

2019 Compensation and Benefits Survey Executive Summary

conducted for the



**3060 El Cerrito Plaza #331
El Cerrito, CA 94530**

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Survey conducted and report prepared by:



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METHODOLOGY

Once again, the National Association for Temple Administration (NATA) selected Association Research, Inc., to conduct its biennial Salary Survey. Ten 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, the same questionnaire used in 2009 has been used every two years for survey result consistency and continuity when comparing data. Some years, minor updates have been made including adding an option in 2019 of “N/A, have not changed jobs in the past 3 years” to the question “If you have changed executive director/temple administrator jobs in the past 3 years, why,” and the addition of “Nonbinary” as an option to the gender question; however, no one chose the nonbinary option this year.

Excluding people who asked to be removed from the survey database, a link to the online questionnaire was successfully e-mailed to 277 NATA members. Based on 217 responses, the response rate was 78.3%. While this reflects a slight drop from 81.9% in 2017, it is higher than the 2015 response rate of 77.7%. Of the 217 respondents, 213 provided useable *salary* data. As for job title, more than eight in 10 (81.9%) of the respondents reported they were an “Executive Director” and 11.1% were 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.

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, education, 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.

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 July 1, 2019, \$106,490 is the average base salary for 213 respondents. The median salary is \$95,000. Twenty-five percent of all respondents (first quartile) earned \$74,208 or less, and 75% earned \$127,666 or less (third quartile). However, respondents with an MBA (there were 34) averaged \$135,861 in base salary, and those at congregations with the highest operating budget (\$5,000,000 or more) averaged \$187,583. Also notable, female respondents averaged \$99,656 in base salary, 82.3% 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

RESPONDENT CHARACTERISTICS: 2015–2019

	2015	2017	2019
Number of respondents	220	230	217
Individual Characteristics			
Age (mean)	55.0	54.6	54.1
Gender: Female	67.3%	67.4%	66.4%
Years at current congregation (mean)	7.3	6.9	6.8
Years in field of temple/synagogue administration (mean)	9.9	9.9	8.6
Highest Education:			
Bachelor's	43.6%	44.3%	37.8%
Master's	39.9%	40.0%	45.6%
Certifications:			
FTA	8.2%	6.5%	6.0%
Senior Member (NATA)	26.4%	30.4%	33.2%
Congregation Characteristics			
Membership Units (mean)	699	675	644
Operating Budget (mean)	\$2.7 million	\$2.9 million	\$2.9 million
Full-Time Employees (mean)	18	18	19
Square Footage (mean)	52,034 sq ft	44,910 sq ft	48,717 sq ft

SALARY

(as of July 1, 2019)

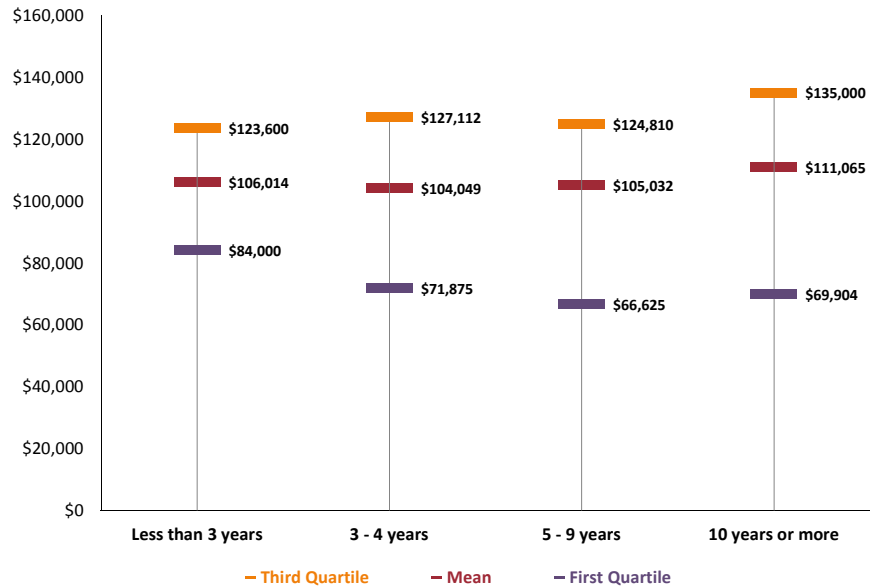
Number of Respondents	213
Annual Base Salary (as of July 1, 2019)	
Mean (Average)	\$106,490
First Quartile	\$74,208
Median	\$95,000
Third Quartile	\$127,666

BASE SALARY AND INDIVIDUAL CHARACTERISTICS

The average base salary among respondents with at least 10 years at their current congregation is \$111,065, and is approximately \$5,000-\$7,000 higher than those with less tenure.

