

2013 Compensation and Benefits Survey Executive Summary

conducted for the



**P.O. Box 936
Ridgefield, WA 98642**

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Survey conducted and report prepared by:



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METHODOLOGY

For its 2013 Salary Survey, the National Association for Temple Administrators (NATA) once again selected Association Research, Inc., to administer the survey. In 2009, the NATA Compensation Committee developed a survey based on questions originally used for a Joint Survey in 2004 for NATA and the North American Association of Synagogue Executives (NAASE). The same questionnaire was used in 2011 and again with this survey in 2013.

As in previous years, a link to the online questionnaire was e-mailed to 273 NATA members (excluding bounces and people who asked to be removed from the survey list). Based on 206 responses, the response rate was an excellent 75.5%. Of the 206 respondents, 200 provided useable salary data. Nearly three-quarters (74.1%) of the respondents said they were an “Executive Director” and 19.4% 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 April 1, 2013, \$98,403 was the average base salary for 200 respondents. The median salary was \$89,700. Twenty-five percent of all respondents (first quartile) earned \$68,625 or less, and 75% earned \$116,251 or less (third quartile). However, respondents with an MBA (there were 26) averaged \$107,970 in base salary, and those at congregations with the most members (more than 1,200) averaged \$168,258. Also noteworthy, female administrators averaged \$91,226, 82.4% 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: 2011 & 2013

	2011	2013
Number of respondents	194	206
Individual Characteristics		
Age (mean)	53.1	56.9
Gender: Female	60.3%	63.7%
Years in current position (mean)	7.2	8.0
Years as executive director/temple administrator (mean)	9.8	10.8
Highest Education:		
Bachelors	41.2%	41.6%
Masters	41.7%	38.1%
Certifications:		
FTA	7.7%	9.2%
Senior Member (NATA)	38.7%	38.3%
Congregation Characteristics		
Membership Units (mean)	759	735
Operating Budget (mean)	\$2.6 million	\$2.6 million
Full-Time Employees (mean)	19	17
Square Footage (mean)	50,555 sq ft	46,027 sq ft

SALARY

Number of Respondents 200

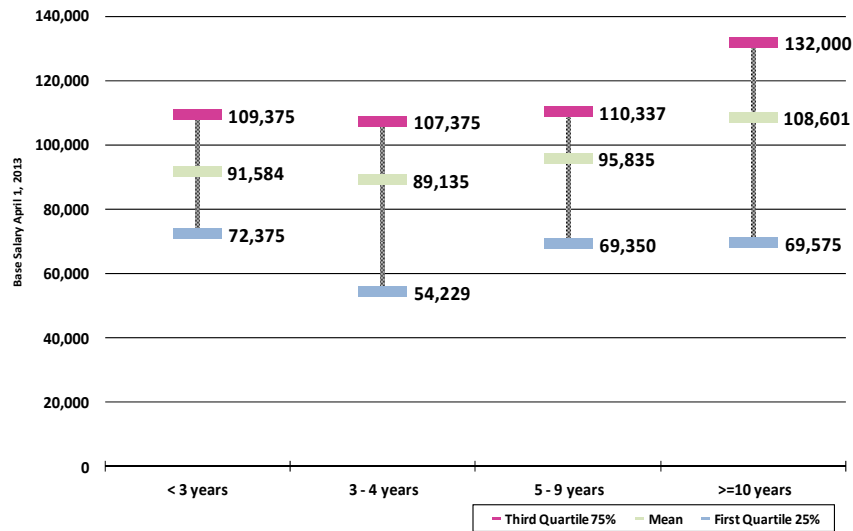
Annual Base Salary (as of April 1, 2013)

Mean (Average)	\$98,403
First Quartile	\$68,625
Median	\$89,700
Third Quartile	\$116,251

