

2021 Compensation and Benefits Survey Executive Summary

conducted for the



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

July 2021

Survey conducted and report prepared by:



10097 Tyler Court, Suite 3 ■ Ijamsville, Maryland 21754
TEL: (240) 268-1262 ■ ARI@associationresearch.com

METHODOLOGY

As in years past, the National Association for Temple Administration (NATA) selected Association Research, Inc., to conduct its biennial Salary Survey. Twelve 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. This year, a few COVID-19-related questions were added, including asking if the pandemic had impacted salaries at any time along with a follow-up question allowing respondents to indicate the various ways COVID-19 had impacted their annual base salary. Respondents also were asked if benefits had been impacted at any time. Other survey changes this year included adding two new options to the congregation affiliation question, United Synagogue of Conservative Judaism–USCJ and Reconstructing Judaism. Previously, respondents were asked to report the number of membership units belonging to their congregations, and this year the phrasing “membership units” was replaced with households. For the employee benefits, automobile was removed from the list of options, and the additional sabbatical questions at the end of the survey were also removed. The employee benefit “congregation membership dues” was also revised to “congregation membership.”

A link to the online questionnaire was successfully e-mailed to 271 NATA members. Based on 217 responses, the response rate was 80.1%. This reflects an increase over the 78.3% response rate from 2019, but is still below the 81.9% response rate in 2017. Of the 217 respondents, 213 provided useable *salary* data. As for job title, 87.1% of the respondents reported they were an “Executive Director” and 10.1% 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. 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, 2020, \$113,934 is the average base salary for 213 respondents. The median salary is \$98,000. Twenty-five percent of all respondents (first quartile) earned \$80,000 or less, and 75% earned \$137,340 or less (third quartile). However, respondents with an MBA (there were 30) averaged \$142,576 in base salary, and those at congregations with the highest operating budget (\$5,000,000 or more) averaged \$214,533. Also notable, female respondents averaged \$106,632 in base salary, 82.8% 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: 2017–2021

	2017	2019	2021
Number of respondents	230	217	217
Individual Characteristics			
Age (mean)	54.6	54.1	54.9
Gender: Female	67.4%	66.4%	66.7%
Years at current congregation (mean)	6.9	6.8	7.9
Years in field of temple/synagogue administration (mean)	9.9	8.6	9.7
Years to retirement from position (mean)	11.2	11.5	10.5
Highest Education:			
Bachelor's	44.3%	37.8%	38.6%
Master's	40.0%	45.6%	47.9%
Certifications:			
FTA	6.5%	6.0%	5.1%
Senior Member (NATA)	30.4%	33.2%	30.0%

CONGREGATION CHARACTERISTICS: 2017–2021

	2017	2019	2021
Number of respondents	230	217	217
Congregation Characteristics			
Number of Households* (mean)	675	644	627
Operating Budget (mean)	\$2.9 million	\$2.9 million	\$2.9 million
Operating Budget per Number of Households (mean)	\$4,336	\$4,526	\$4,626
Full-Time Employees (mean)	18	19	20
Square Footage (mean)	44,910 sq ft	48,717 sq ft	46,441 sq ft

* Prior to 2021 – was Membership Units

SALARY - ALL RESPONDENTS

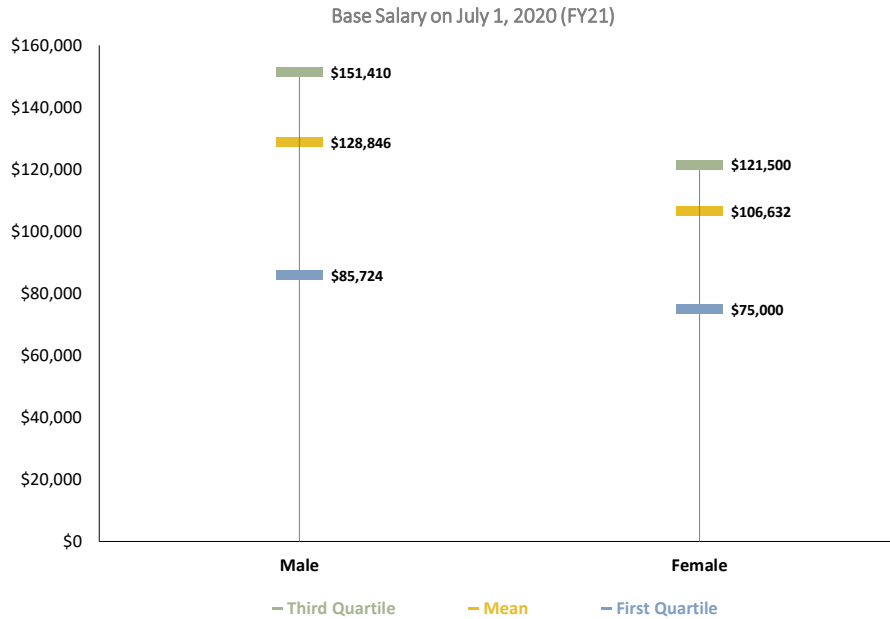
(as of July 1, 2020 – FY 21)

