



USCJ Staffing Survey 2021 Report

USCJ 2021 Staffing pattern Survey: Summary and learnings

In 2015, in response to many questions from synagogue lay and professional leaders, we decided to survey our leadership to better understand staffing patterns in our affiliated congregations. Two years later, in 2017, we conducted a follow up survey to try and identify any emerging trends and to learn if synagogues were altering their traditional staffing patterns to meet new or changing needs in their communities and the Jewish world. As we are moving towards a return to our buildings and with some new sense of “normalcy” we thought it would be important to survey our leadership to find out where synagogues are in regard to staffing.

For this survey we received responses from synagogues ranging from under 100 members to over 1000 member units. This represented an over 40% response rate in every cohort with the exception of the under 100 category (25%) .

The majority of synagogues with 200 membership units or more reported employing 5 to over 10 full time (FT) staff (32 hours or more per week) and 10 or more part-time (PT) (less than 32 hours per week) professional or other staff.

For this survey we broke down staffing into the following areas: ritual Staff; professional, administrative and programming staff; professional education and youth staff; paid office/clerical positions; other positions including custodian, facility manager, kitchen manager, librarian & maintenance; security staff (This was a new question so there is no comparative data).

In addition we surveyed the number of individuals in certain positions including religious school teachers, early childhood/preschool teachers, day care assistant, day camp counselors, youth advisors.

In each section we provide data and graphs representing data from the 2021 survey. At the end of each section we also provided, when available, comparative data from the 2015, 2017, and 2021 surveys.

LEARNINGS

RITUAL STAFF

The position of Rabbi remains the number one professional position from 2015 through the current 2021 survey. With respect to senior rabbi, even synagogues in the under 100 member category increased the percentage of FT rabbi from 24.14% up to 48.29%. It appears that synagogues of all sizes are making every effort to hire and retain FT rabbis.

While having a FT rabbi is increasing as a priority, the trend toward the hazzan and assistant/associate rabbis is going in a downward trajectory. In terms of the hazzan, there is a decline from 2017 when 38.29% of synagogues reported having a single FT hazzan to the current 28.57%. At the same time, single PT hazzan went up from 14.50 % to 16.02%. 18.61% of synagogues reported that they hired High Holiday only cantors.

This year we surveyed the two positions of assistant/associate rabbis separately while in previous surveys we surveyed those two positions together.

A pattern appears showing synagogues operating with fewer clergy than they did in previous surveys.

ADMINISTRATIVE POSITIONS

The executive directors (ED)/COO position continues to be the second most prevalent position in our synagogues since our 2017 survey. 49.35 % of synagogues currently report having a single, full time ED. In every synagogue category from 100 members and up there is a percentage increase in full time ED'S from 2017. In terms of administrators the position basically remained flat with a slight increase in shared position FTE from 2.67% up to 5.63%. While there has been talk of synagogues downgrading their ED/COO position down to synagogue administrators or other positions, we don't see that trend reflected in the data.

EDUCATION STAFF

When designing the 2021 survey, we asked separate questions regarding educational director and religious school director. In the past two

surveys we didn't ask about the position of religious school director. Therefore, in analyzing this current data the two positions have been combined to compare to past data. One area of concern is that overall, in 2017 - 37.45% of synagogues reported having no paid education director positions. In 2021 that grew to 43.72%. That could reflect some religious schools closing or merging into joint programs or community schools.

Regarding early childhood (EC) directors, the percentage of synagogues with FT EC directors was 35.46% in 2017 and that number decreased to 26.84% in 2021. This could reflect a decrease in the number of synagogue early childhood programs.

We also asked about daycare director positions and surprisingly 98.27% of our synagogues responded that they don't have a daycare director position. At this point, our synagogues haven't been open to or pivoted to running stand-alone daycare programs.

YOUTH DIRECTORS

One area of great concern is the state of youth directors in our synagogues. From 2017 to 2021 except in synagogues of 1000 members or more there have been significant drops in every category. In 2017, 13.71% of our synagogues had a single, full-time youth director. That number has fallen to 7.79%. In terms of single part-time directors, the number dropped from 32.66% in 2017 to 15.58% in 2021. In 2017 45.97% of our synagogues stated they had no youth paid position. In 2021 that number has grown to 69.70%!

