

2015 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

The National Association for Temple Administration (NATA) once again selected Association Research, Inc., to conduct its biennial Salary Survey. Six 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). The same questionnaire used in 2009 was used again in 2011 and 2013. This year, the questionnaire was updated slightly, yet remains very similar to the one used from 2009–2013.

Excluding bounces and people who asked to be removed from the survey database, a link to the online questionnaire was successfully e-mailed to 283 NATA members. Based on 220 responses, the response rate was an excellent 77.7%. Of the 220 respondents, 215 provided useable *salary* data. As for job title, nearly three-quarters (75.6%) of the respondents reported they were an “Executive Director” and 19.8% 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 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, 2015, \$101,288 was the average base salary for 215 respondents. The median salary was \$90,500. Twenty-five percent of all respondents (first quartile) earned \$67,106 or less, and 75% earned \$122,000 or less (third quartile). However, respondents with an MBA (there were 37) averaged \$113,406 in base salary, and those at congregations with the highest operating budget (\$5,000,000 or more) averaged \$185,800. Also notable, female administrators averaged \$93,292, 80.7% 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

Respondent Characteristics: 2013 & 2015

	2013	2015
Number of respondents	206	220
Individual Characteristics		
Age (mean)	56.9	55.0
Gender: Female	63.7%	67.3%
Years at current congregation (mean)	8.0*	7.3
Years in field of temple/synagogue administration (mean)	10.8*	9.9
Highest Education:		
Bachelors	41.6%	43.6%
Masters	38.1%	39.9%
Certifications:		
FTA	9.2%	8.2%
Senior Member (NATA)	38.3%	26.4%
Congregation Characteristics		
Membership Units (mean)	735	699
Operating Budget (mean)	\$2.6 million	\$2.7 million
Full-Time Employees (mean)	17	18
Square Footage (mean)	46,027 sq ft	52,034 sq ft

SALARY

Number of Respondents	215
Annual Base Salary (as of July 1, 2015)	
Mean (Average)	\$101,288
First Quartile	\$67,106
Median	\$90,500
Third Quartile	\$122,000

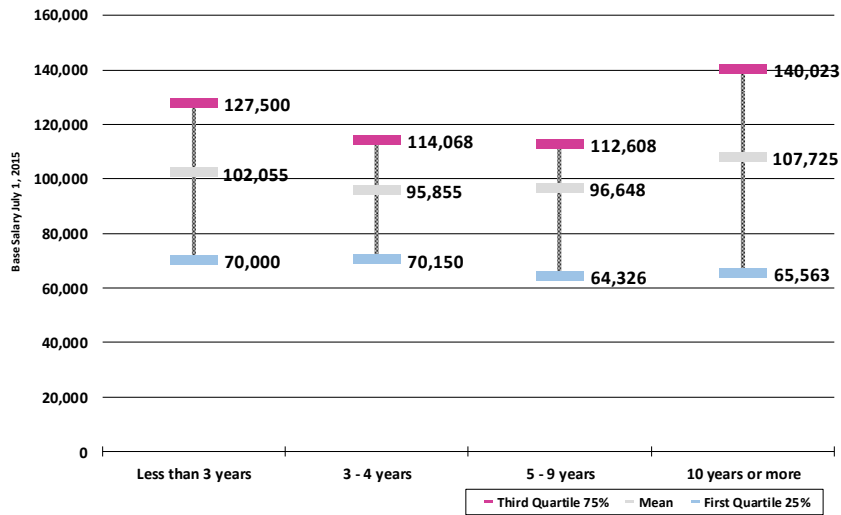
*Please note that in 2013, the questions regarding experience were worded differently: "How long have you worked as an executive director/temple administrator?" and "How long have you been in your current position?"

BASE SALARY AND INDIVIDUAL CHARACTERISTICS

In general, experience, tenure and education were rewarded in terms of base salary and total compensation.

