receive both of these benefits has dropped from the percentages observed in 2021 when 80.2% said they received Congregation Membership and 80.6% received the benefit of a Health Care Plan. In 2023, 36.1% indicate their dependents are also eligible for a Medical Insurance plan, a slightly lower percentage than those who said the same about a Health Care Plan for their dependents in 2021 (when it was 37.8%). The percentage of costs paid by the synagogue or temple for Employee Medical Insurance averaged 86.9% (down slightly from 87.6% in 2021), while an average of 77.6% of the Dependents' Medical Insurance costs are paid/reduced by the synagogue or temple (an increase from 71.7% in the last wave).

On average, Employee Congregation Membership is covered almost entirely by the synagogue (99.5%).

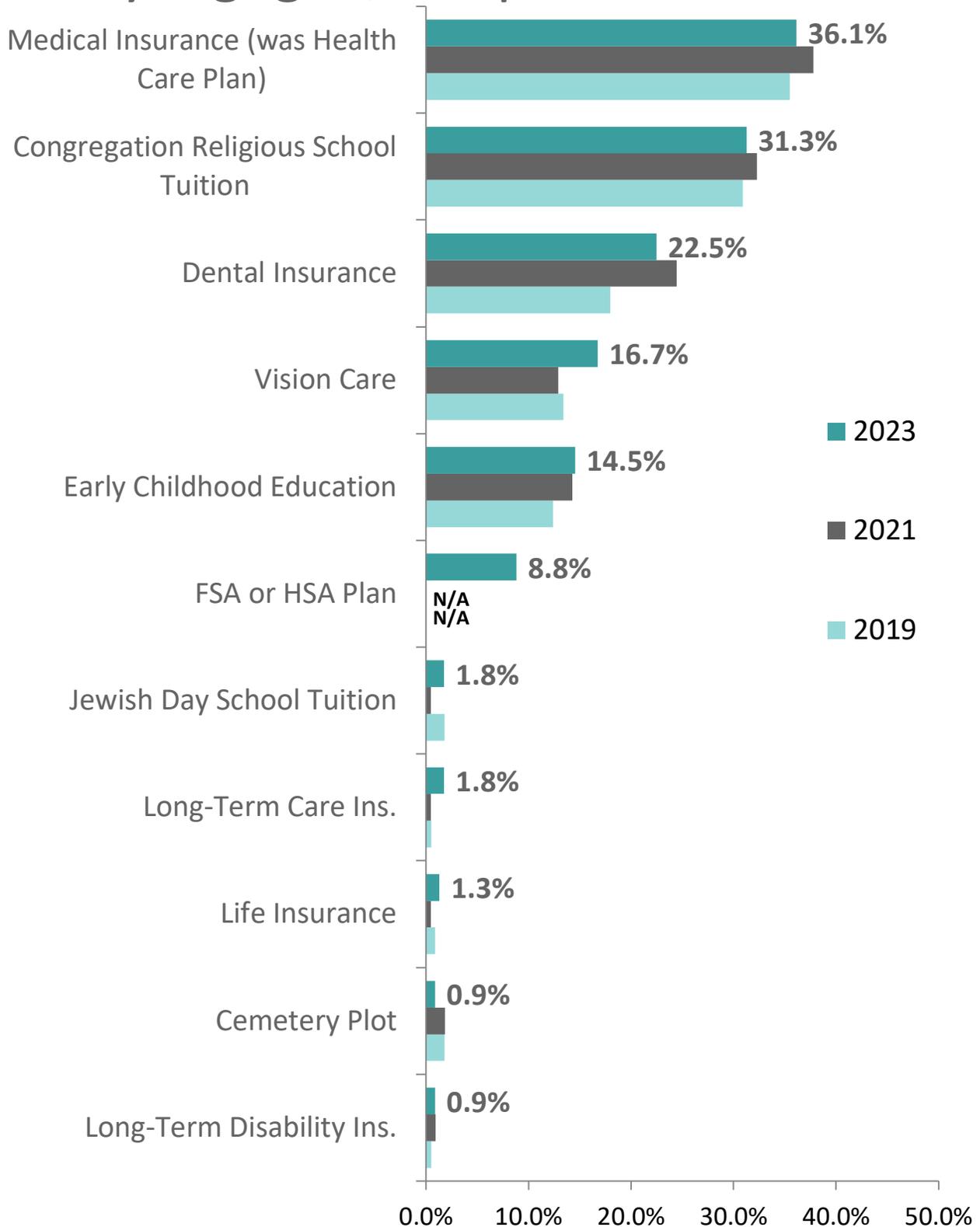
Professional Development is another commonly offered benefit for employees, with 77.2% eligible for it; on average, 99.1% of the costs of this benefit are paid/reduced. More than four in 10 employees are offered Dental Insurance (48.9%), Cell Phone (44.1%) and Long-term Disability Insurance (41.4%). More than three in 10 (31.3%) report that Congregation Religious School Tuition is offered to their dependents, and 22.5% say their dependents are offered Dental Insurance.