Finally, in regard to even employing part-time youth advisors 59.57% reported having no paid youth advisors, 20.87% reported having one part-time youth advisor on staff, 7.83% reported two advisors and 3.01% reported three advisors.

There seems to be a significant disconnect between commitment to youth programming and funding of the resources in the budget matching that vision.

Membership and Engagement/Outreach Directors

This is one area where there seems to be an upward trend. The engagement/outreach position seems to be slowly gaining some traction. In 2017 4.78% had a single full time engagement/outreach professional and 2.79% had a single part-time professional. In 2021 those numbers grew to 8.66% full-time and 3.90% part-time.

FRONT OFFICE POSITIONS

Administrative assistant positions are down across all synagogue sizes.

The secretary position in synagogues are disappearing. Receptionists are still utilized in larger synagogues but are almost non-existent in medium and small synagogues

Bookkeepers are still being used in synagogues but the numbers are decreasing. In small and medium synagogues there was a significant increase from 5.34% in 2017 to 13.42% in 2021, which could be because of outsourcing .In the larger synagogues the numbers dropped but I believe that is because those synagogues are hiring accountants, comptroller and more highly trained finance professionals.

MARKETING & COMMUNICATIONS

As in our past surveys neither communications director or marketing/ publicity director positions have taken a strong foothold in our synagogues except in our largest congregations.

SECURITY

In 2017, the last time we did this staffing survey security staffing wasn't receiving the attention and budget that it probably deserved. Unfortunately since 2018 many synagogues have begun investing in their security infrastructure including staffing. While 4.76 % of synagogues have a single full-time security professional and 5.63% have a part-time director, the vast majority 56.28% are outsourcing their security needs and 33.33% have no security. In terms of frequency the percentages are as follows:

When is Security Present?	Yes	No
Weekdays	28.57%	71.43%
Shabbat	78.29%	20.57%
High Holidays	94.29%	5.71%
Other Jewish Holidays	78.29%	21.14%
Special Events/Celebrations	83.43%	14.86%

OTHER POSITIONS

One of the main reasons for conducting this staffing pattern survey is to follow trends as to what positions are being hired and utilized in our synagogues today. We asked synagogues about several other positions and here are some quick notes and observations:

A number of positions just haven't gained any traction or relevance as staff positions in synagogues outside of a few random congregations including Webmaster –Probably a volunteer position.

Director of development – As much as synagogues talk about the need to enhance fundraising and increase revenue there seems to be only minimal capacity and interest in this position in the 750 and up synagogues.

Day camp director--It appears that there is a small group of congregations, across the size range that run summer camps. 3.46% of synagogues have full time directors, 3.90% have part-time directors and 2.60% combined FTE.

Synagogue custodians –There seems to be a slight upward trend in outsourcing custodial services and part-time staff versus the previous traditional full-time maintenance staff.

Write in Questions

We asked three questions that respondents could write in answers to. **The first question was to let us know any positions they had that we didn't ask about.** Some interesting responses included:

Graphic designer -- Archivist -- Chef/Cook

Day school –head of school -- Adjunct rabbi -- Farm director/educator

Cemetery administrator -- Cantorial soloist-- Music specialist

Youth social action coordinator

The second question asked what positions synagogues ADDED over the last two years.

The key positions that seemed to be prevalent as added were in areas of engagement, communications, outreach and family programming. The areas that were noticeable as not being added included development, fundraising and finance.

The third question asked what positions were eliminated over the last two years.

We understand that a good part of the last two years were dealing with the pandemic and closures. However when we asked synagogues about the impact of the pandemic we didn't get any kind of overwhelming negative response. It is possible the primary areas of impact were more regarding changes in salary or short term furloughs and reduction in hours versus long term elimination of positions. In the US through the PPP loan program and in Canada through the Canada emergency wage subsidy and the Canada recovery hiring program employee layoffs were thankfully minimized and avoided.

In terms of positions that were eliminated they include bookkeepers, pre-school directors and teachers, custodians, front office secretaries and administrative assistants.