SALARY BASED ON INDIVIDUAL CHARACTERISTICS

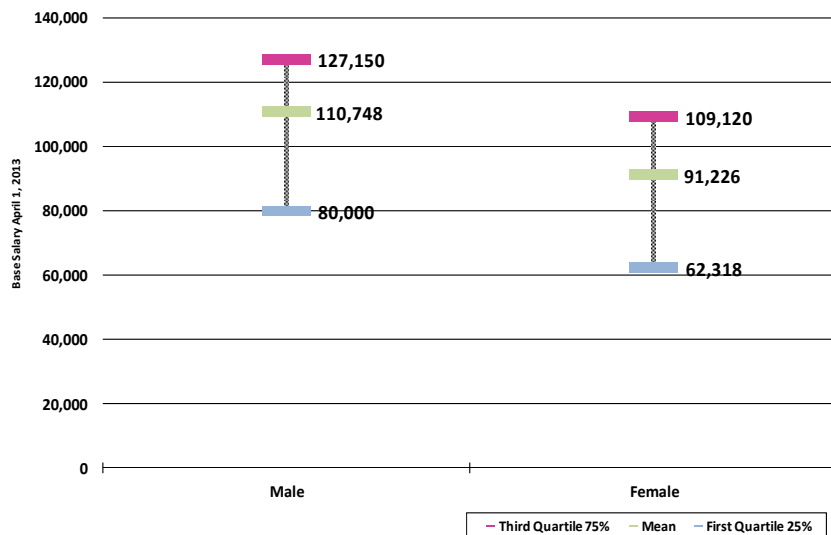
Experience in the field was highly correlated with salary. The average base salary for those with less than three years or less experience was \$91,584. This amount increased in steps until 10 or more years, when the average salary was \$108,601.

Base Salary by Years in Current Position



Source: 2013 NATA Salary Survey

Base Salary by Gender

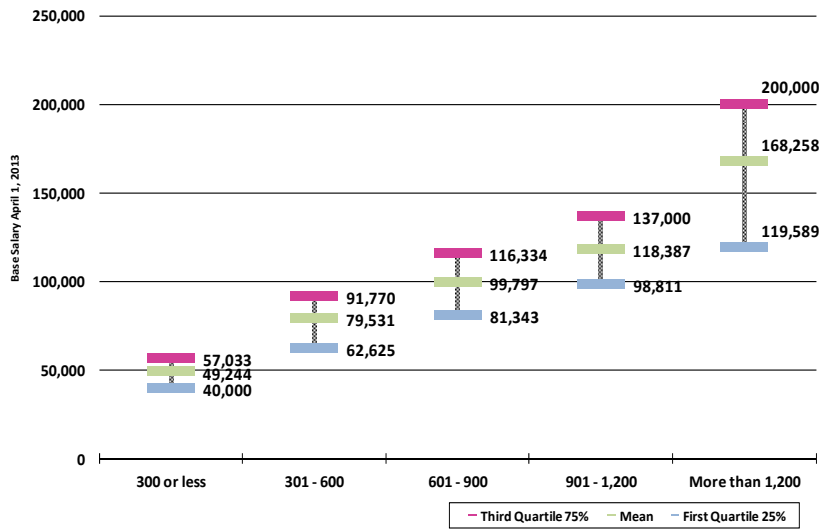


Source: 2013 NATA Salary Survey

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. Executive directors of congregations with more than 1,200 member units averaged nearly \$50,000 more in base salary than their closest counterparts at congregations totaling 901 to 1,200 member units. This premium was \$21,000 higher than in 2011. 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 less members (\$49,244).