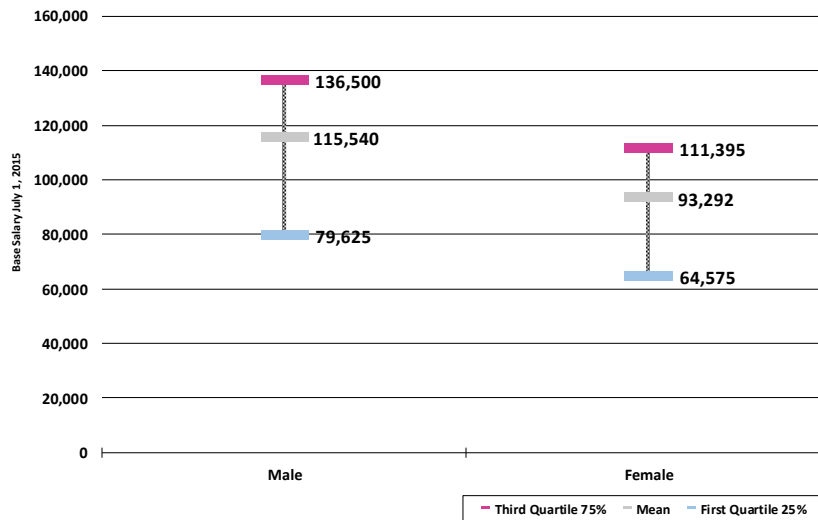
Respondents who have been at their current congregation for 10 or more years earn, on average, \$12,000 more in base salary than those with 3-4 years, and \$6,000 more than those with the least tenure (less than 3 years).

Base Salary by Years at Current Congregation



Source: 2015 NATA Salary Survey

Base Salary by Gender

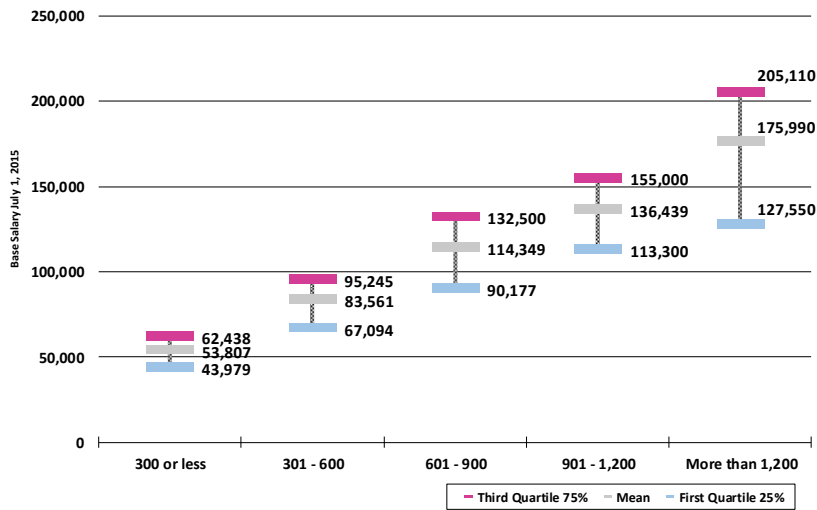


Source: 2015 NATA Salary Survey

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. The average base salary increased monotonically with each of these size measures. Executive directors of congregations with more than 1,200 member units averaged nearly \$40,000 more in base salary than their closest counterparts at congregations totaling 901 to 1,200 member units. This premium was approximately \$10,000 lower than in 2013. Executive directors serving congregations with more than 1,200 members earned more than three times the average salary for those with 300 or less members (\$53,807).