After reviewing this 2021 data I'd like to share some key questions to think about as we develop staffing patterns for building and maintaining thriving sacred communities in the years ahead.

Is your STAFF ALIGNED with the mission/vision of your synagogue?

Is your Staffing aligned with your budget priorities?

Do you review staff job descriptions on a regular basis?

When does outsourcing make sense?

When does it work to have volunteers versus paid staff?

When do combined FT positions work?

The last 18 months has shown us that there is a need to be nimble and able to adjust to changing needs and trends. An important element of surviving and thriving in this new environment is the willingness of synagogue leadership to evaluate how we staff our synagogues to be in the best position to meet these emerging needs and new priorities. There

will be a need for patience and creativity as opposed to rushing to fill positions based on the “we’ve always done it that way” approach.

I would like to thank DR. Ray Goldstein for his work in creating the survey and providing the data in graph and chart form to be analyzed and shared. Thank you Greg Yellin of our USCJ MarComm department for his skill and creativity in putting the report in its current format. I’d also like to thank Mindy Gordon, Jo-Anne Tucker- Zemlak , Aimee Close and Haran Rashes for their valuable feedback.

I hope this data and information is helpful to your leadership for future planning. If you would like to discuss further or have additional questions feel free to reach out to me at mael@uscj.org or 732-738-4302.

B’shalom,

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Senior Director, Synagogue Affiliations & Operations, USCJ

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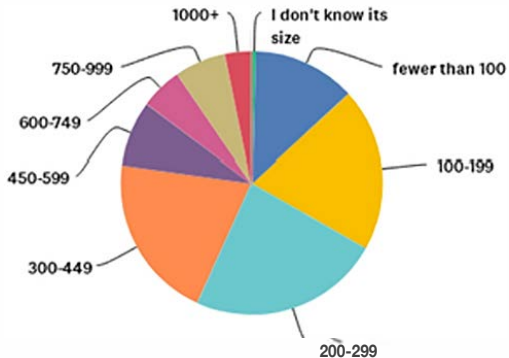
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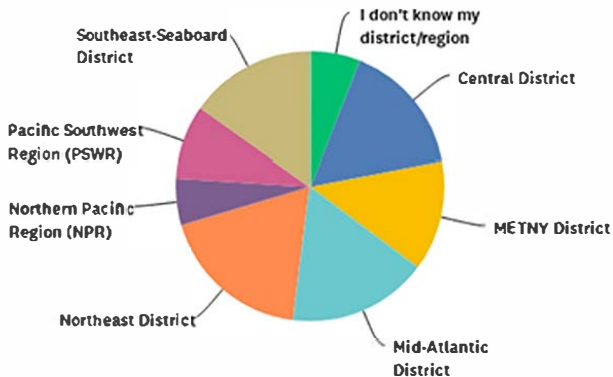
Q1: My congregation's membership size is

