

2017 Compensation and Benefits Survey Executive Summary

conducted for the



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

October 2017

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. Eight 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 a question about retirement this year, and adding a non profit management certificate option to the certifications held question.

Excluding bounces and people who asked to be removed from the survey database, a link to the online questionnaire was successfully e-mailed to 281 NATA members. Based on 230 responses, the response rate was 81.9% - even higher than the 77.7% response rate from 2015. Of the 230 respondents, 225 provided useable salary data. As for job title, more than three-quarters (77.0%) of the respondents reported they were an "Executive Director" and 15.9% 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, 2017, \$102,686 was the average base salary for 225 respondents. The median salary was \$90,000. Twenty-five percent of all respondents (first quartile) earned \$70,338 or less, and 75% earned \$123,500 or less (third quartile). However, respondents with an MBA (there were 33) averaged \$121,613 in base salary, and those at congregations with the highest operating budget (\$5,000,000 or more) averaged \$187,676. Also notable, female respondents averaged \$95,717 in base salary, 82.3% 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: 2013–2017

	2013	2015	2017
Number of respondents	206	220	230
Individual Characteristics			
Age (mean)	56.9	55.0	54.6
Gender: Female	63.7%	67.3%	67.4%
Years at current congregation (mean)	8.0*	7.3	6.9
Years in field of temple/synagogue administration (mean)	10.8*	9.9	9.9
Highest Education:			
Bachelors	41.6%	43.6%	44.3%
Masters	38.1%	39.9%	40.0%
Certifications:			
FTA	9.2%	8.2%	6.5%
Senior Member (NATA)	38.3%	26.4%	30.4%
Congregation Characteristics			
Membership Units (mean)	735	699	675
Operating Budget (mean)	\$2.6 million	\$2.7 million	\$2.9 million
Full-Time Employees (mean)	17	18	18
Square Footage (mean)	46,027 sq ft	52,034 sq ft	44,910 sq ft

SALARY

Number of Respondents	225
Annual Base Salary (as of July 1, 2017)	
Mean (Average)	\$102,686
First Quartile	\$70,338
Median	\$90,000
Third Quartile	\$123,500

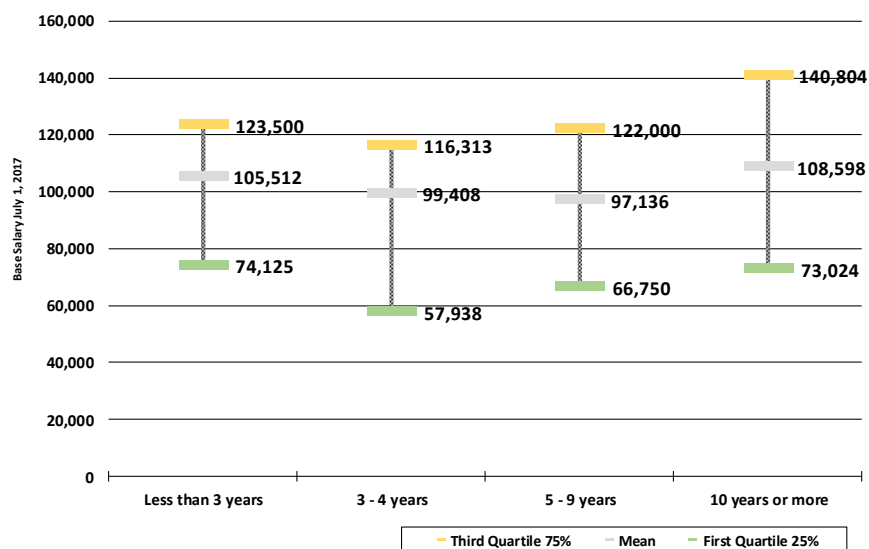
*Please note that in 2013, the questions regarding experience were worded differently: "How long have you worked as an executive director/temple administrator?" and "How long have you been in your current position?"