Number of Respondents	213
Annual Base Salary (as of July 1, 2020 – FY21)	
Mean (Average)	\$113,934
First Quartile	\$80,000
Median	\$98,000
Third Quartile	\$137,340

BASE SALARY AND INDIVIDUAL CHARACTERISTICS

The typical female respondent earns approximately 83% of her male counterpart’s salary in FY21. Comparing by job title, female executive directors earn 86% of their male counterpart’s salary, while female temple administrators earn 102% of their male counterpart’s base FY21 salary. Note, that there were only 3 male temple administrators reporting this year.

Base Salary by Gender



Source: 2021 NATA Salary Survey

Respondents with 5-9 years at their current congregation reported the highest average base salary of \$128,293, which is more than \$20,000 higher than those with less than 5 years of tenure (\$107,393 for those with less than 3 years of tenure, and \$104,726 for those with 3-4 years).

Base Salary by Years at Current Congregation

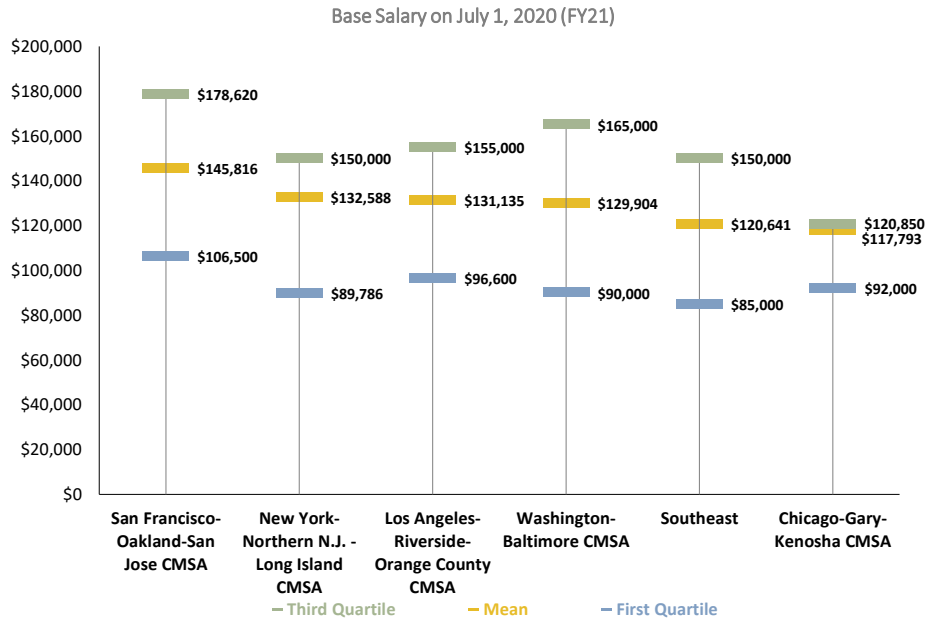


Source: 2021 NATA Salary Survey

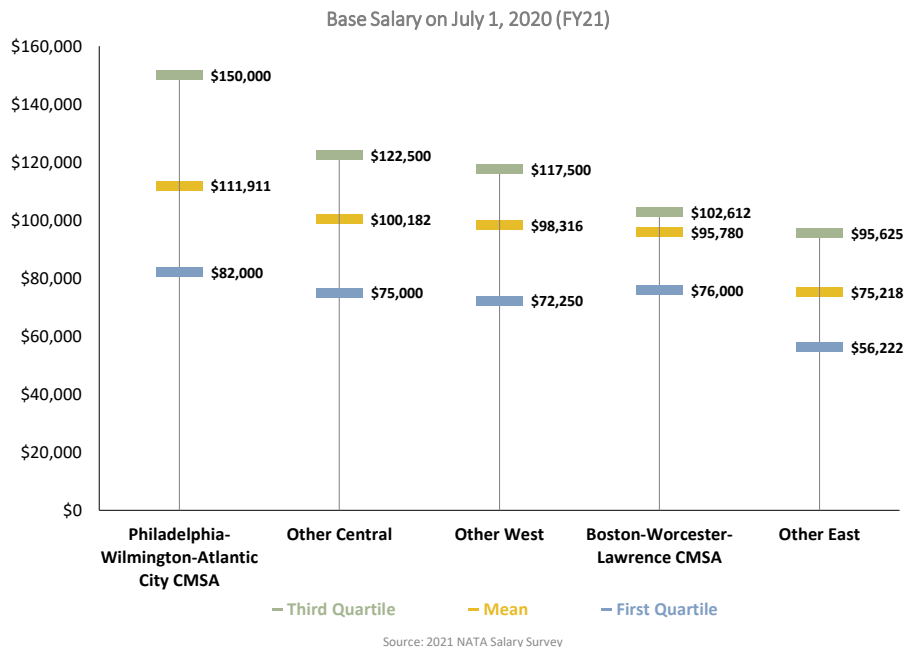
BASE SALARY AND CONGREGATION CHARACTERISTICS