Base Salary by Years at Current Congregation

Base Salary on July 1, 2019



Source: 2019 NATA Salary Survey

The typical female respondent earns 82% of the typical male respondent's salary in 2019. However, female executive director respondents earn 86% of their male counterpart's salary in 2019, and female temple administrators earn 73% of their male counterparts' salary.

Base Salary by Gender

Base Salary on July 1, 2019

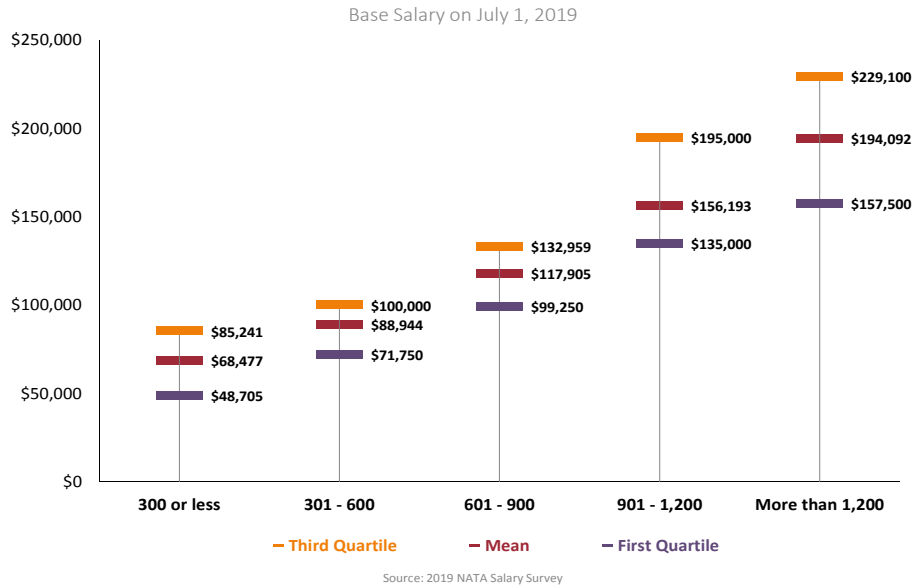


Source: 2019 NATA Salary Survey

BASE SALARY AND CONGREGATION CHARACTERISTICS

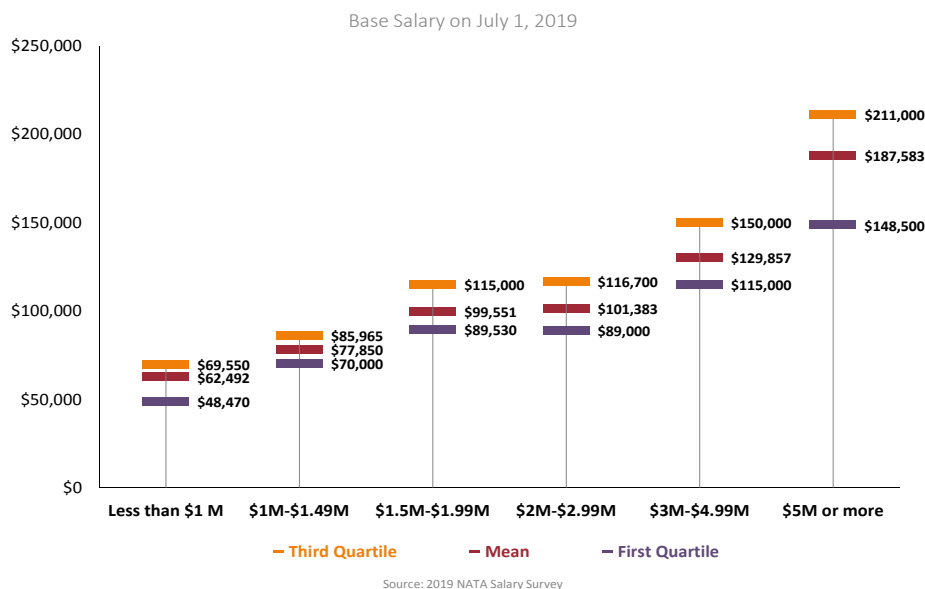
Congregation size—whether measured in membership units, operating budget, facility square footage, or full-time employees—is a measure of the complexity and magnitude of responsibilities required to execute the operations of the temple. As observed in 2017, the average base salary correlates positively with each of these size measures. Respondents serving congregations with more than 1,200 member units earn more than two and a half times the average salary for those with 300 or less members (\$194,092 versus \$68,477). When compared with their closest counterparts at congregations totaling 901 to 1,200 membership units, the average base salary among those at the largest congregations is higher by nearly \$38,000.