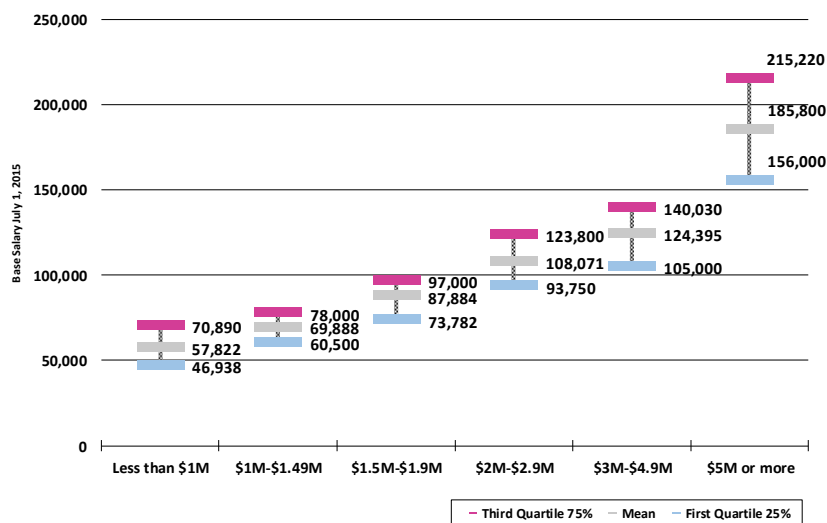
Base Salary by Membership Units



Source: 2015 NATA Salary Survey

Likewise, base salary increased with the operating budget and membership units. Executive directors in congregations with \$5 million or more in operating budget earned approximately three times the salary of those in the smallest congregations (less than \$1 million).

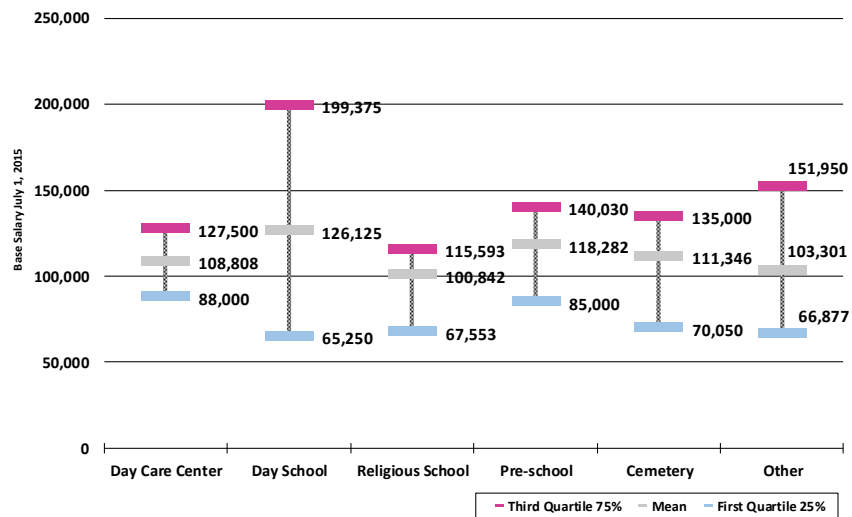
Base Salary by Operating Budget



Source: 2015 NATA Salary Survey

The type of programs and services offered by congregations also played a major role in determining compensation for executive directors/temple administrators. The average base salary was \$118,282 for congregations with pre-schools, \$100,842 for those with religious schools, and \$111,346 for those with cemeteries. The highest base salary was associated with a day school, but there were only four respondents in this category.

