

2008-09 Joint Survey of Rabbinic Compensation A Partnership Project of the

Central Conference of American Rabbis and Union for Reform Judaism

Final Report – Issued as of December 2008

Introduction

The 2008–2009 Survey of Rabbinic Compensation is a partnership program undertaken by the Central Conference of American Rabbis and the Union for Reform Judaism as a service to URJ Congregations and CCAR rabbis.

This report presents the results of the survey of full-time senior and solo rabbis serving URJ congregations during the 2008-09 congregational years. For senior and solo CCAR rabbis, compensation is reported by congregational size as follows:

- Up to 350 household units
- 351 – 650 household units
- 651 – 1,000 household units
- 1,000+ more household units

Results

The survey reports the results for both base compensation and for total compensation. Base compensation includes salary and housing (e.g. parsonage). Total compensation includes salary and housing as well as all benefits (pension, healthcare, long term disability, professional dues, conventions and other continuing education, and other benefits).

The survey results show that the primary factor in determining compensation is size of congregation (as has been the case in prior surveys). Although one might think that other factors, including cost of living in a geographic area, number of years in a particular position, number of years in the rabbinate, number of positions held during one's career, or prior career experience are major determinants of compensation, the data suggest otherwise. Thus, for example, while one might expect compensation to increase with longevity in one position, in fact, sometimes larger increases result because of a move to another position. Regional cost of living data may not necessarily inform survey results because the demographics of a particular community in one region can vary significantly from other neighboring communities in the same region. Moreover breakdowns by broad region are not meaningful because the total number of rabbis in any particular category and region is insufficient to provide meaningful comparisons.

For this survey, no results are reported for Associate, Assistant or part-time Rabbis for a number of reasons including the lower current response rate combined with the broad diversity of meaning by those who use these terms. For example, an associate can range from a relatively recently ordained rabbi to one who has been in the same congregation for more than 20 years. We will be evaluating a new survey product to accurately capture and report this information, taking into consideration the diversity of these rabbis and their communities. Information regarding their compensation can be obtained by contacting the CCAR or URJ directly as noted below.

The Reform Movement is profoundly indebted to Dr. Marc Gertz of The Research Network in Tallahassee, Florida for the contributions of time and expertise made by him and his staff to this project. Dr. Gertz has been a patient teacher and guide during this process.

It is our hope that you find this information useful. If you have any questions, please contact either the CCAR or the URJ. The CCAR can be reached at 212-972-3636 (Rabbi Steven A. Fox, Executive Vice President; Rabbi Lennard Thal, Interim Director of Rabbinical Placement; or Rabbi Deborah Prinz, Program and Member Services). You can also contact your URJ regional director (a list can be found at <http://urj.org/offices/>). Alternatively, the URJ's Chief Administrative Officer, Michael Kimmel may also be reached for questions at 212-650-4163.

Thank you.

How to read the charts:

There are two sections below that each break down compensation by size of congregation (e.g., number of households). The first section includes Base compensation (including parsonage), and the second section includes Total compensation.

Definitions: Mean: Average Median: Midway point; 50% of the respondents within the category earn more

compensation, and 50% earn less Range: Difference between the Minimum and Maximum Minimum: The lowest compensation within the category Maximum: The highest compensation within the category Percentiles:

25: 25% of the respondents within the category earn less compensation, 75% earn more

50: same as median, 50% of the respondents within the category ear more compensation, and 50% earn less

75: 75% of the respondents within the category earn less compensation, 25% earn more

Note that over the years the median has shown to be a more effective measure than mean for comparison purposes, as the upper and lower end of each category tends to influence and potentially distort the mean.

BASE COMPENSATION (including parsonage)

350 or less

| | | |
|-------------|----|---------|
| Mean | | 102,743 |
| Median | | 100,100 |
| Range | | 178,837 |
| Minimum | | 46,163 |
| Maximum | | 225,000 |
| Percentiles | 25 | 84,355 |
| | 50 | 100,100 |
| | 75 | 116,000 |

351 - 650

| | | |
|-------------|----|---------|
| Mean | | 147,847 |
| Median | | 146,582 |
| Range | | 254,557 |
| Minimum | | 61,193 |
| Maximum | | 315,750 |
| Percentiles | 25 | 120,000 |
| | 50 | 146,582 |
| | 75 | 169,000 |

651 - 1000

| | | |
|-------------|----|---------|
| Mean | | 184,823 |
| Median | | 185,000 |
| Range | | 133,476 |
| Minimum | | 104,024 |
| Maximum | | 237,500 |
| Percentiles | 25 | 169,000 |
| | 50 | 185,000 |
| | 75 | 206,325 |

More than 1000

| | | |
|-------------|----|---------|
| Mean | | 252,864 |
| Median | | 230,000 |
| Range | | 408,439 |
| Minimum | | 151,561 |
| Maximum | | 560,000 |
| Percentiles | 25 | 201,000 |
| | 50 | 230,000 |
| | 75 | 258,500 |

TOTAL COMPENSATION (Base plus benefits)

350 or less

| | | |
|-------------|----|---------|
| Mean | | 137,062 |
| Median | | 131,000 |
| Range | | 199,945 |
| Minimum | | 69,026 |
| Maximum | | 268,971 |
| Percentiles | 25 | 114,305 |
| | 50 | 131,000 |
| | 75 | 156,195 |

351 - 650

| | | |
|-------------|----|---------|
| Mean | | 203,158 |
| Median | | 189,245 |
| Range | | 397,747 |
| Minimum | | 135,813 |
| Maximum | | 533,560 |
| Percentiles | 25 | 167,008 |
| | 50 | 189,245 |
| | 75 | 214,250 |

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Additional information may be obtained by contacting the CCAR or the URJ as noted in the preliminary comments.

651 - 1000

| | | |
|-------------|----|---------|
| Mean | | 246,742 |
| Median | | 239,337 |
| Range | | 138,638 |
| Minimum | | 178,357 |
| Maximum | | 316,995 |
| Percentiles | 25 | 219,000 |
| | 50 | 239,337 |
| | 75 | 274,140 |

More than 1000

| | | |
|-------------|----|---------|
| Mean | | 339,220 |
| Median | | 300,200 |
| Range | | 554,830 |
| Minimum | | 196,369 |
| Maximum | | 751,200 |
| Percentiles | 25 | 264,642 |
| | 50 | 300,200 |
| | 75 | 359,920 |