BASE SALARY AND INDIVIDUAL CHARACTERISTICS

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

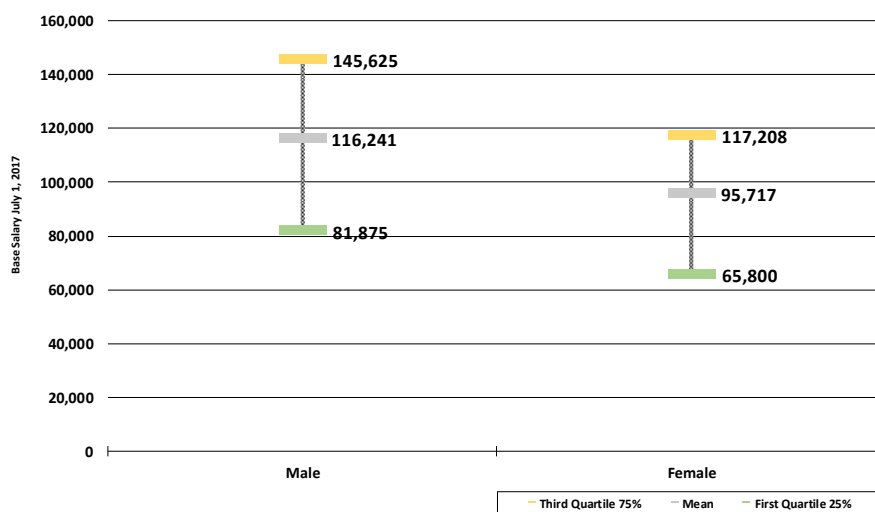
Respondents who have been at their current congregation for 10 or more years earn, on average, \$3,000-\$11,000 more in base salary than those with less tenure.

Base Salary by Years at Current Congregation



Source: 2017 NATA Salary Survey

Base Salary by Gender

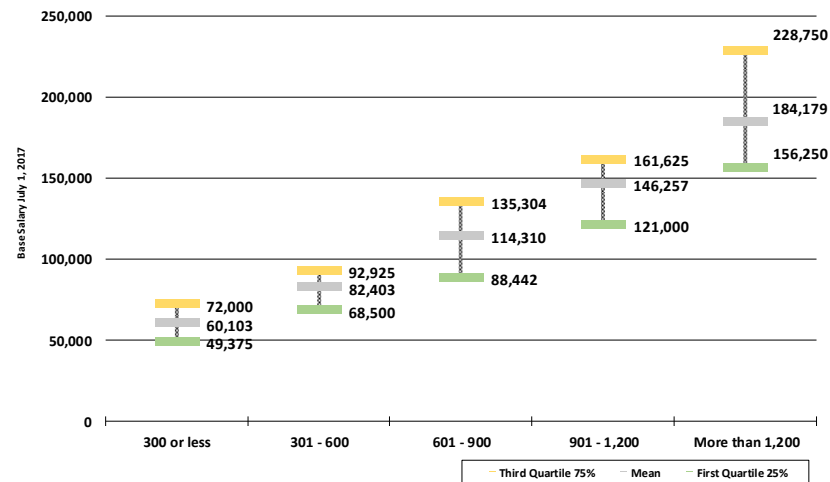


Source: 2017 NATA Salary Survey

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 correlated positively with each of these size measures. Respondents serving congregations with more than 1,200 members earned three times the average salary for those with 300 or less members (\$60,103), and nearly \$38,000 more in base salary than their closest counterparts at congregations totaling 901 to 1,200 membership units.

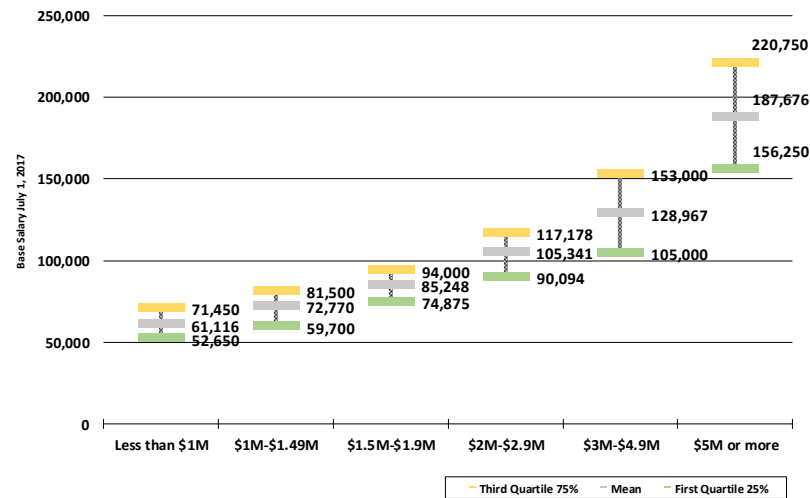
Base Salary by Membership Units



Source: 2017 NATA Salary Survey

Similarly, base salary increased with the operating budget. Those in congregations with \$5 million or more in operating budget earned an average base salary of \$187,676, which is approximately three times the salary of those in the smallest congregations (operating budget of less than \$1 million).

