



2011
COMPENSATION AND BENEFITS SURVEY
EXECUTIVE SUMMARY

conducted for



P.O. Box 936
RIDGEFIELD, WA 98642

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15200 SHADY GROVE ROAD, SUITE 306
ROCKVILLE, MARYLAND 20850
TEL: (240) 268-1262
ARI@ASSOCIATIONRESEARCH.COM

METHODOLOGY

The National Association for Temple Administration (NATA) selected Association Research, Inc., to conduct a Salary Survey in August and September 2011. Based on questions originally used for the 2004 Joint Survey for NATA and the North American Association of Synagogue Executives (NAASE), an updated questionnaire was developed by the NATA Compensation Committee in 2009. This updated questionnaire was used again in the 2011 NATA Survey.

A link to the online questionnaire was e-mailed to 269 NATA members. The response rate was an excellent 72.1%, based on 194 responses. Of that total, 191 provided useable salary data. Nearly three-quarters of the respondents said they were an “Executive Director” and 19.8% used the title “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 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, 2011, \$95,983 was the average base salary for 191 respondents. The median salary was \$88,000. Twenty-five percent of all respondents (first quartile) earned \$68,250 or less, and 75% earned \$118,500 or less (third quartile). However, respondents with an MBA (there were 21) averaged \$105,519 in base salary, and those at congregations with the most members (1,200 or more) averaged \$154,260. Also noteworthy, female administrators averaged \$86,978, 79.1% of their male counterparts. 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

Number of Respondents	194
Response Rate	72.1%
Average Age	53.1
Female	60.3%
Male	39.7%
Percent with Bachelors	41.2%
Percent with Master's Degree	41.7%
Average Years in Current Position	7.2
Average Years as Executive Director/Temple Administrator	9.8
Have a Contract	52.9%

CONGREGATION CHARACTERISTICS

Average Number of Membership Units	759
Average Operating Budget	\$2.6 million
Average Number of Full-Time Employees	19
Average Square Footage of Facility	50,555
Programs and Services	
Religious School	99.0%
Pre-School	57.7%
Cemetery	46.9%
Day Care Center	6.7%
Day School	4.1%

SALARY

Number of Respondents	191
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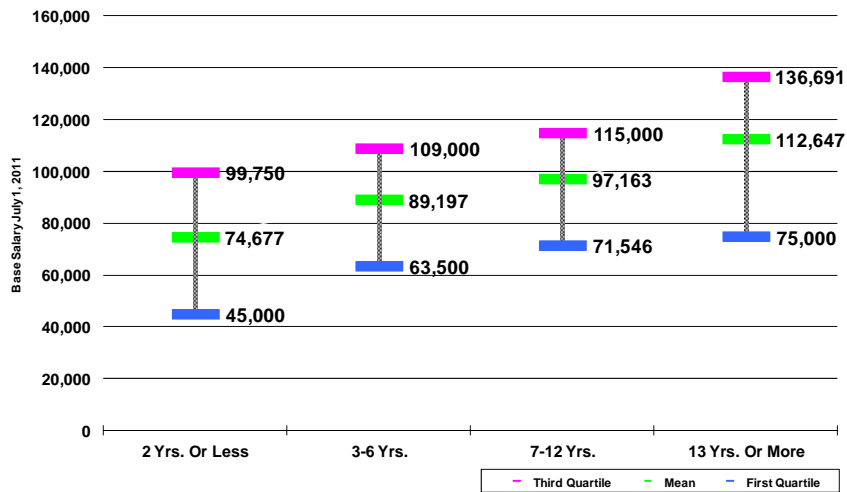
Annual Base Salary (as of July 1, 2011)

Mean (Average)	\$95,983
First Quartile	\$68,250
Median	\$88,000
Third Quartile	\$118,500