Answered: 00.250 Skipped: 0



Q2: We are in USCJ district/region

Answered: 250 Skipped: 0

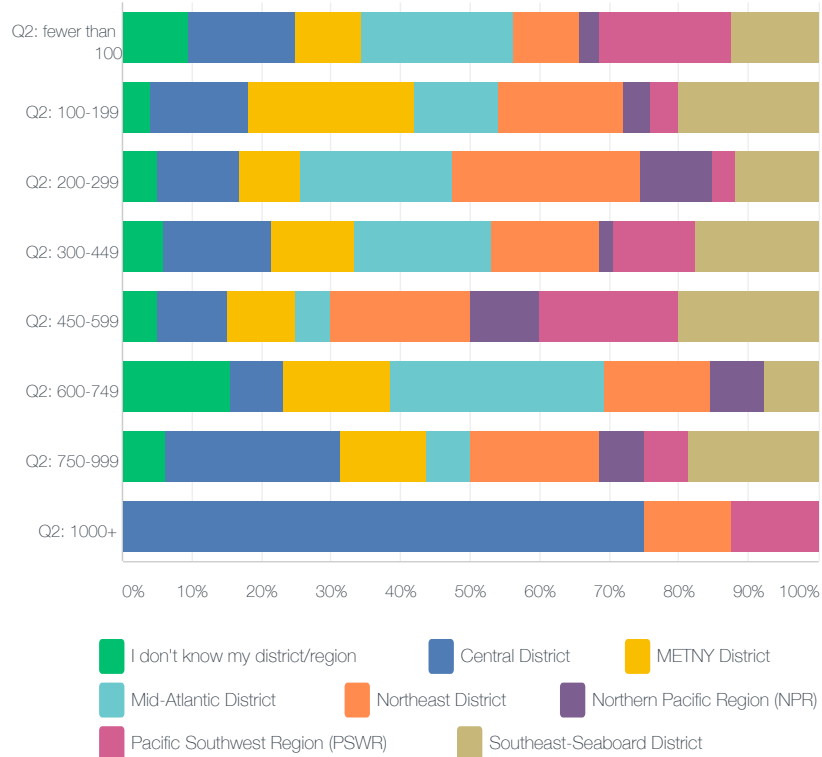


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Q3: We are in USCJ district/region

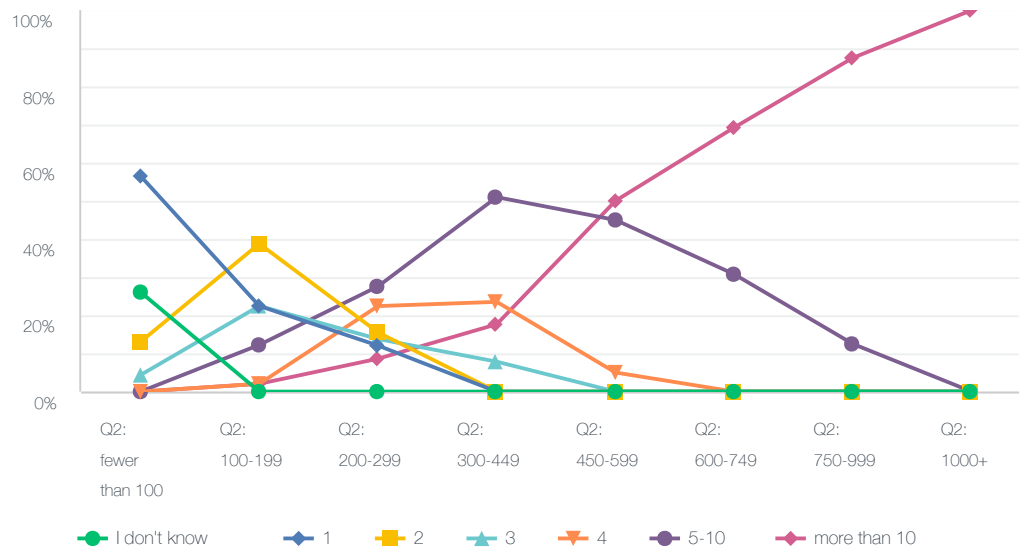
Answered: 249 Skipped: 0



	I DON'T KNOW MY DISTRICT/REGION	CENTRAL DISTRICT	METNY DISTRICT	MID-ATLANTIC DISTRICT	NORTHEAST DISTRICT	NORTHERN PACIFIC REGION (NPR)	PACIFIC SOUTHWEST REGION (PSWR)	SOUTHEAST-SEABOARD DISTRICT	TOTAL
Q2: fewer than 100 (A)	9.38% 3	15.63% 5	9.38% 3	21.88% 7	9.38% 3 C	3.13% 1	18.75% 6 BC	12.50% 4	12.85% 32
Q2: 100-199 (B)	4.00% 2	14.00% 7	24.00% 12 C	12.00% 6	18.00% 9	4.00% 2	4.00% 2 A	20.00% 10	20.08% 50
Q2: 200-299 (C)	5.08% 3	11.86% 7	8.47% 5 B	22.03% 13	27.12% 16 A	10.17% 6	3.39% 2 A	11.86% 7	23.69% 59
Q2: 300-449 (D)	5.88% 3	15.69% 8	11.76% 6	19.61% 10	15.69% 8	1.96% 1	11.76% 6	17.65% 9	20.48% 51
Q2: 450-599 (E)	5.00% 1	10.00% 2	10.00% 2	5.00% 1	20.00% 4	10.00% 2	20.00% 4	20.00% 4	8.03% 20
Q2: 600-749 (F)	15.38% 2	7.69% 1	15.38% 2	30.77% 4	15.38% 2	7.69% 1	0.00% 0	7.69% 1	5.22% 13
Q2: 750-999 (G)	6.25% 1	25.00% 4	12.50% 2	6.25% 1	18.75% 3	6.25% 1	6.25% 1	18.75% 3	6.43% 16
Q2: 1000+ (H)	0.00% 0	75.00% 6	0.00% 0	0.00% 0	12.50% 1	0.00% 0	12.50% 1	0.00% 0	3.21% 8
Total Respondents	15	40	32	42	46	14	22	38	249