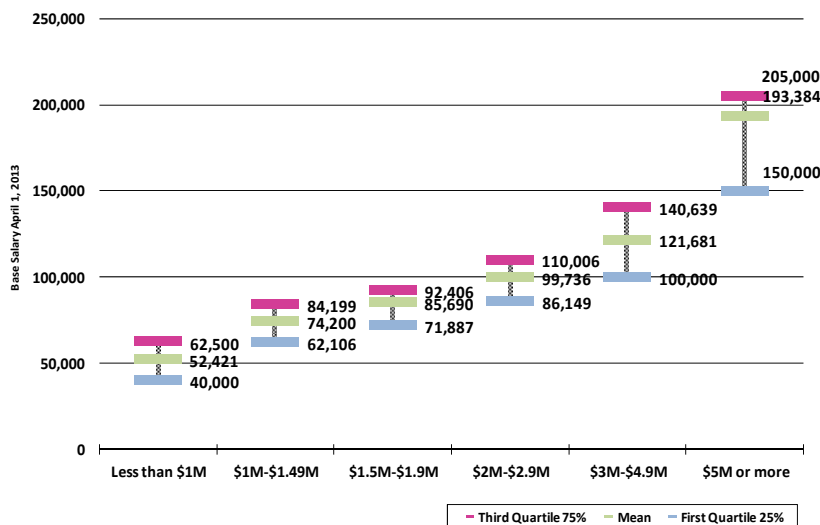
Base Salary by Membership Units



Source: 2013 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.

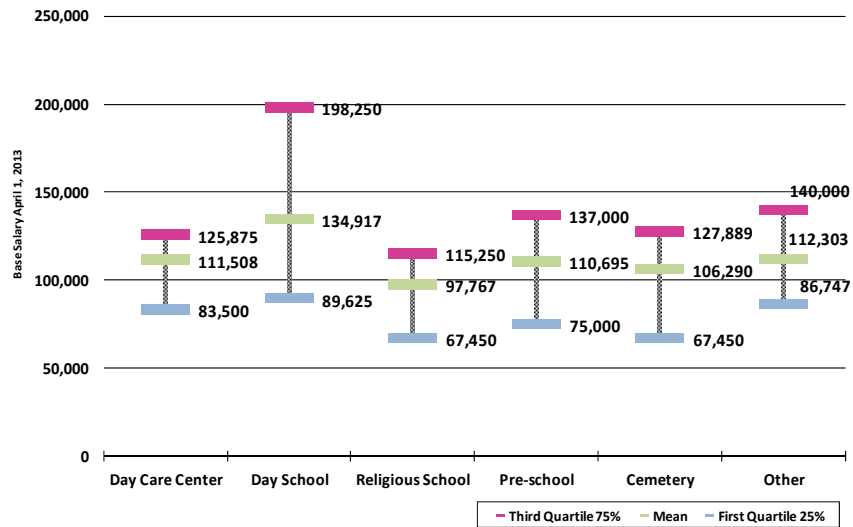
Base Salary by Operating Budget



Source: 2013 NATA Salary Survey

The type of programs and services offered by congregations also played a major role in executive director compensation determination. Salaries for congregations with pre-schools averaged \$110,695, those with cemeteries averaged \$106,290, and those with religious schools averaged \$97,767. The highest base salary was associated with a day school, but there were only six respondents with such a program.