Base Salary by Membership Units



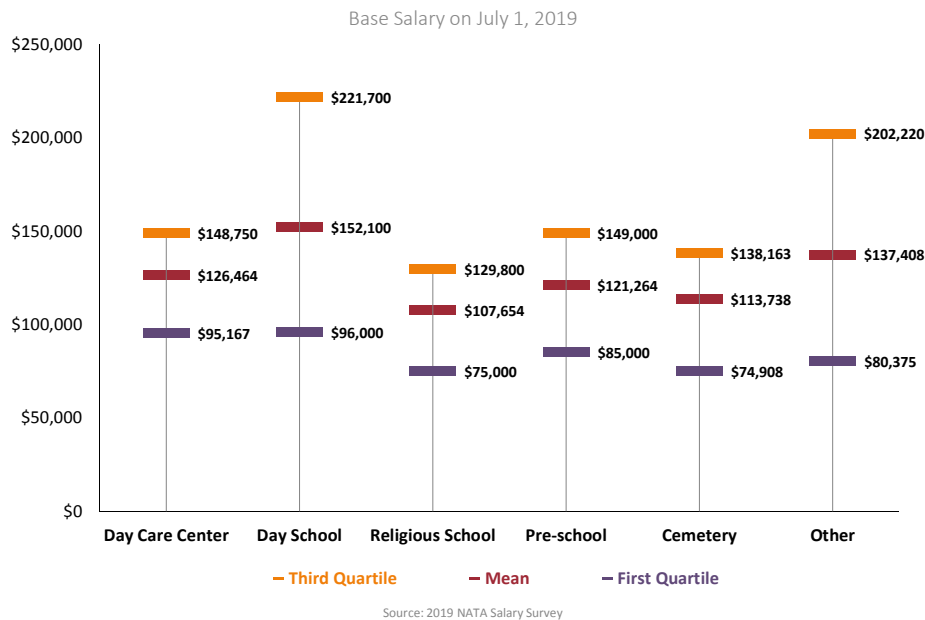
Base salary also increases along the lines of operating budget. Those in congregations with \$5 million or more in operating budget earn an average base salary of \$187,583, which is three times the salary of those in the smallest congregations (operating budget of less than \$1 million).

Base Salary by Operating Budget



The type of programs and services offered by congregations also plays a major role in determining compensation. The highest average annual base salary is associated with congregations that offer a day school (\$152,100); however, it is worth noting that there are only seven respondents in this category, which means caution should be used when interpreting this data. Most respondents work at temples that offer religious schools, and the average base salary for this segment is \$107,654, while the average base salary for congregations with pre-schools is \$121,264, and \$126,464 among those with day care centers. Those that have cemeteries report an average base salary of \$113,738.