The highest average base salary came from those reporting in the San Francisco-Oakland-San Jose CMSA (\$145,816). The second highest average salary is reported from the New York-Northern N.J.-Long Island CMSA at \$132,588, this was very closely followed by those in the Los Angeles-Riverside-Orange County CMSA (\$131,135). Respondents in the Washington-Baltimore CMSA reported having an average base salary of \$129,904. Those located in the Other East region had the lowest average base salary of \$75,218. There were only two respondents from Canada, so those data cannot be reported.

Base Salary by Location

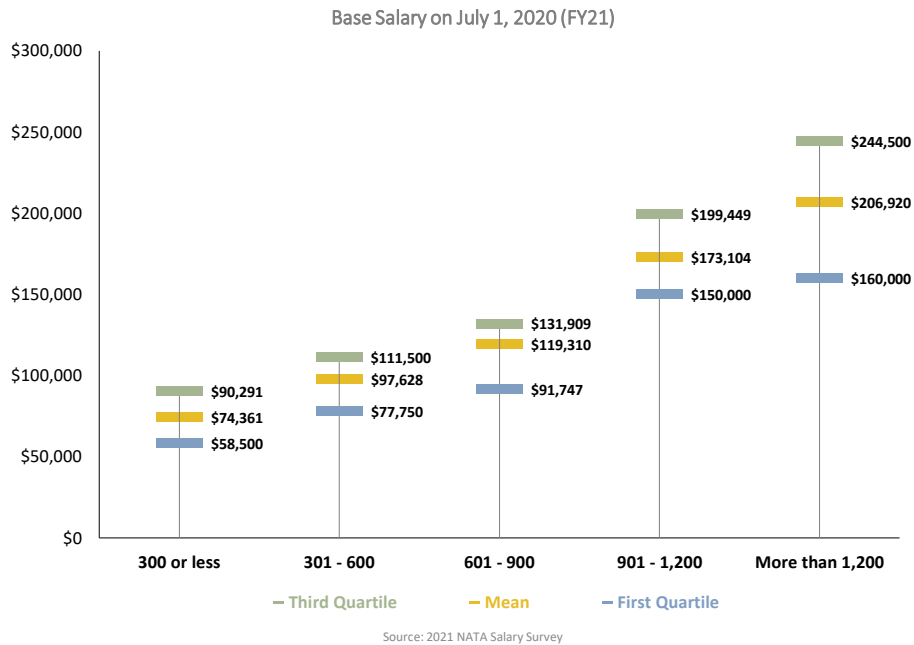


Base Salary by Location



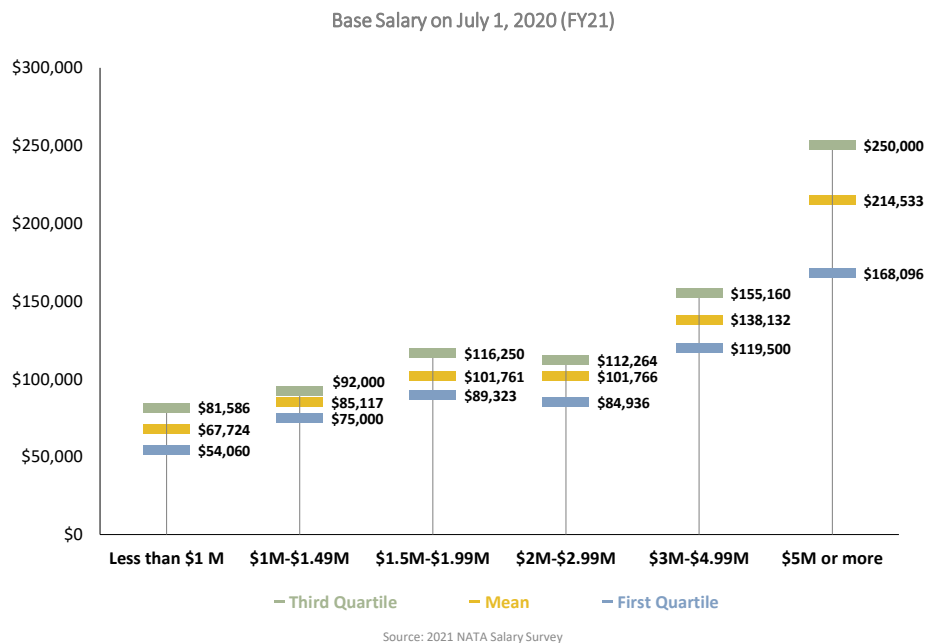
Congregation size—whether measured by number of households that belong, operating budget, facility square footage, or full-time employees—is a measure of the complexity and magnitude of responsibilities required to execute the operations of the temple. As observed previously, the average base salary 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 (\$206,920 vs. \$74,361).