Base Salary by Programs and Services



Source: 2013 NATA Salary Survey

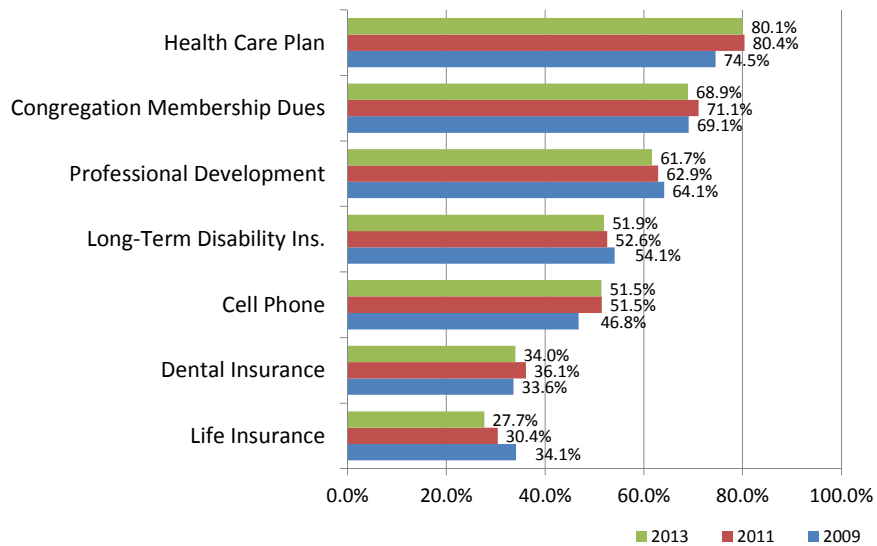
BENEFITS, PENSIONS & TIME OFF

BENEFITS

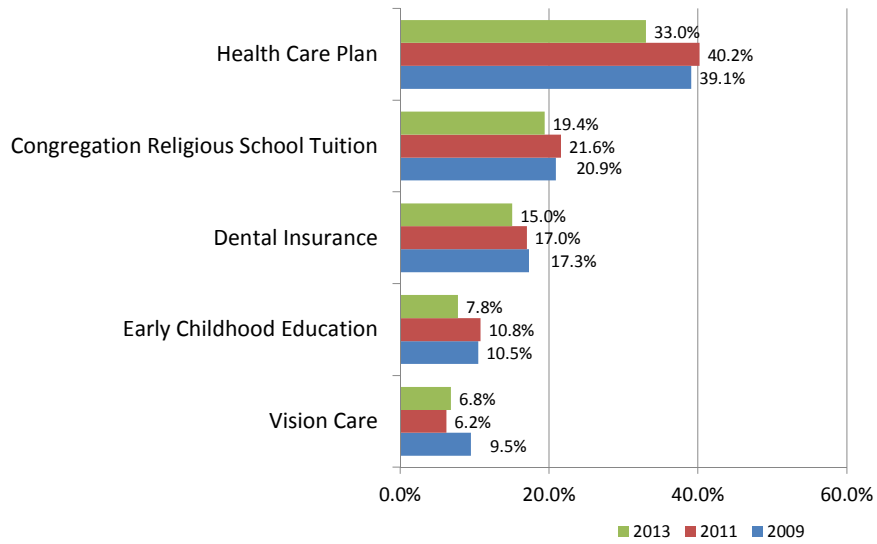
At the top of the list of benefits was a health care plan, available to 80.1% of respondents and 33.0% of dependents. This represents a slight decline for participants with dependents, compared to 2011, when health care was available to 80.4% of respondents and 40.2% of dependents. The mean value of the employee health plan was \$6,738, nearly 12% higher than 2011.

Close behind health care was congregation membership dues, available to 68.9% of respondents and valued at about \$2,219. Other key benefits were professional development (61.7%), long-term disability (51.9%), and cell phone (51.5%), which mirror results for 2011 and 2009.

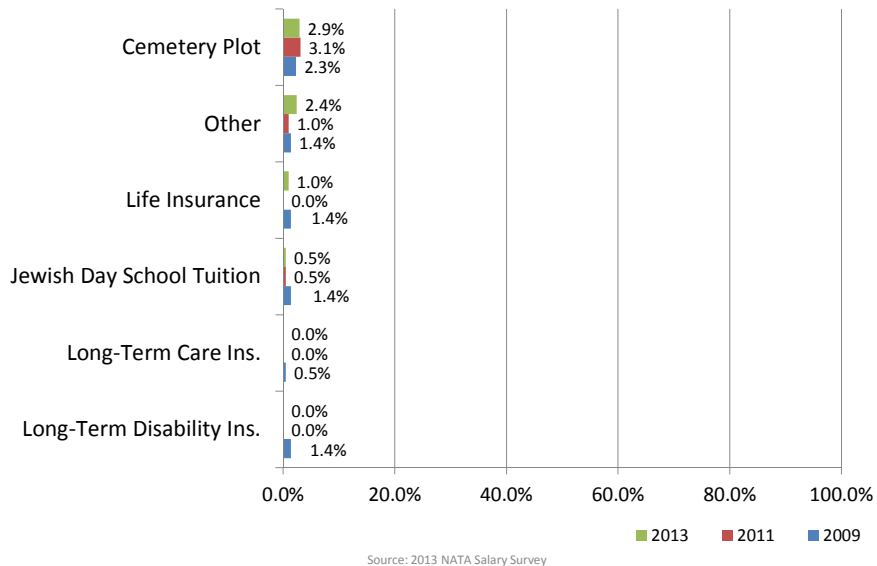
Employee Benefits Offered by Synagogue/Temple – 2013, 2011 & 2009