Q4: How many full-time (32 hours or more per week) staff, professional or other, do you have on your payroll?

Answered: 238 Skipped: 11

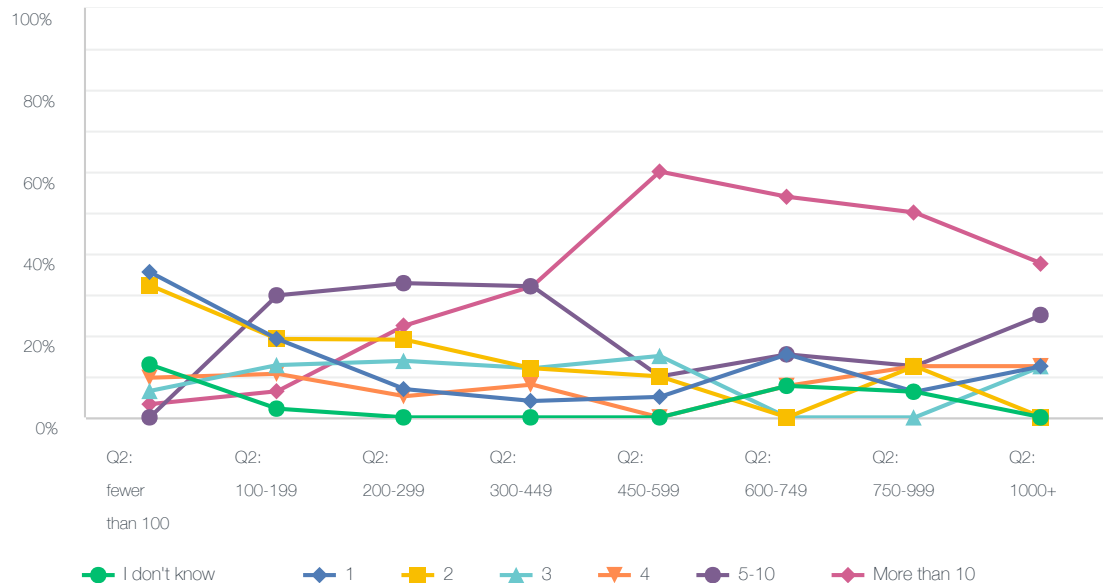


How many full time staff: Synagogues in the 200 -450 categories seem to have 5-10 FT employees and once we get above the 450 member unit level the numbers appear to rise to 10 + FT staff

	I DON'T KNOW	1	2	3	4	5-10	MORE THAN 10	TOTAL
Q2: fewer than 100 (A)	26.09% 6	56.52% 13	13.04% 3	4.35% 1	0.00% 0	0.00% 0	0.00% 0	9.66% 23
Q2: 100-199 (B)	0.00% 0	22.45% 11 D	38.78% 19 CD	22.45% 11 D	2.04% 1 CD	12.24% 6 D	2.04% 1 D	20.59% 49
Q2: 200-299 (C)	0.00% 0	12.07% 7 D	15.52% 9 BD	13.79% 8	22.41% 13 B	27.59% 16 D	8.62% 5	24.37% 58
Q2: 300-449 (D)	0.00% 0	0.00% 0 BC	0.00% 0 BC	7.84% 4 B	23.53% 12 B	50.98% 26 BC	17.65% 9 B	21.43% 51
Q2: 450-599 (E)	0.00% 0	0.00% 0	0.00% 0	0.00% 0	5.00% 1	45.00% 9	50.00% 10	8.40% 20
Q2: 600-749 (F)	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	30.77% 4	69.23% 9	5.46% 13
Q2: 750-999 (G)	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	12.50% 2	87.50% 14	6.72% 16
Q2: 1000+ (H)	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	100.00% 8	3.36% 8
Total Respondents	6	31	31	24	27	63	56	238

Q5: How many part-time (less than 32 hours per week) staff, professional or other, do you have on your payroll?