Base Salary by Number of Households



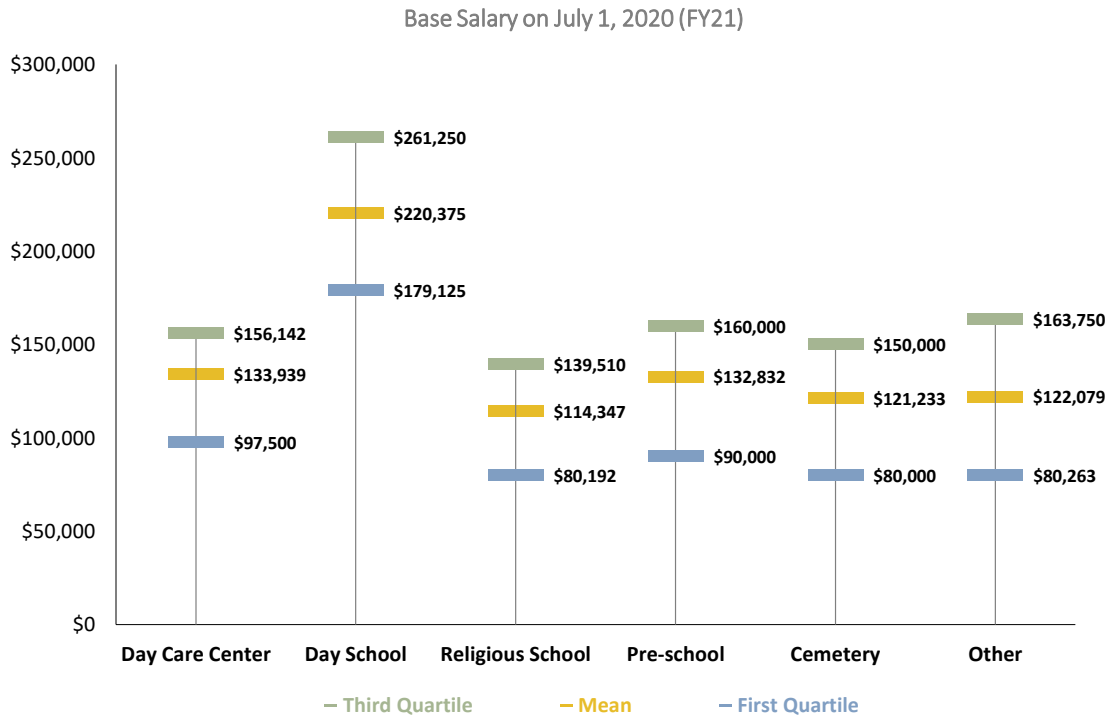
Respondents at congregations with \$5 million or more in operating budget earn an average base salary of \$214,533, which is more than three times the salary of those at the smallest congregations with operating budget of less than \$1 million (\$67,724).

Base Salary by Operating Budget



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 \$114,347, while the average base salary for synagogues with pre-schools is \$132,832. Respondents at temples with day care centers earn an average of \$133,939. As has been true in previous surveys, the highest average annual base salary is associated with congregations that offer a day school (\$220,375). It is worth noting, however, that there are only four respondents in this category, which means caution should be used when interpreting this data. Those that report having cemeteries receive an average base salary of \$121,233.