Base Salary by Programs and Services



Source: 2015 NATA Salary Survey

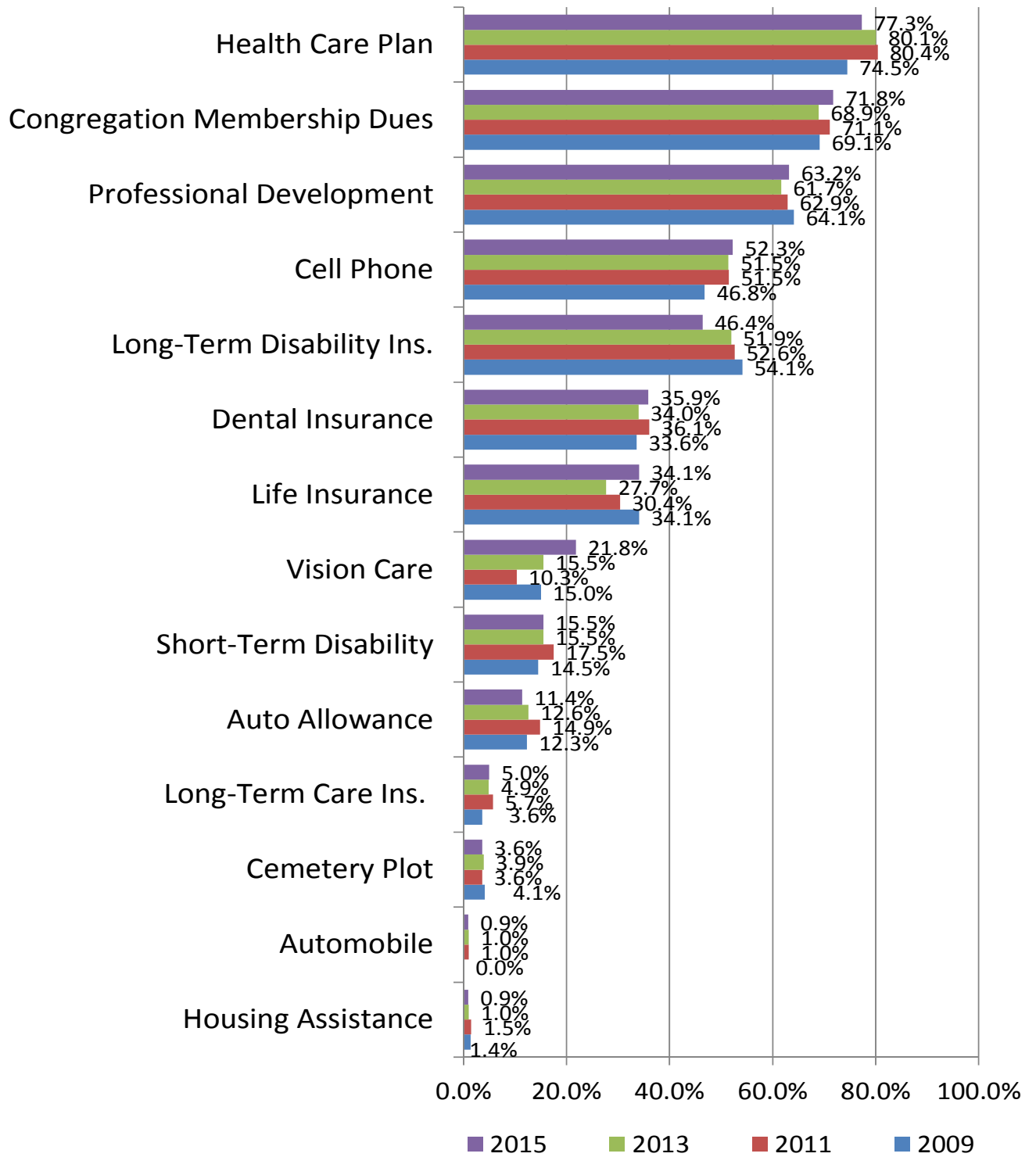
BENEFITS, PENSIONS & TIME OFF

BENEFITS

The most frequently provided benefit was a health care plan, available to 77.3% of respondents and 35.9% of dependents. This represents a slight decline for participants but not dependents, compared to 2013, when health care was available to 80.1% of respondents and 33.0% of dependents. The mean value of the employee health plan was \$6,234, about 7% lower than in 2013.