Employee Benefits Offered by Synagogue/Temple: 2019-2023



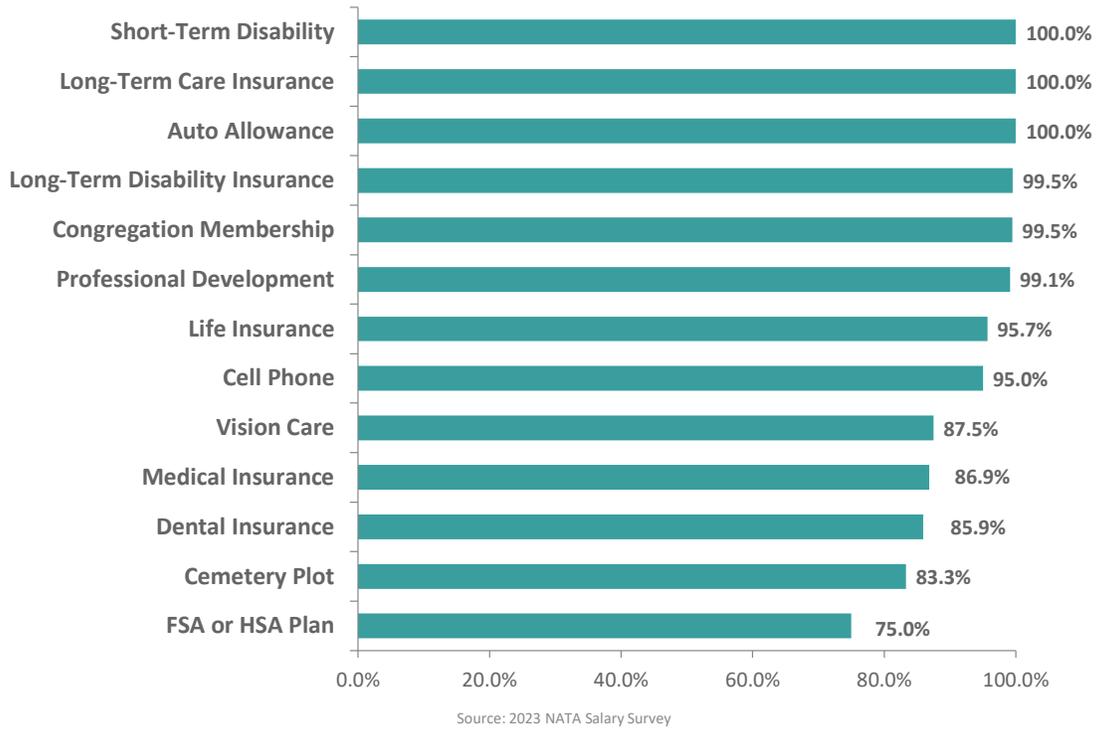
Source: 2023 NATA Salary Survey

Dependents Benefits Offered by Synagogue/Temple: 2019-2023

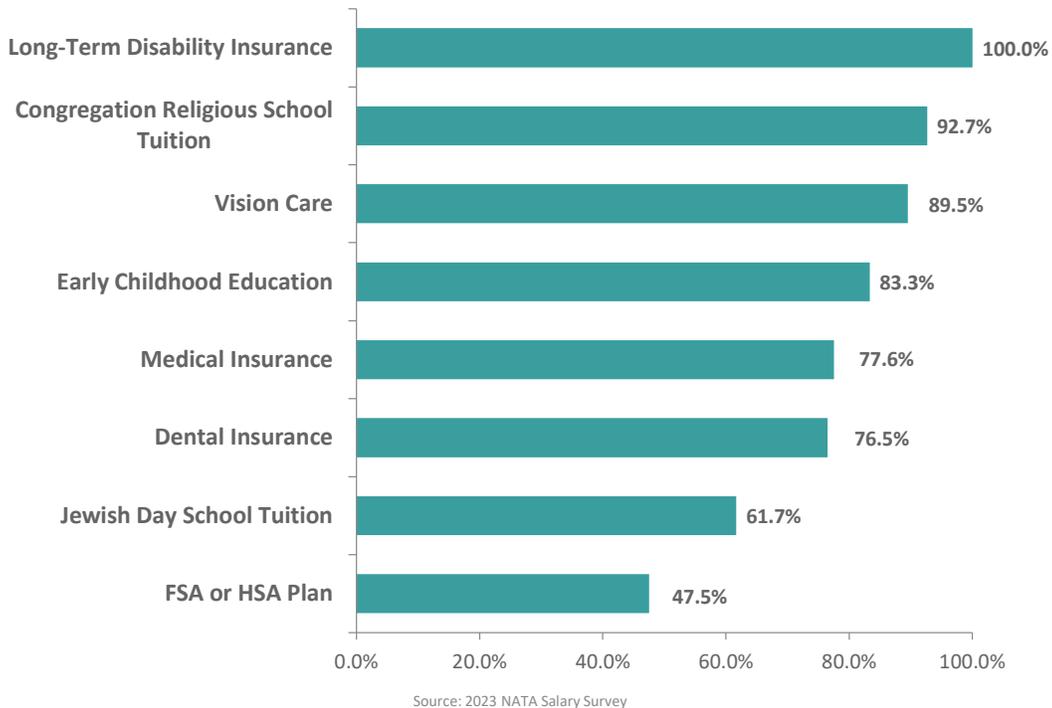


Source: 2023 NATA Salary Survey

Average Percent of Employee Benefits Paid/Reduced by Synagogue/Temple



Average Percent of Dependent Benefits Paid/Reduced by Synagogue/Temple



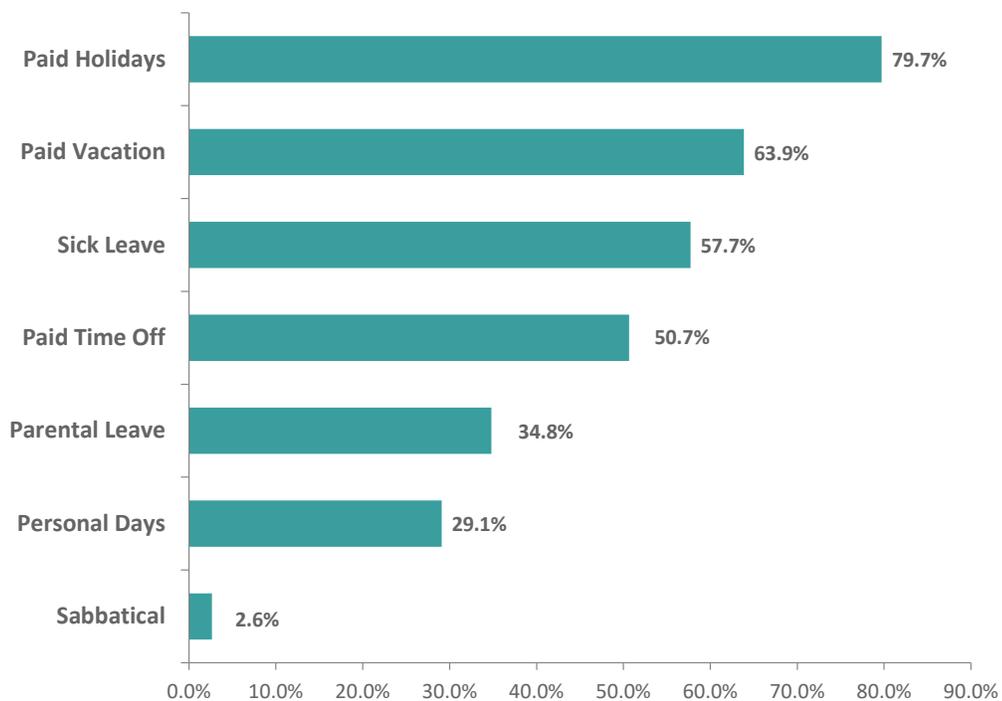
PENSIONS

Approximately two-thirds (66.2%) report that their congregation contributes to their pension (401k, 403b, or