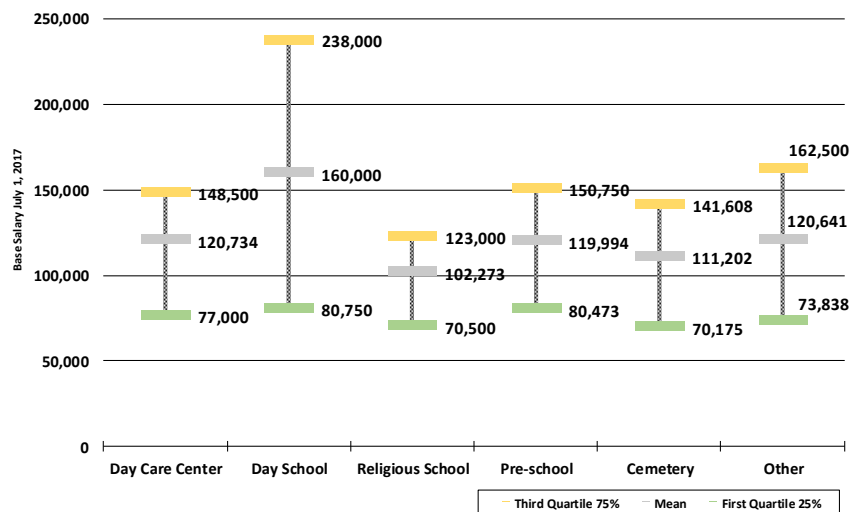
Base Salary by Operating Budget



Source: 2017 NATA Salary Survey

The type of programs and services offered by congregations also plays a major role in determining compensation. The highest average base salary was associated with congregations that offer day school (\$160,000); however, there were only five respondents in this category, which means caution should be used when interpreting this data. Most respondents offered religious schools, and the average base salary for this segment was \$102,273, while the average base salary for congregations with pre-schools was \$119,994 and \$120,734 for those that have day care centers. Those that had cemeteries reported an average base salary of \$111,202.