Base Salary by Programs and Services



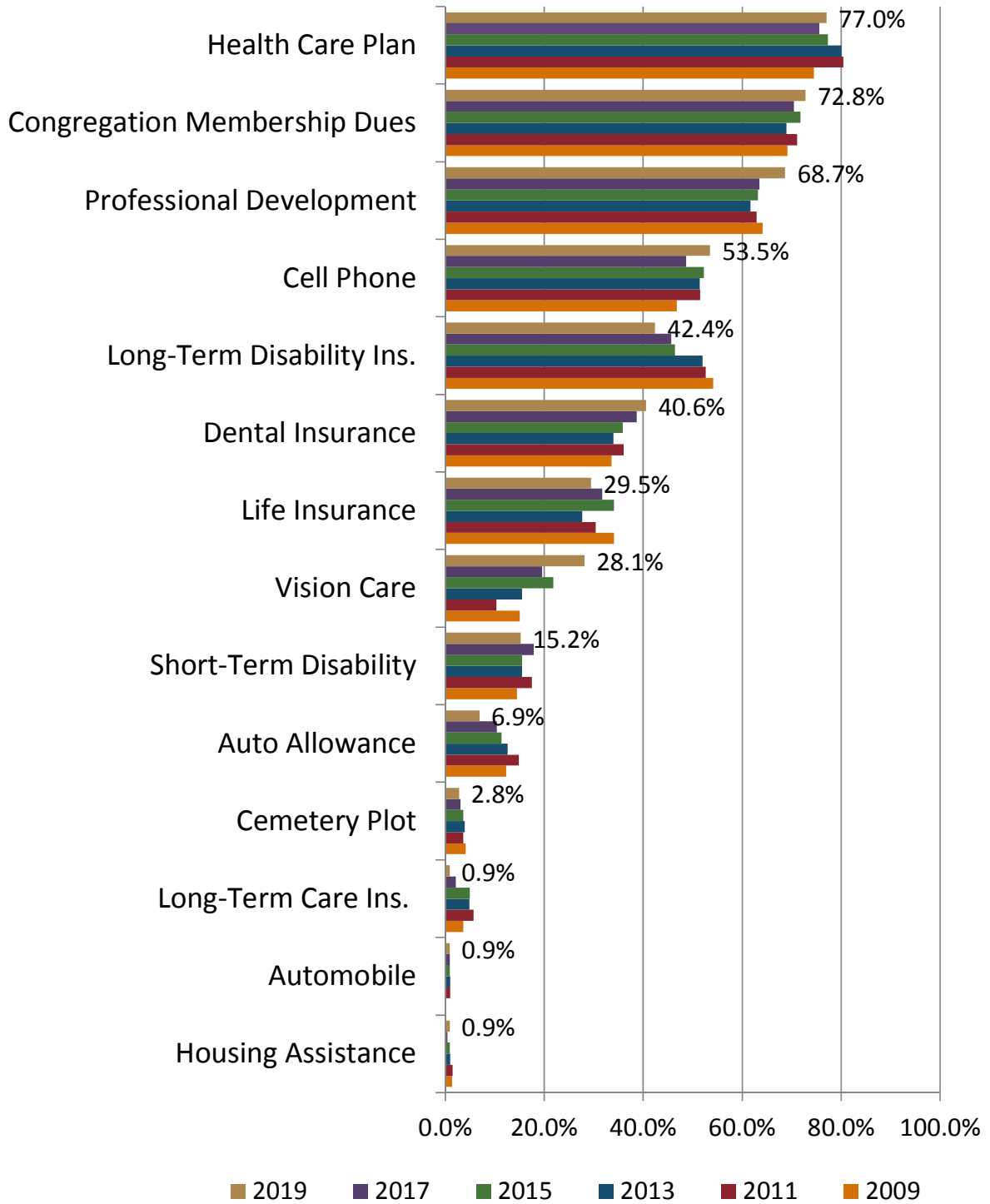
BENEFITS, PENSIONS & TIME OFF

BENEFITS

Health care plans are the most frequently offered benefit in 2019—available to 77.0% of respondents and 35.5% of dependents. While both proportions slid down between 2015 and 2017, the current percentages reflect slight increases from 2017 (from 75.7% for respondents and 31.7% for dependents). Still both proportions fall short of their previous highs of 80.4% for respondents and 40.2% for dependents in 2011. On average, 85.7% of the employee health care plan costs are paid/reduced in 2019, with the same being said of 76.2% of the dependents' health care plan costs.