SALARY BASED ON INDIVIDUAL CHARACTERISTICS

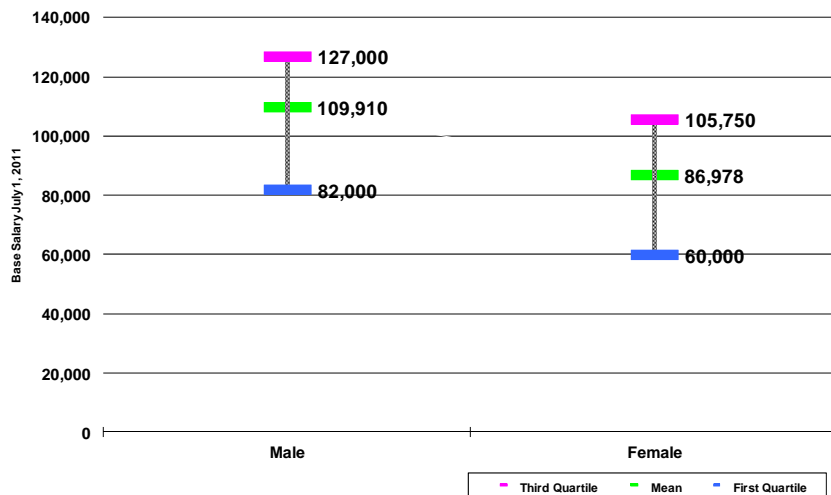
Experience in the field was highly correlated with salary. The average base salary for those with two years or less experience was \$74,677. This amount increased in steps until 13 or more years, when the average salary was \$112,647.

BASE SALARY BY YEARS AS EXECUTIVE DIRECTOR/TEMPLE ADMINISTRATOR



Source: 2011 NATA Salary Survey

BASE SALARY BY GENDER

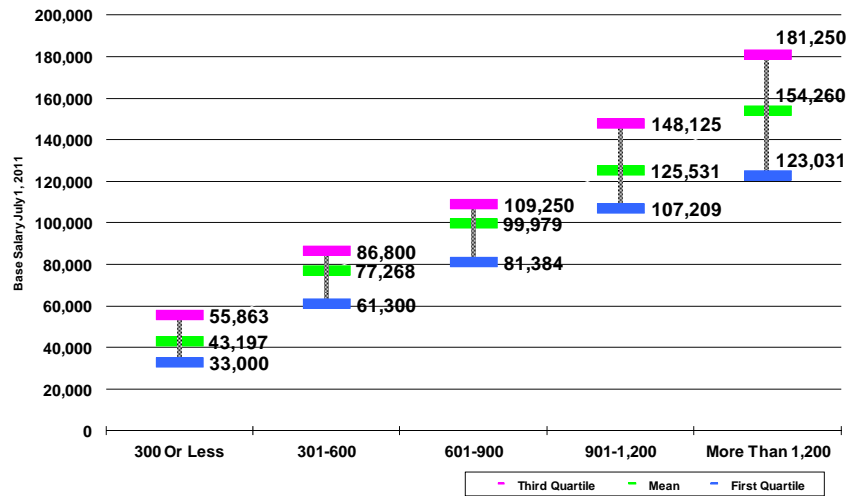


Source: 2011 NATA Salary Survey

SALARY BASED ON 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. Executive directors of congregations with more than 1,200 member units averaged \$28,729 more than their closest counterparts at congregations totaling 901 to 1,200 member units. This premium was \$6000 lower than in 2009. Executive directors serving congregations with 1,200 or more members had an average salary three and a half times greater than those with 300 or fewer members (\$43,197).

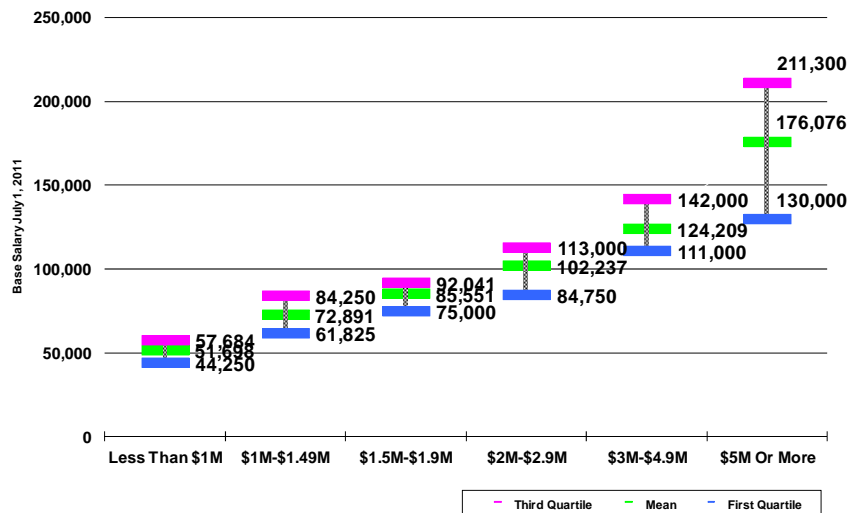
BASE SALARY BY MEMBERSHIP UNITS



Source: 2011 NATA Salary Survey

Both annual operating budget and number of membership units measure, in steps, congregation size. As a result, average base salaries increased with operating budget in about the same increments as membership units.