Base Salary by Programs and Services



Source: 2017 NATA Salary Survey

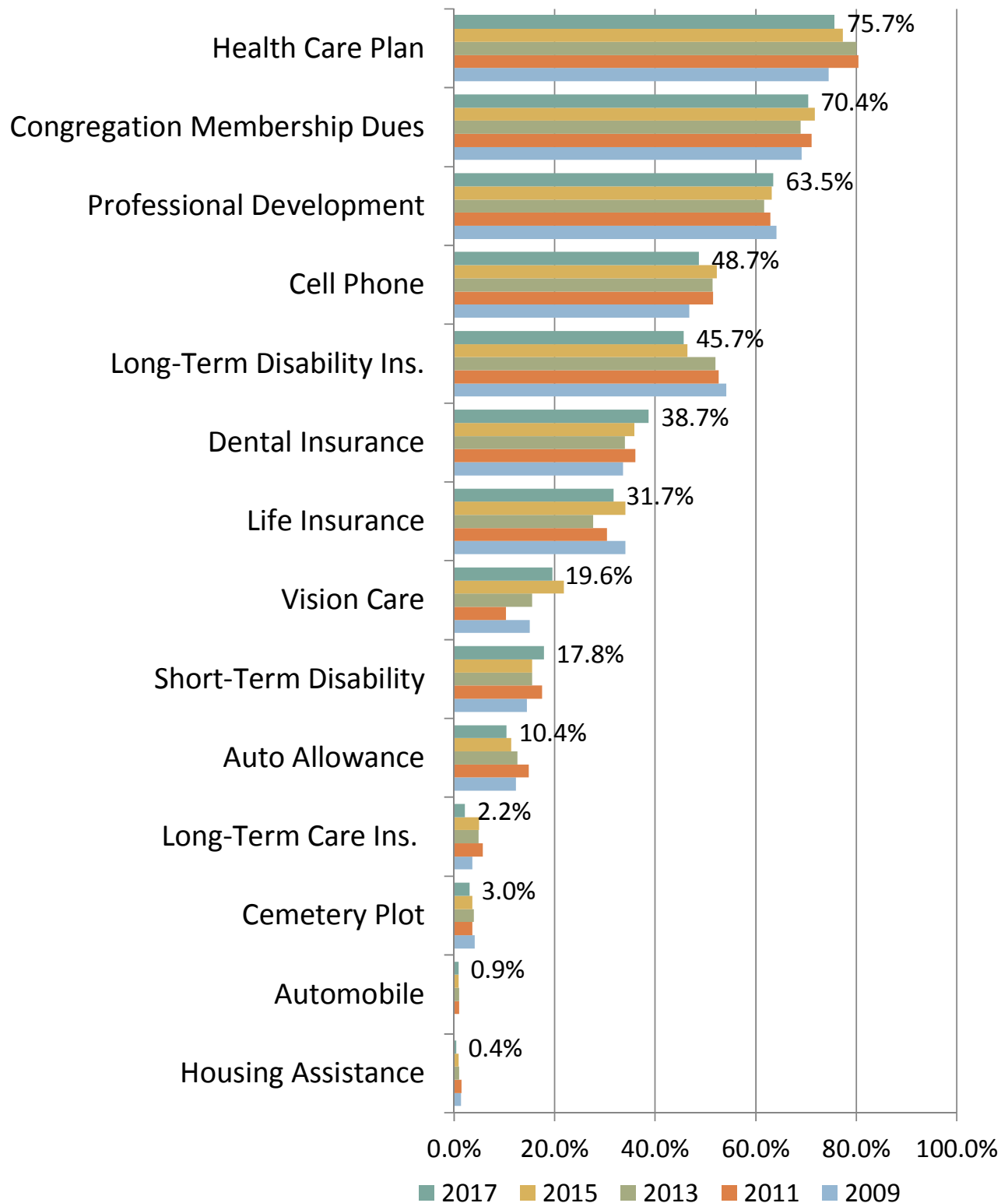
BENEFITS, PENSIONS & TIME OFF

BENEFITS

Health care plans were the most frequently offered benefit in 2017 – available to 75.7% of respondents and 31.7% of dependents. This represents another small yet further decline where in 2015 health care plans were available to 77.3% of respondents and 35.9% of dependents. In 2013, the decline was only recorded for employees and not dependents (80.1% of respondents and 33.0% of dependents had coverage). On average, 87.5% of the employee health care plan costs were paid/reduced and 79.4% of the dependents health care plan costs were paid.