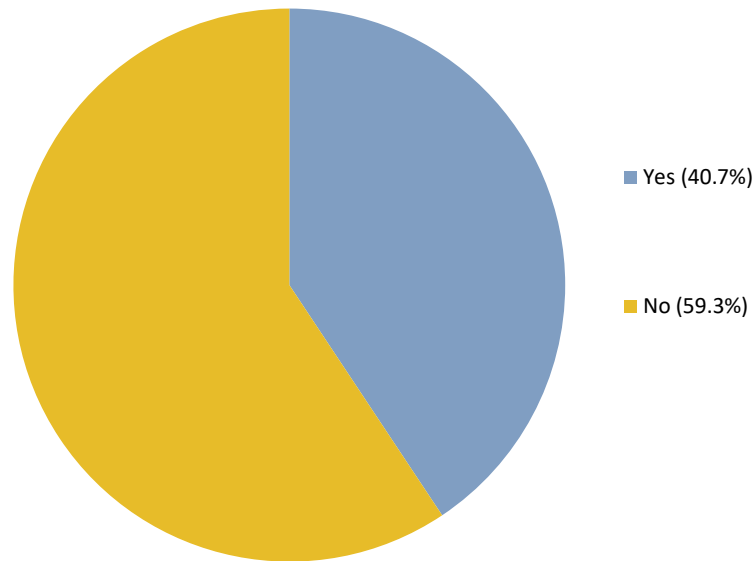
Base Salary by Programs and Services



Source: 2021 NATA Salary Survey

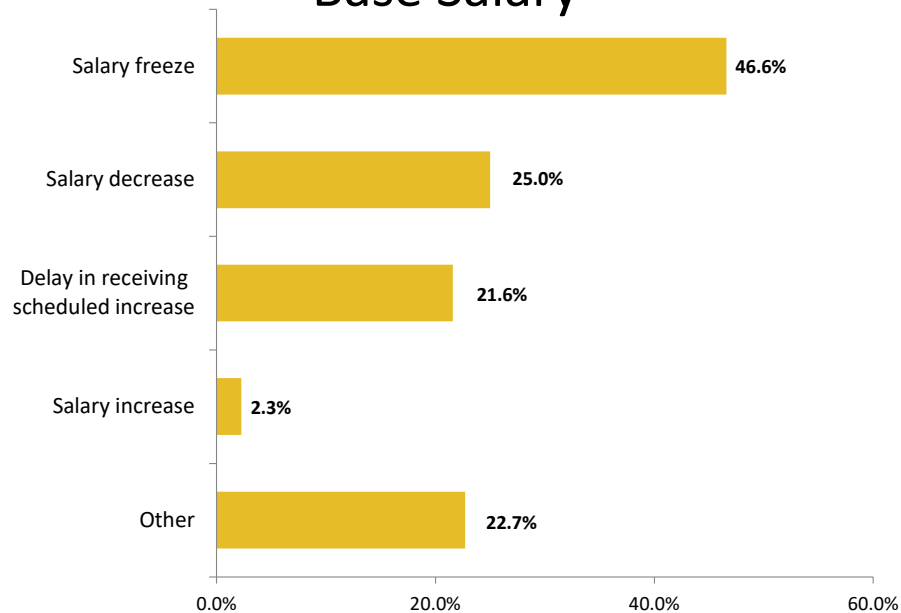
Respondents were asked this year to report on the COVID-19 pandemic and whether or not it has impacted their base salary at any time. Four in 10 reported that it had been impacted. Of those respondents, 46.6% indicated that there was a salary freeze, one-quarter reported a salary decrease, and 21.6% said there was a delay in receiving their scheduled increase.

Have Base Salary Been Impacted at Any Time Due to COVID-19



Source: 2021 NATA Salary Survey

How Has COVID-19 Pandemic Affected Base Salary



Source: 2021 NATA Salary Survey

BENEFITS, PENSIONS & TIME OFF

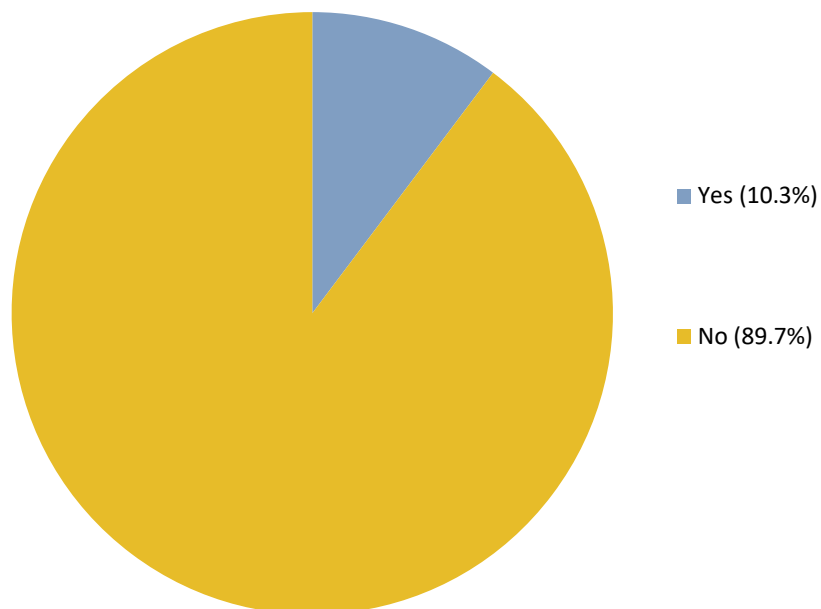
BENEFITS

Similar to previous surveys, the health care plan is the most frequently offered benefit to both employees and dependents (80.6% and 37.8%, respectively). These percentages are higher than were reported in 2019, where health care plans were available to 77.0% of respondents and 35.5% of dependents. In fact, the percentage of employees being offered health care plans this year is slightly above the previous high of 80.4% reported in 2011. Costs for employee health care plans are paid/reduced, on average, by 87.6%, while an average of 71.7% of the dependents' health care plan costs are paid/reduced.

Congregation membership is offered second-most often to employees (80.2%) followed by professional development (72.4%). Both of these benefits/costs are typically covered/paid for 100% of the time. Other key benefits include cell phone (50.2%), long-term disability insurance (45.6%), and dental insurance (45.6%).