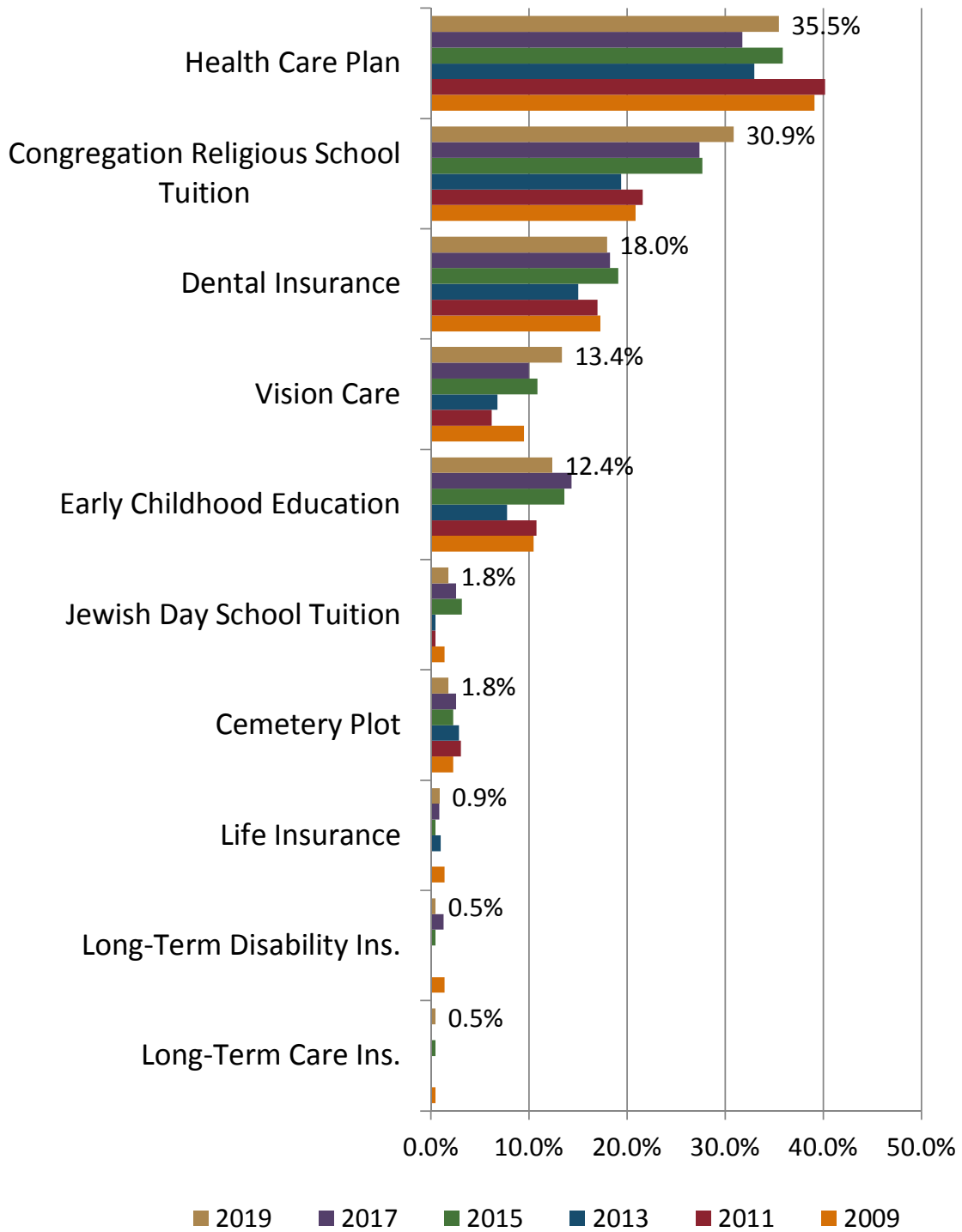
Congregation membership dues—offered second-most often after the health care plan—are available to 72.8% of respondents and are paid for 100% of the time. Other key benefits included professional development (68.7%), cell phone (53.5%), and long-term disability insurance (42.4%).