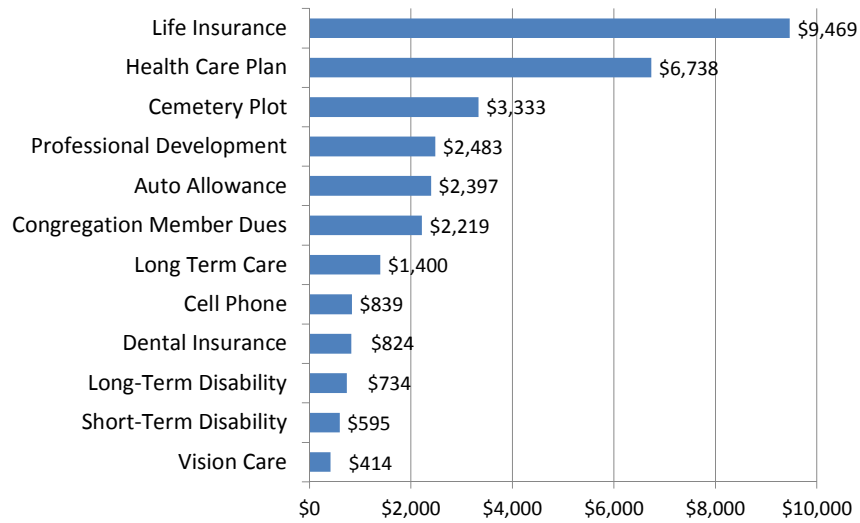
Dependents Benefits Offered by Synagogue/Temple – 2013, 2011 & 2009



Dependents Benefits Offered by Synagogue/Temple – 2013, 2011 & 2009 (cont.)



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



Source: 2013 NATA Salary Survey

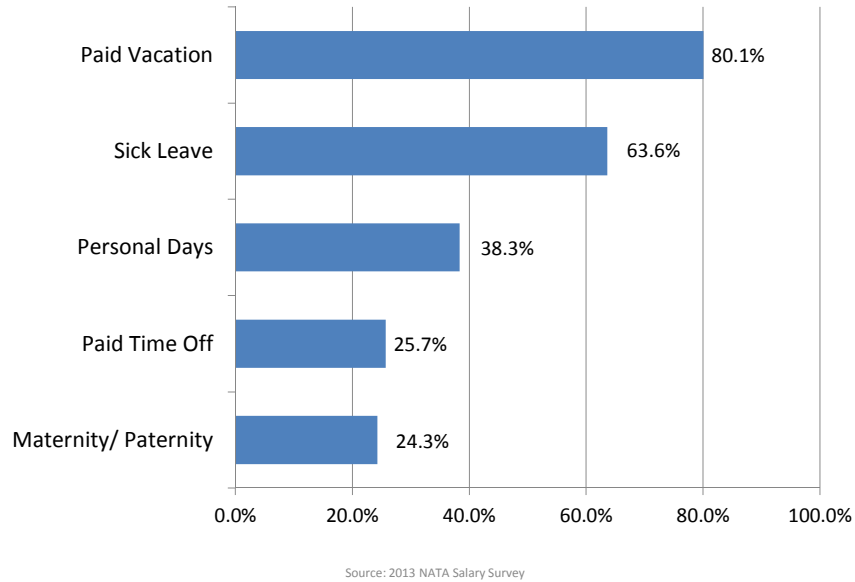
PENSIONS

Nearly nine in 10 respondents (87.9%) indicated that they received a pension. Of that number, 77.3% reported that the pension was with the Reform Pension Board (RPB). The average size of the pension could be reported as a dollar amount or percent. Those that provided a dollar amount reported an average of \$12,027; those that reported their pension as a percent of salary reported an average of 12.8%

TIME OFF

Paid vacation was available to 80.1% of the executive director/temple administrators that responded; with vacation time averaging 20.3 days per year. Second on the list was sick leave (63.6%), averaging 9.4 days per year. An average of 4.9 personal days were available to 38.3% of respondents.

Time-Off Benefits Available



Average Number of Days Off Available