Answered: 243 Skipped: 6

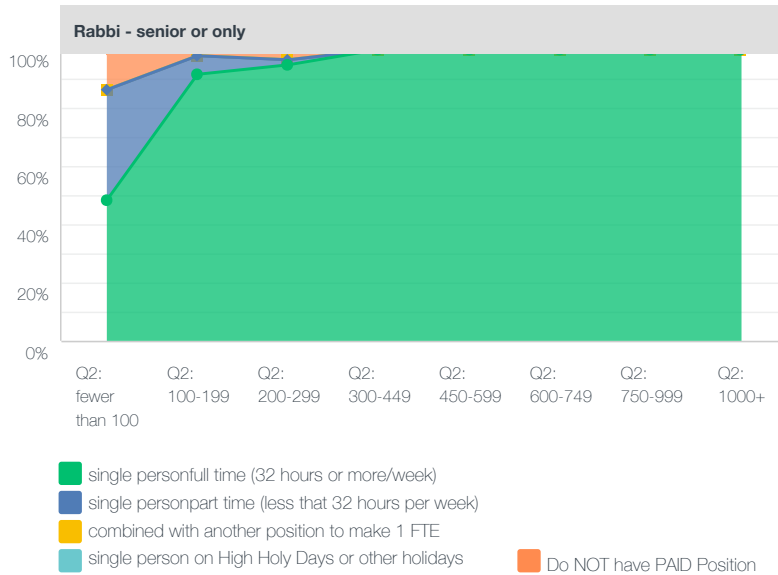


How many Part-time employees – In regard to PT staffing synagogues up to 300 member units have 5-10 PT staff. Over 300 members units we numbers jump up to over 10 + PT staff probably based on the size of religious schools

	I DON'T KNOW	1	2	3	4	5-10	MORE THAN 10	TOTAL
Q2: fewer than 100 (A)	12.90% 4 CD	35.48% 11 CD	32.26% 10 D	6.45% 2	9.68% 3	0.00% 0 BCD	3.23% 1 CD	12.76% 31
Q2: 100-199 (B)	2.13% 1	19.15% 9 D	19.15% 9	12.77% 6	10.64% 5	29.79% 14 A	6.38% 3 CD	19.34% 47
Q2: 200-299 (C)	0.00% 0 A	6.90% 4 A	18.97% 11	13.79% 8	5.17% 3	32.76% 19 A	22.41% 13 AB	23.87% 58
Q2: 300-449 (D)	0.00% 0 A	4.00% 2 AB	12.00% 6 A	12.00% 6	8.00% 4	32.00% 16 A	32.00% 16 AB	20.58% 50
Q2: 450-599 (E)	0.00% 0	5.00% 1	10.00% 2	15.00% 3	0.00% 0	10.00% 2	60.00% 12	8.23% 20
Q2: 600-749 (F)	7.69% 1	15.38% 2	0.00% 0	0.00% 0	7.69% 1	15.38% 2	53.85% 7	5.35% 13
Q2: 750-999 (G)	6.25% 1	6.25% 1	12.50% 2	0.00% 0	12.50% 2	12.50% 2	50.00% 8	6.58% 16
Q2: 1000+ (H)	0.00% 0	12.50% 1	0.00% 0	12.50% 1	12.50% 1	25.00% 2	37.50% 3	3.29% 8
Total Respondents	7	31	40	26	19	57	63	243