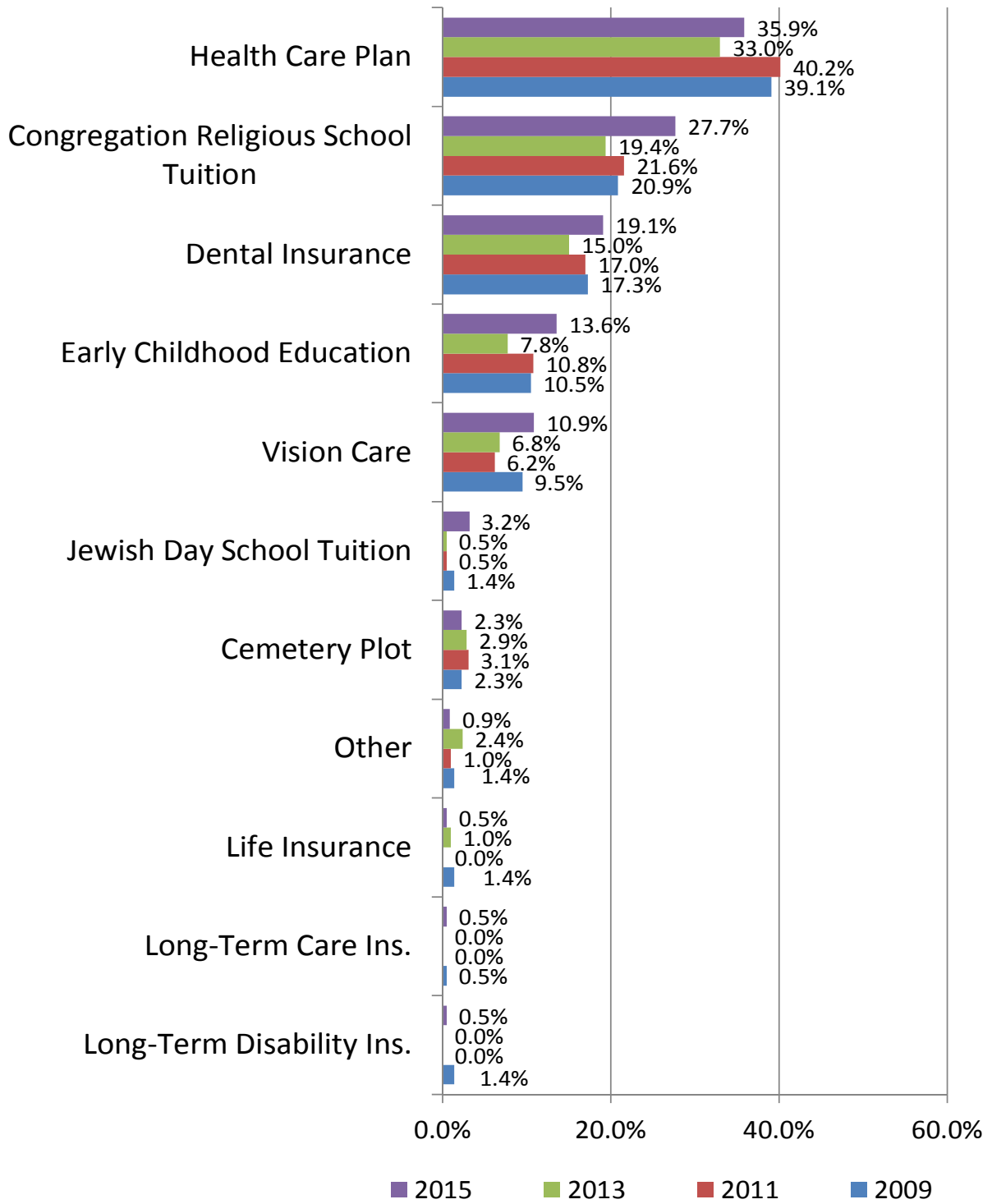
Congregation membership dues came in second place after a health care plan, and was available to 71.8% of respondents and valued at about \$2,454. Other key benefits included professional development (63.2%), cell phone (52.3%), and long-term disability (46.4%), echoing the results of past surveys.