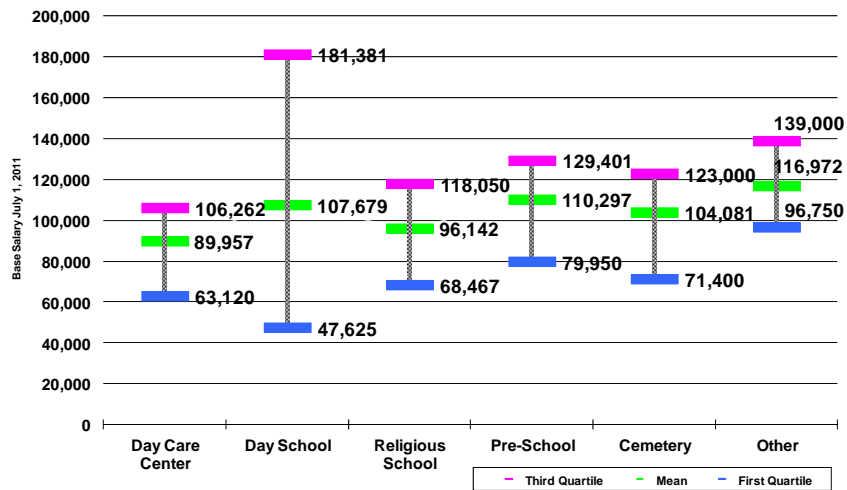
BASE SALARY BY OPERATING BUDGET



Source: 2011 NATA Salary Survey

The type of programs & services offered by congregations also played a major role in executive director compensation determination. Salaries for congregations with pre-schools averaged \$110,297, with cemeteries averaged \$104,081, and those with religious schools averaged \$96,142. The second highest base salary was associated with a day school, but there were only eight respondents with such a program.

BASE SALARY BY PROGRAMS AND SERVICES



Source: 2011 NATA Salary Survey

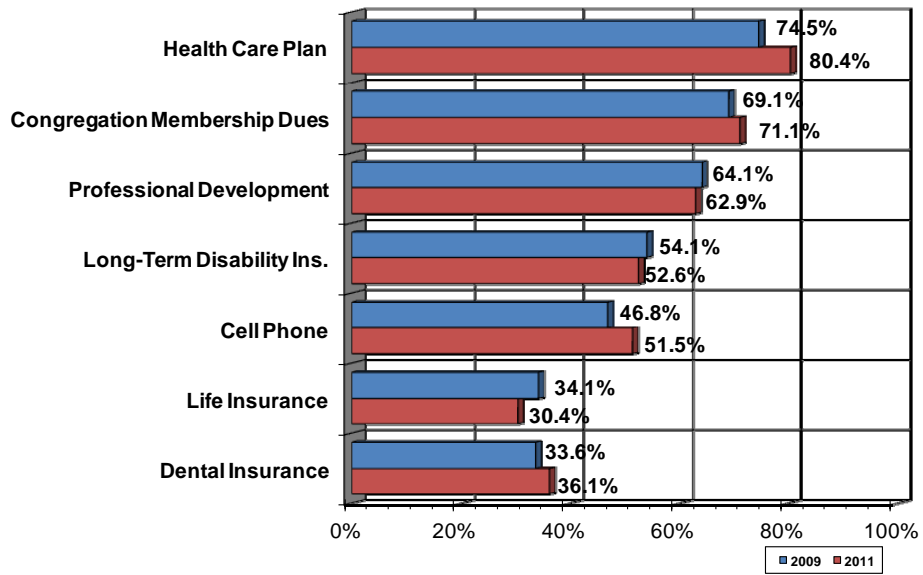
BENEFITS, PENSIONS & TIME OFF

BENEFITS

At the top of the list of benefits was a health care plan available to 80.4% of executive directors and 40.2% of dependents. This represents a slight improvement for executives, compared to 2009, when it was available to only 74.5%. The mean value of the employee health plan was \$6,022, 2% lower than 2009.