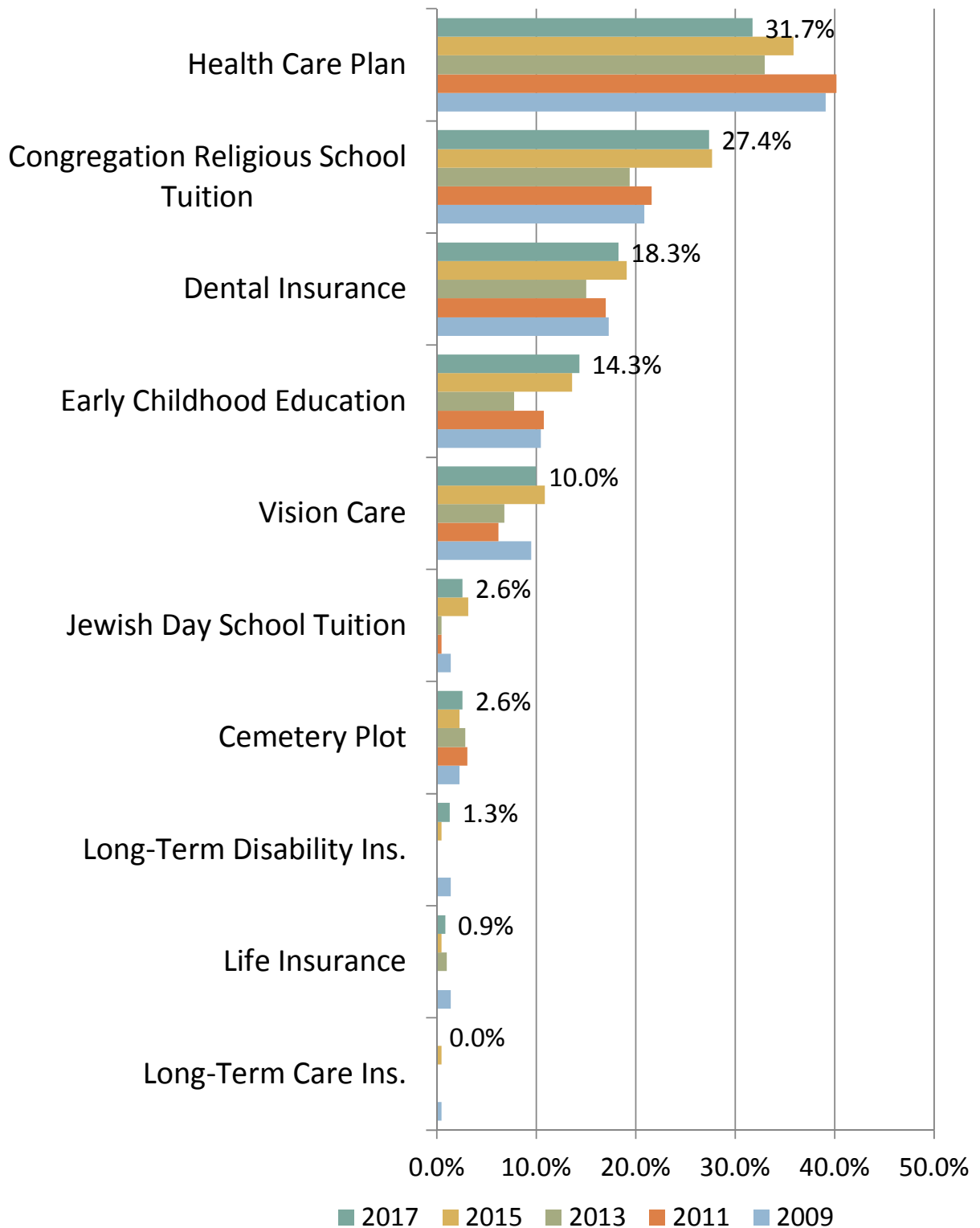
Congregation membership dues were offered second-most often after the health care plan, and was available to 70.4% of respondents and was paid for 100% of the time. Other key benefits included professional development (63.5%), cell phone (48.7%), and long-term disability insurance (45.7%).

Employee Benefits Offered by Synagogue/Temple: 2009-2017

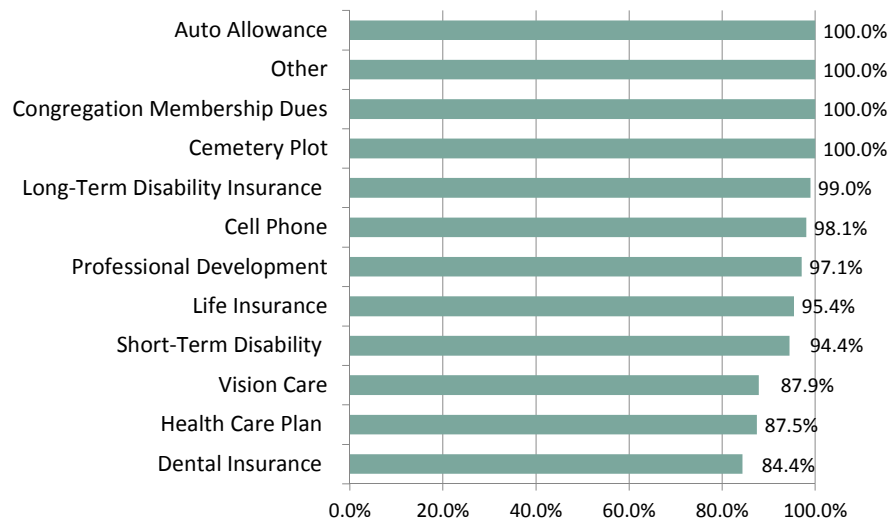


Source: 2017 NATA Salary Survey

Dependents Benefits Offered by Synagogue/Temple: 2009-2017



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



Source: 2017 NATA Salary Survey

Average Value of Top Employee Benefits Received	
Health Care Plan	\$6,947
Congregation Membership Dues	\$2,495
Professional Development	\$2,781
Cell Phone	\$685
Long-Term Disability Insurance	\$814
Dental Insurance	\$494
Life Insurance	\$14,643