Employee Benefits Offered by Synagogue/Temple – 2015, 2013, 2011 & 2009



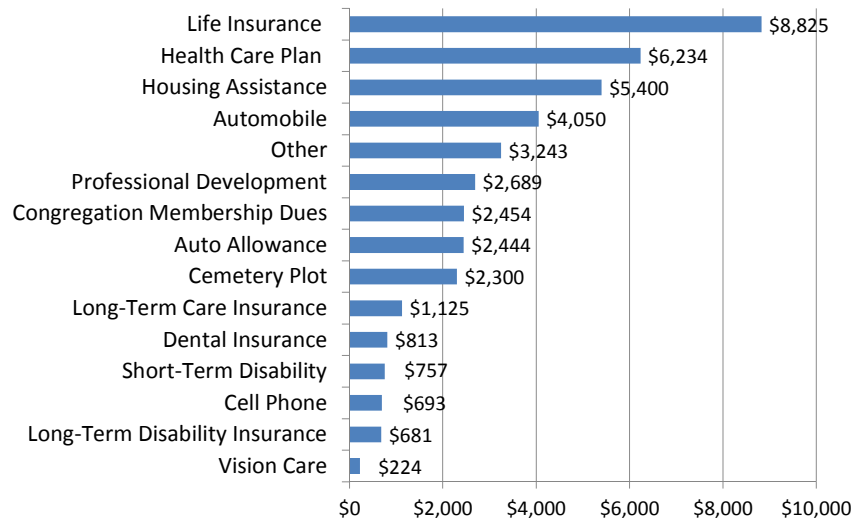
Source: 2015 NATA Salary Survey

Dependents Benefits Offered by Synagogue/Temple – 2015, 2013, 2011 & 2009



Source: 2015 NATA Salary Survey

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



Source: 2015 NATA Salary Survey

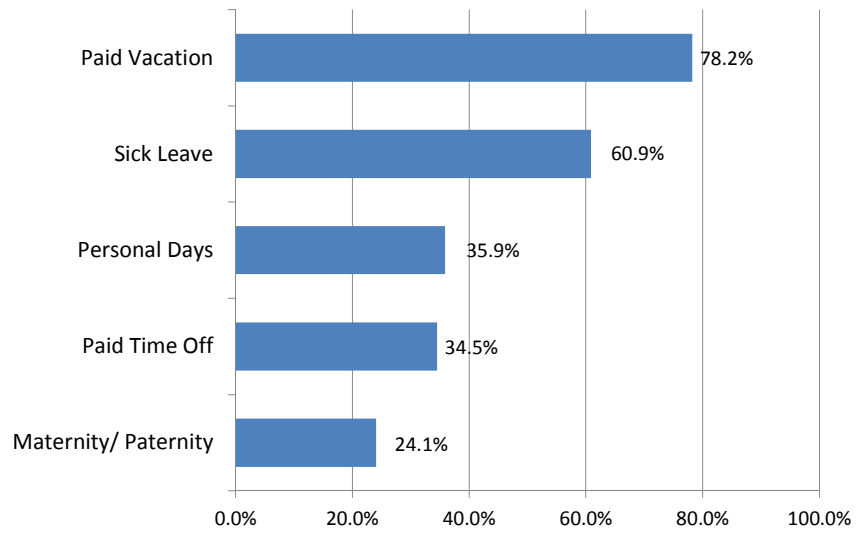
PENSIONS

Almost nine in 10 respondents (86.8%) indicated that they received a pension. Of that number, 77.0% 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. The average dollar amount reported for pension was \$11,862; the average percent of salary reported for pension was 11.6%.

TIME OFF

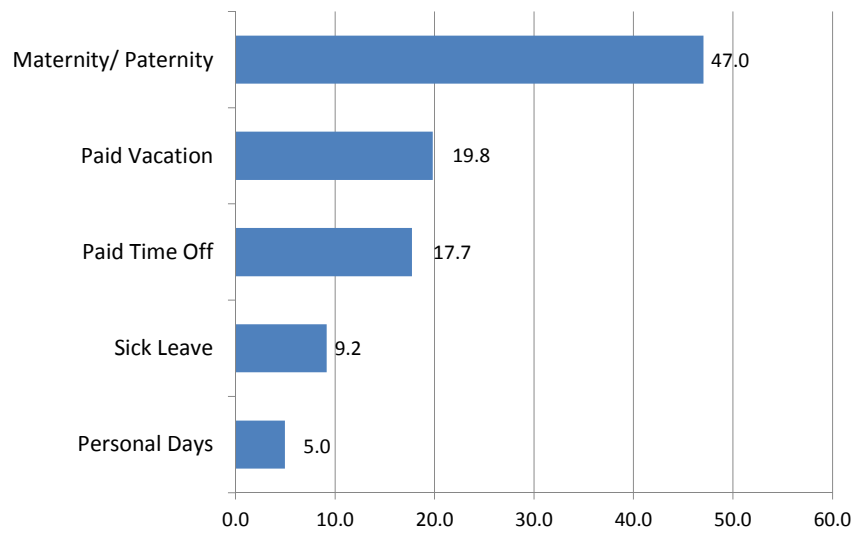
At the top of time-off benefits was a paid vacation available to 78.2% of the executive director/temple administrators that responded; with vacation time averaging 19.8 days per year. Second on the list was sick leave (60.9%), averaging 9.2 days per year. An average of 17.7 paid time off days were available to 34.5% of respondents.

Time-Off Benefits Available



Source: 2015 NATA Salary Survey

Average Number of Days Off Available



Source: 2015 NATA Salary Survey