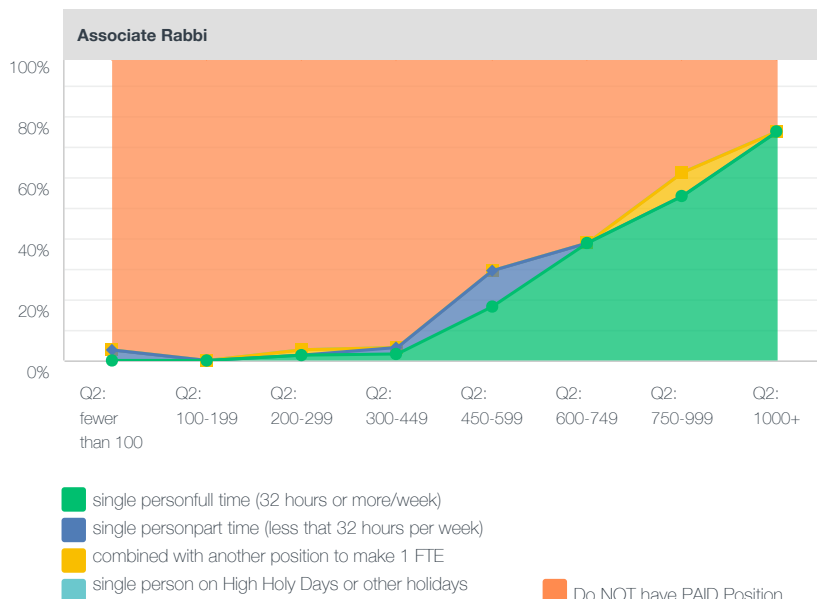
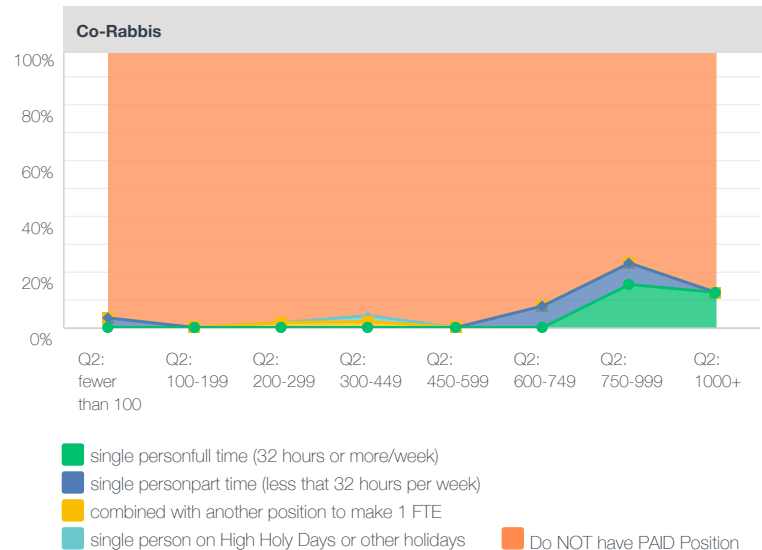
Q6: We have the following paid positions on our synagogue professional ritual staff

Answered: 231 Skipped: 18



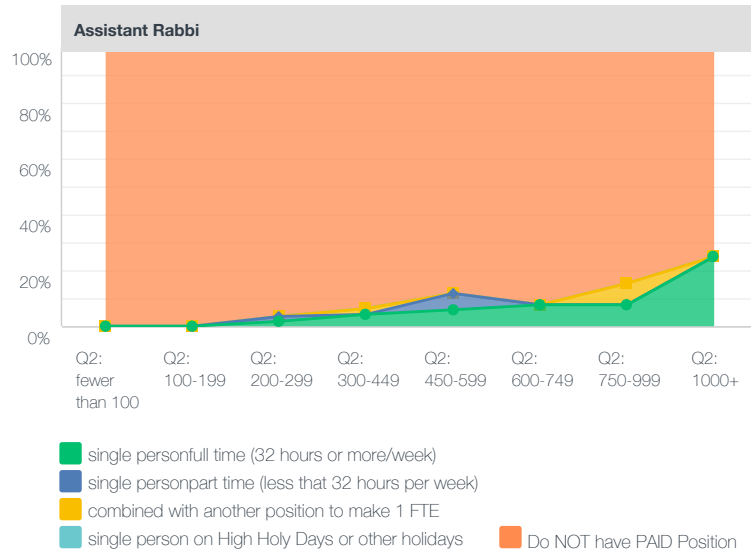
We have the following paid positions – Even over 48% of synagogues fewer than 100 member units have FT rabbis and over 100 member units the percentage is well over 90%.