Employee Benefits Offered by Synagogue/Temple: 2009-2019



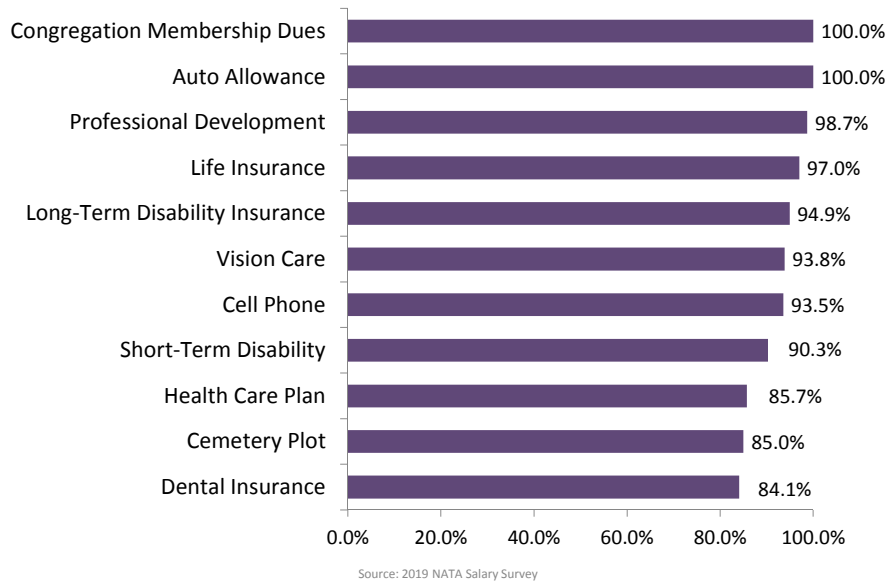
Source: 2019 NATA Salary Survey

Dependents Benefits Offered by Synagogue/Temple: 2009-2019

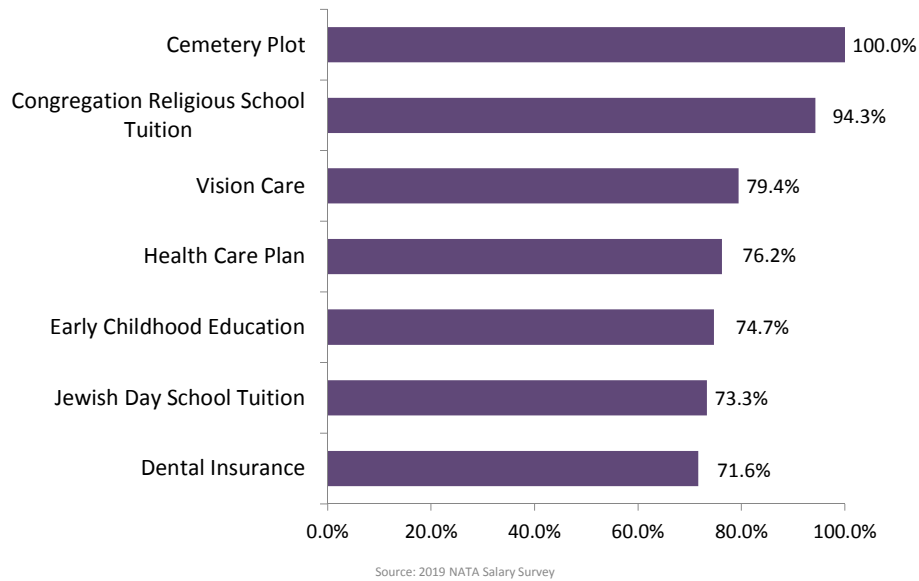


Source: 2019 NATA Salary Survey

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



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



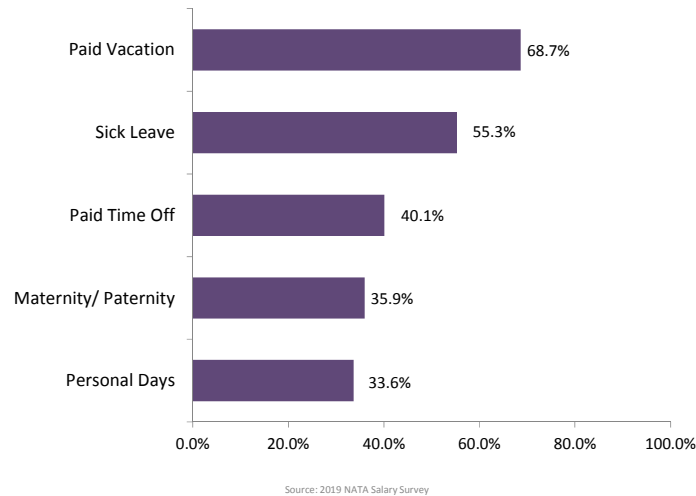
PENSIONS

More than three-quarters (77.0%) of respondents have pensions, and more than seven in 10 (70.7%) report that their pension is with the Reform Pension Board (RPB). The average size of the pension, which could be reported as a dollar amount or percent, is \$12,295 or 10.9%.

TIME OFF

Paid vacation is available to 68.7% of the respondents, with an average of 19.7 days per year. Sick leave is available to more than half of respondents (55.3%), averaging 11.2 days per year. More than four in 10 have paid time off with an average of 19.9 days, and 33.6% have personal days with an average of 5.4. The percentage of respondents reporting that they receive maternity/paternity leave is at 35.9%, which is up from 31.3% in 2017 and 24.1% in 2015. The average number of days off per year for this type of leave is 49.0.

Time-Off Benefits Available



Average Number of Days Off Available