other), and 70.8% say that their pension is with the Reform Pension Board (RPB). The average amount congregations contribute annually to the pensions could be reported as a dollar amount or as a percentage of salary; the averages reported for all respondents are \$10,952 and 10.1%.

TIME OFF

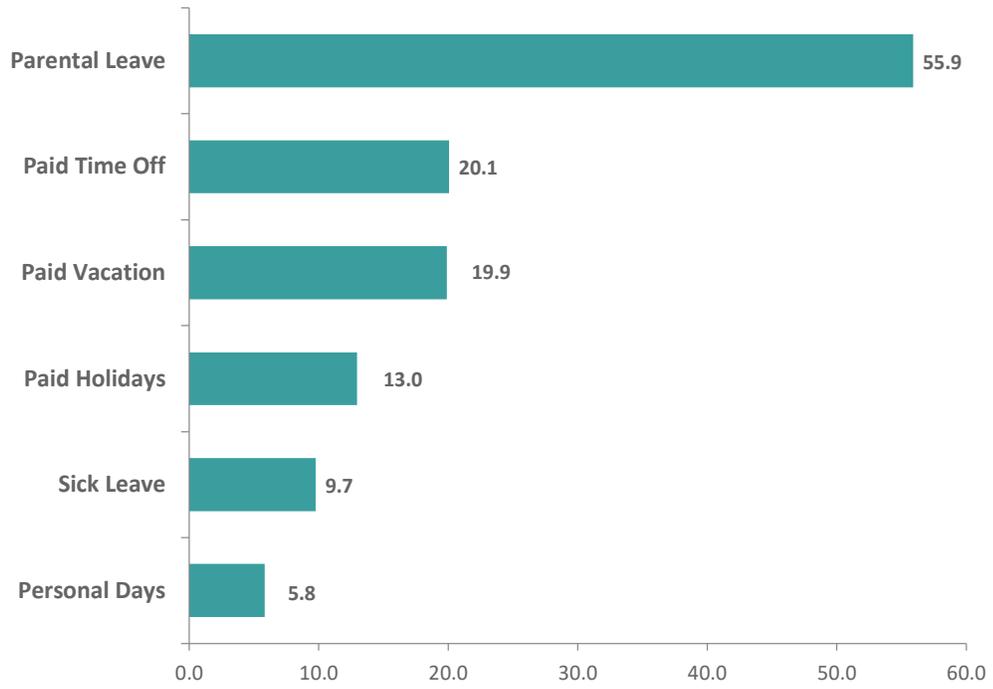
Nearly eight in 10 respondents (79.7%) have paid holiday time off with an average of 13.0 days off per year. Paid vacation is available to 63.9% of the respondents with an average of 19.9 days per year, and sick leave is available third-most often with 57.7% of respondents saying so. The average number of days off per year of sick leave is 9.7. More than half receive paid time off (50.7%) with an average of 20.1 days per year. Parental leave is offered to 34.8% of respondents for an average of 55.9 days. Personal days are provided to 29.1% of all respondents with an average of 5.8 days per year. Only 2.6% of respondents reported that a sabbatical was available to them.

Time-Off Benefits Available



Source: 2023 NATA Salary Survey

Average Number of Days Off Available



Source: 2023 NATA Salary Survey