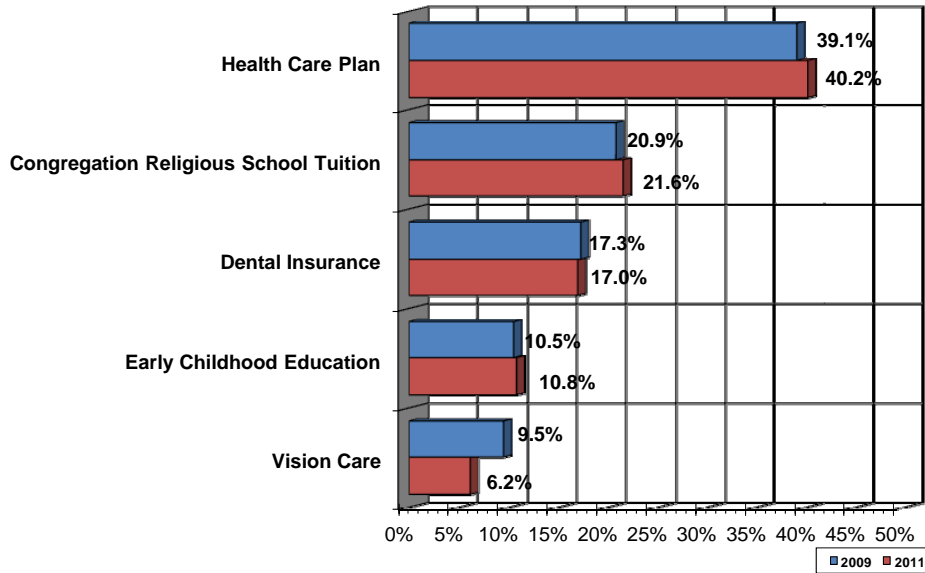
Close behind health care was Congregation Membership Dues, available to 71.1% of respondents and valued at about \$2,248. Other key benefits were professional development (62.9%), long-term disability (52.6%), and cell phone (51.5%), which mirror results for 2009.