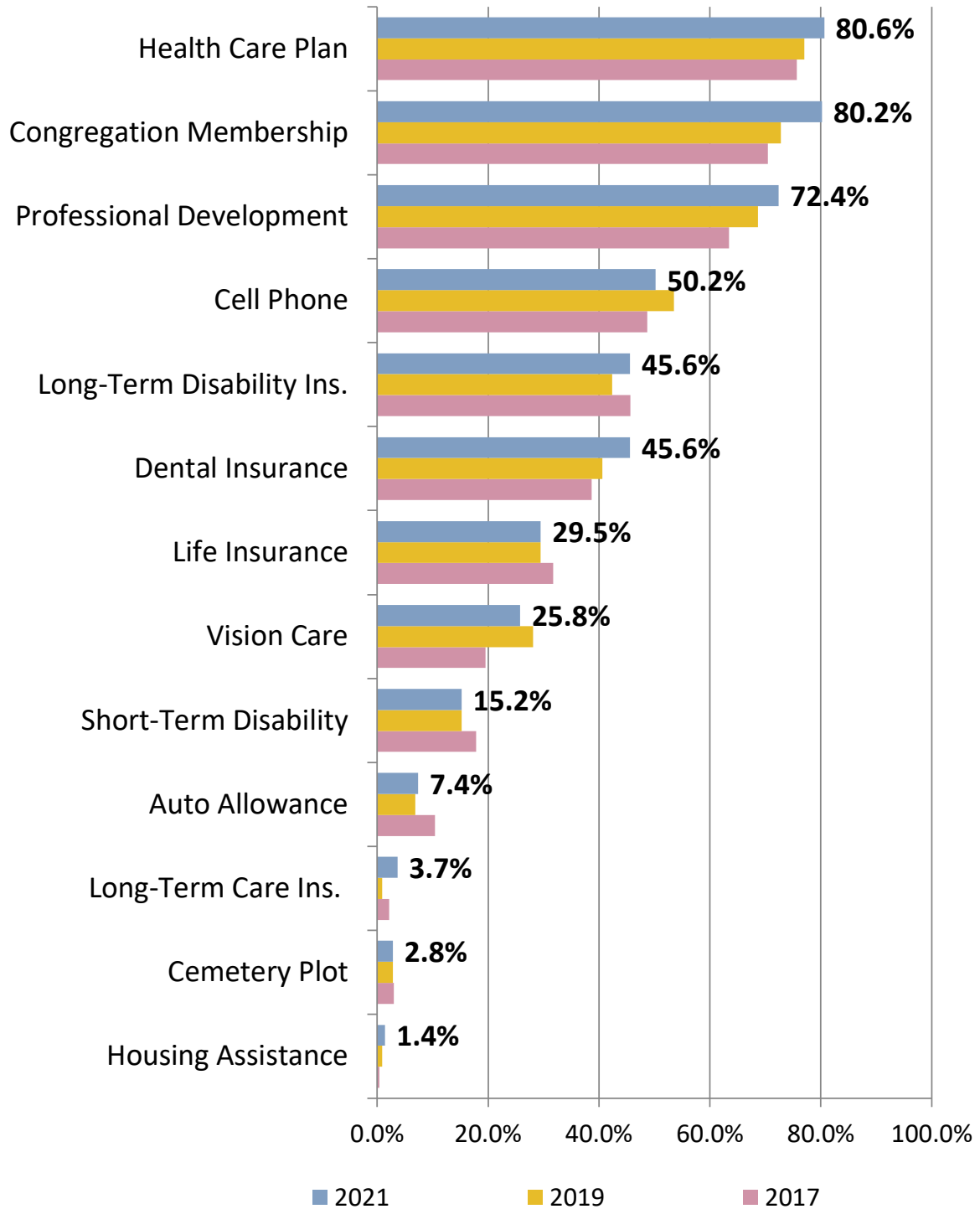
When asked if benefits have been impacted at any time due to COVID-19, only 10.3% said yes.