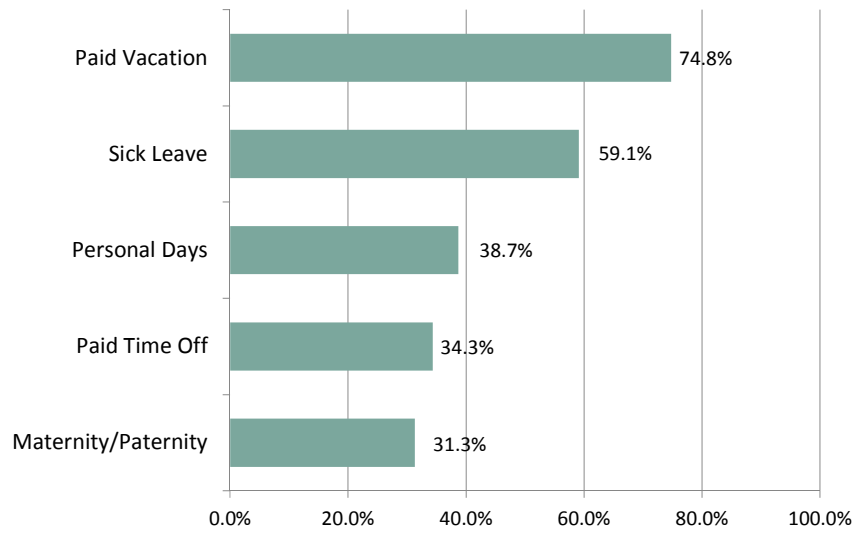
PENSIONS

More than eight in 10 (81.3%) respondents have pensions, while nearly three-quarters of respondents (73.3%) reported that their pension was with the Reform Pension Board (RPB). The average size of the pension, which could be reported as a dollar amount or percent, was \$12,603 or 11.1%.

TIME OFF

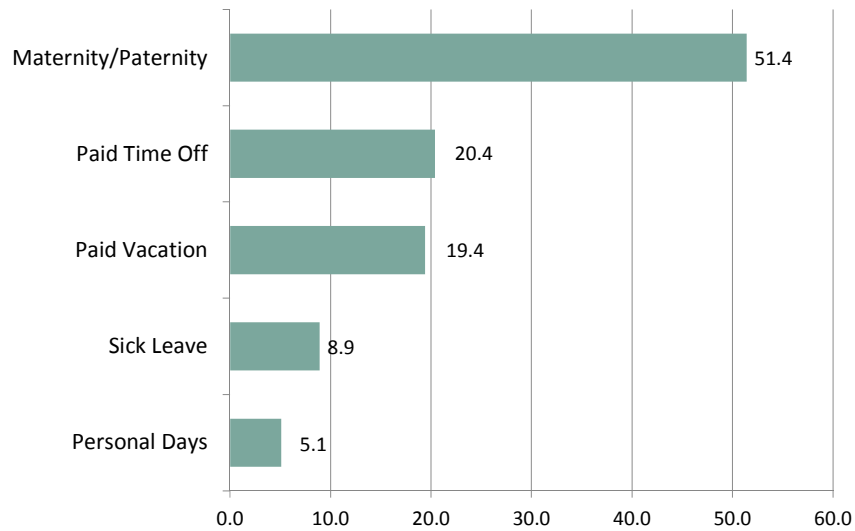
Paid vacation is available to 74.8% of the respondents, with an average of 19.4 days per year. Sick leave was available to six in 10 respondents (59.1%), averaging 8.9 days per year. One-third of respondents had paid time off, and 38.7% had an average of 5.1 personal days. Maternity/paternity leave was offered more often than in 2015 (31.3% vs 24.1%), but was still offered least often compared to other benefits, and averaged 51.4 days per year.

Time-Off Benefits Available



Source: 2017 NATA Salary Survey

Average Number of Days Off Available



Source: 2017 NATA Salary Survey