EMPLOYEE BENEFITS OFFERED BY SYNAGOGUE/TEMPLE – 2011 vs. 2009



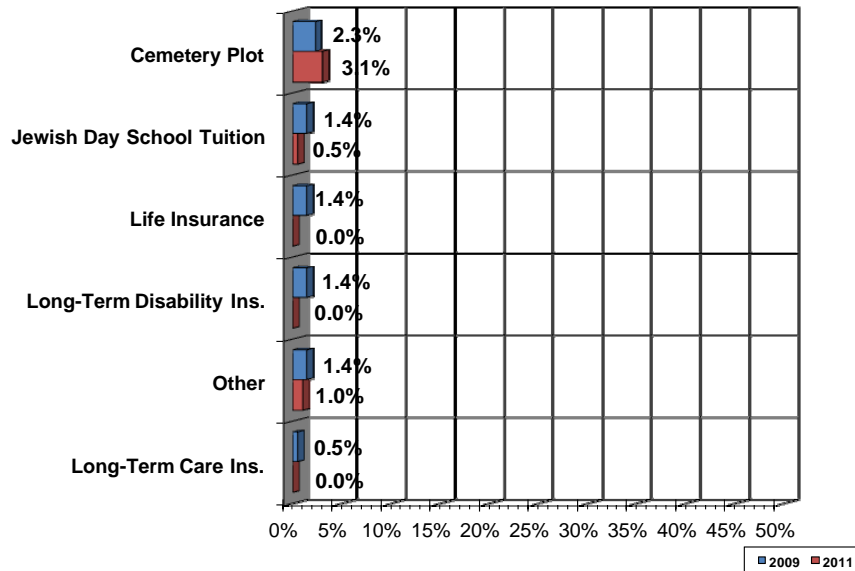
Source: 2011 NATA Salary Survey

DEPENDENTS BENEFITS OFFERED BY SYNAGOGUE/TEMPLE – 2011 vs. 2009



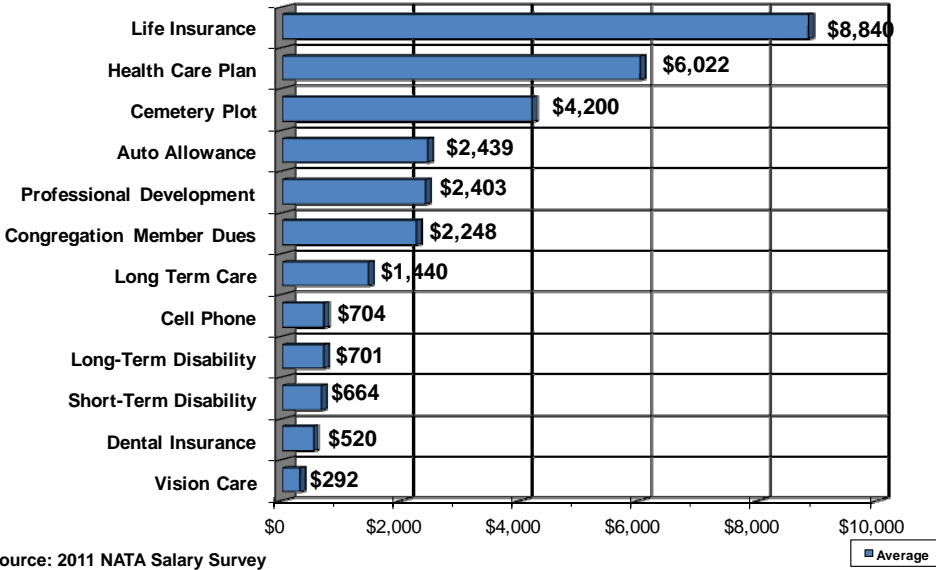
Source: 2011 NATA Salary Survey

DEPENDENTS BENEFITS OFFERED BY SYNAGOGUE/TEMPLE – 2011 vs. 2009



Source: 2011 NATA Salary Survey

AVERAGE VALUE OF EMPLOYEE BENEFITS PAID/REDUCED BY SYNAGOGUE/TEMPLE



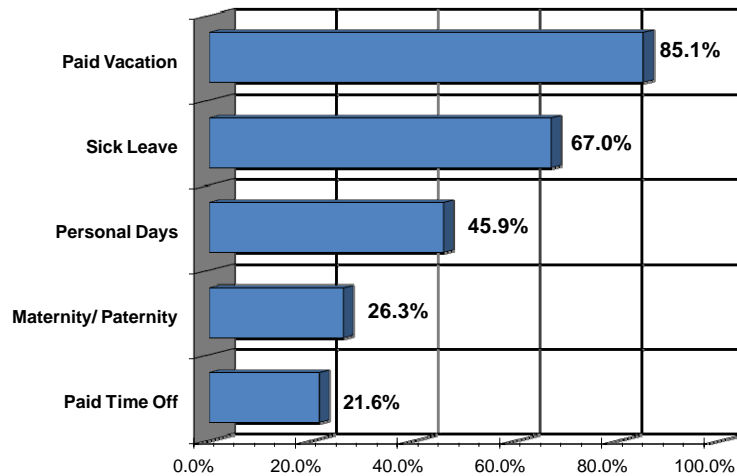
PENSIONS

Eighty-six percent of all respondents indicated that they received a pension. Of that number, 83.1% reported that the pension was with the Reform Pension Board (RPB). The average size of the pension, provided as an amount by 71 participants, was \$13,030; reported as a percent of salary by 130 people, the average was 12.8%.

TIME OFF

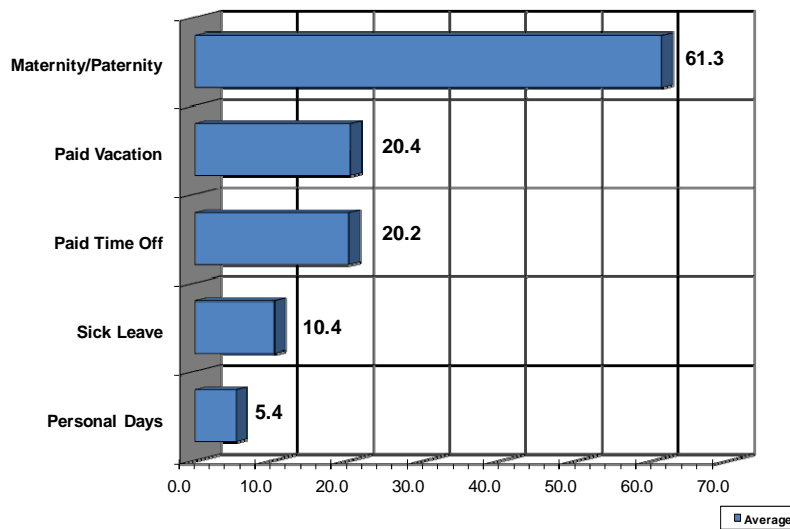
Paid vacation was available to 85.1% of the executive director/temple administrators that responded; with vacation time averaging 20.4 days per year. Second on the list was sick leave (67.0%), averaging 10.4 days per year. An average of 5.4 personal days were available to 45.9% of respondents.

TIME-OFF BENEFITS AVAILABLE



Source: 2011 NATA Salary Survey

AVERAGE NUMBER OF DAYS OFF AVAILABLE



Source: 2011 NATA Salary Survey