Have Benefits Been Impacted at Any Time Due to COVID-19



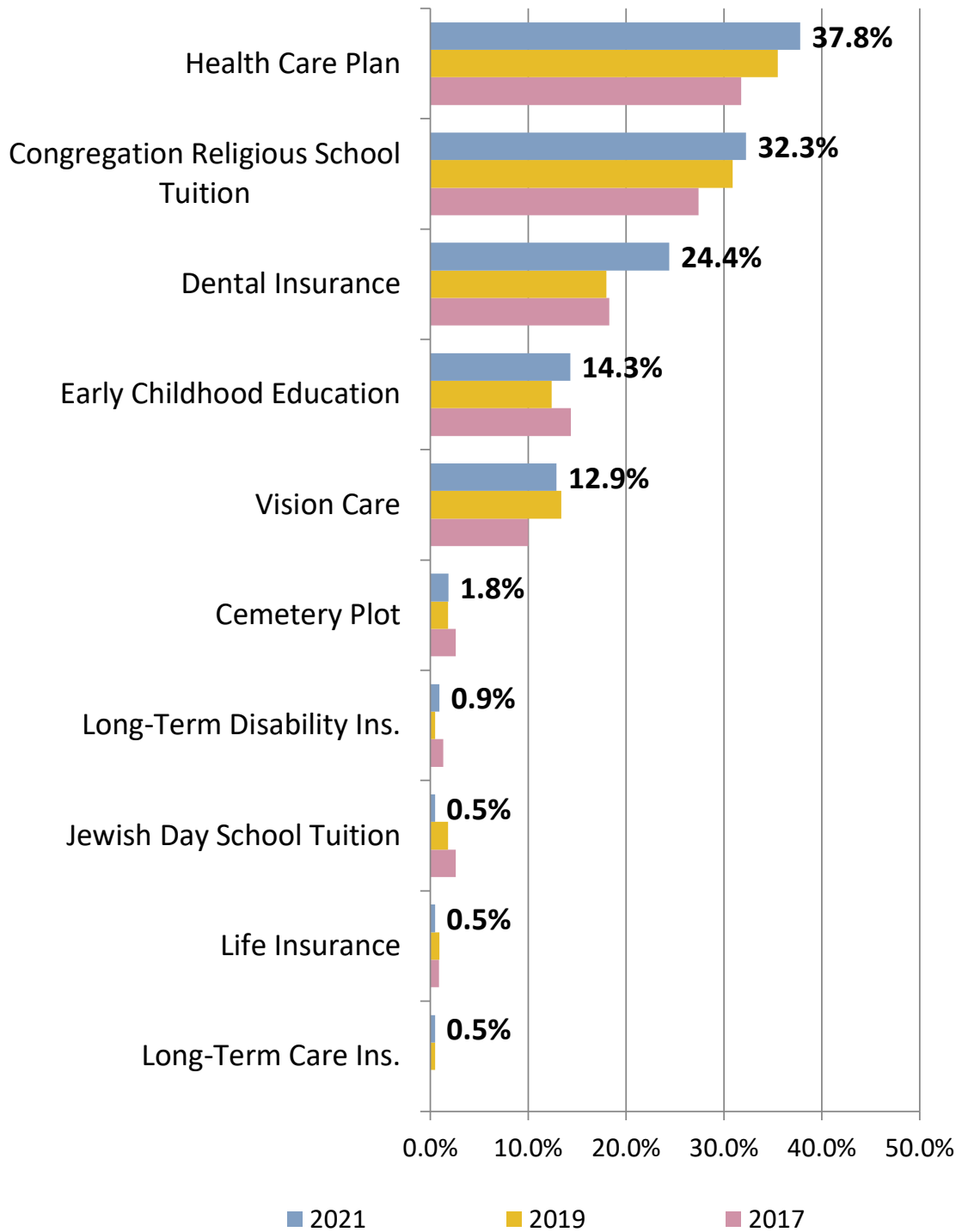
Source: 2021 NATA Salary Survey

Employee Benefits Offered by Synagogue/Temple: 2017-2021



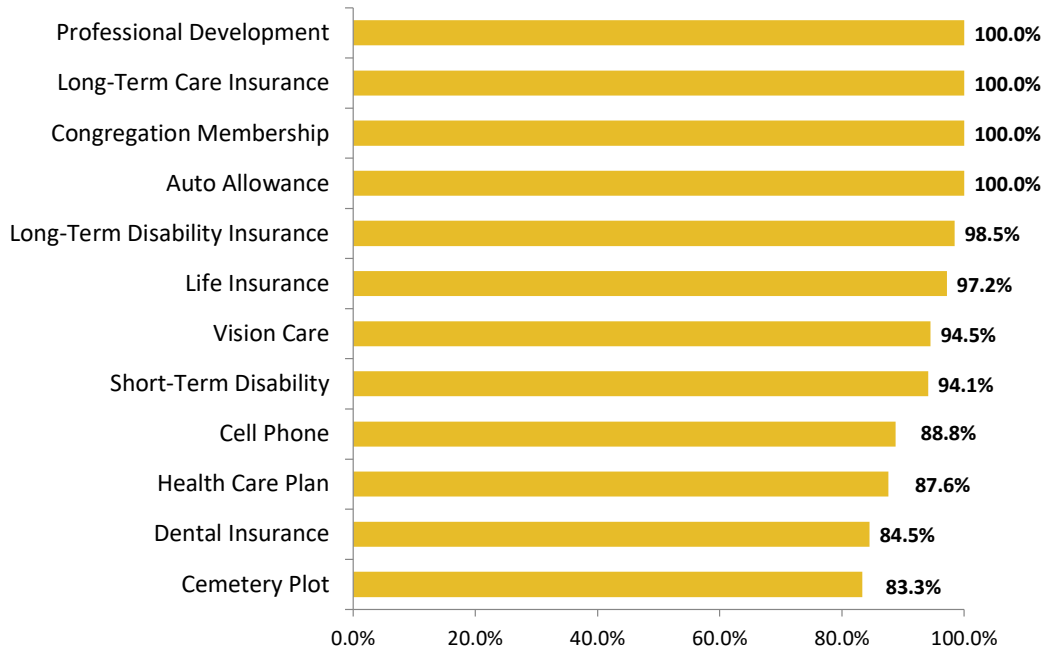
Source: 2021 NATA Salary Survey

Dependents Benefits Offered by Synagogue/Temple: 2017-2021



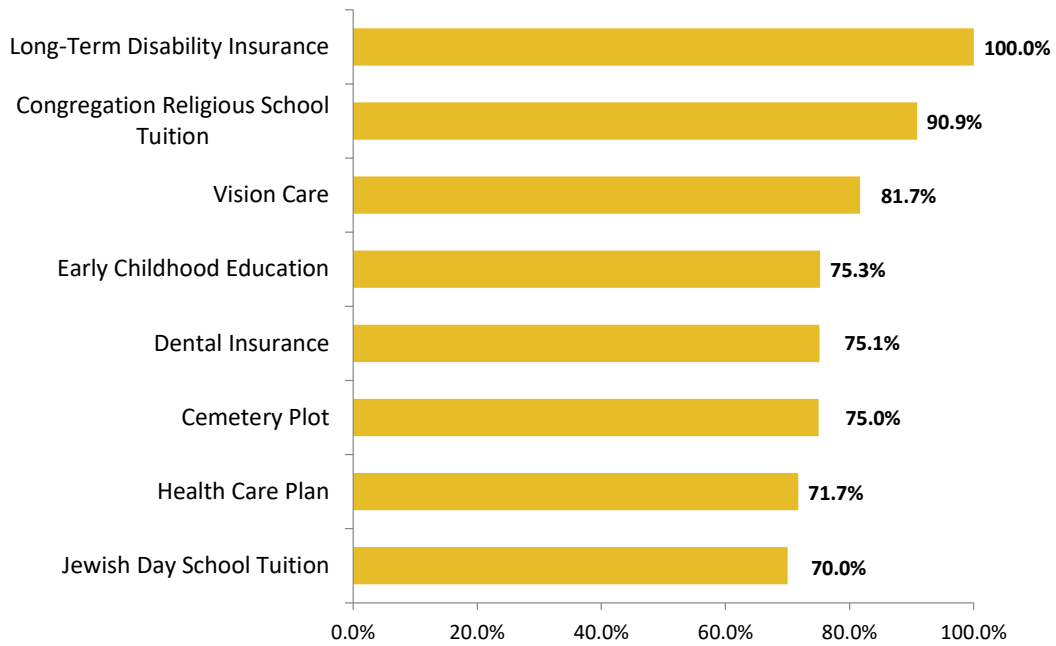
Source: 2021 NATA Salary Survey

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



Source: 2021 NATA Salary Survey

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



Source: 2021 NATA Salary Survey

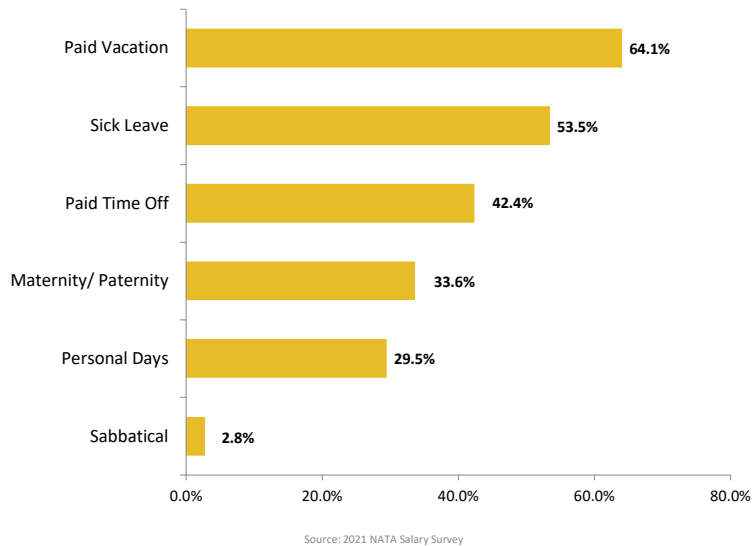
PENSIONS

More than eight in 10 (82.9%) respondents have pensions, and nearly three-quarters (74.4%) report 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 \$13,108 and 11.1%.

TIME OFF

Paid vacation is available to 64.1% of the respondents, with an average of 19.8 days per year. Sick leave is available second-most often with 53.5% of respondents saying so. The average number of days off per year of sick leave is 8.8. More than four in 10 have paid time off (42.4%) with an average of 19.6 days per year. Maternity/paternity is offered to 33.6% of respondents for an average of 52.1 days. Personal days are provided to 29.5% of all respondents with an average of 6.9 days per year. Only 2.8% of respondents reported that a sabbatical was available to them.

Time-Off Benefits Available



Average Number of Days Off Available