Co- Rabbi is still a very rare position and only appears in synagogues over 600



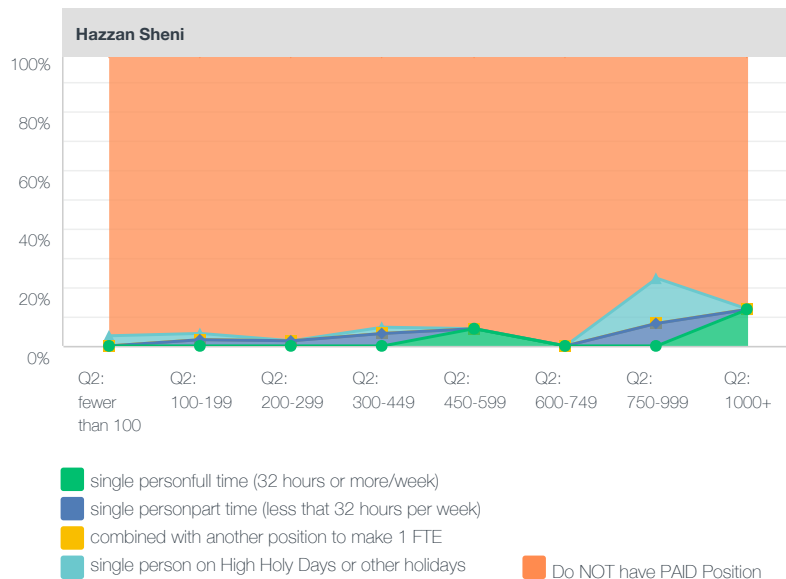
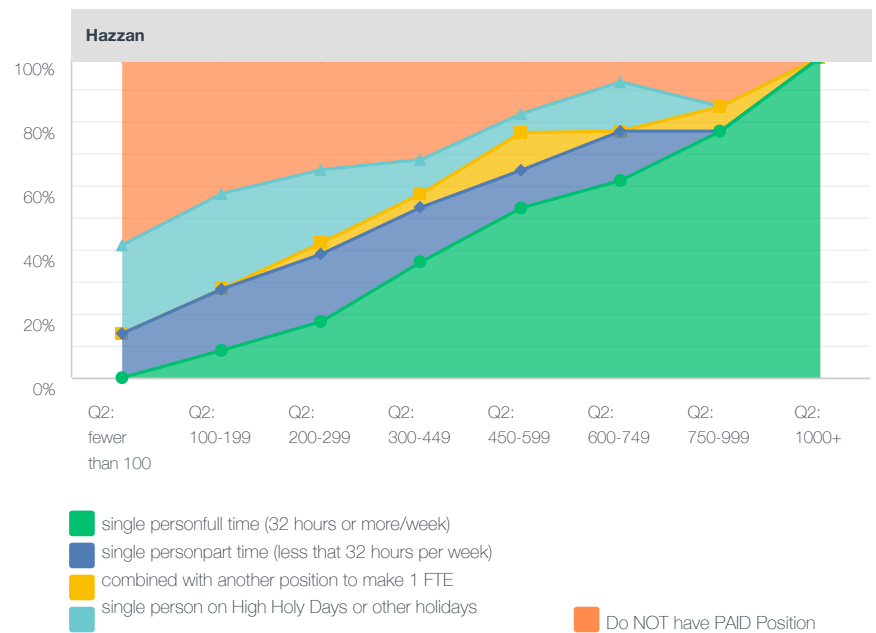
It seems that associate Rabbis become more regular in synagogues of 600 and up and appear in synagogues 200 and greater. Assistant Rabbis are less prominent in our synagogues and less likely to be part-time or part of a combined FTE position.

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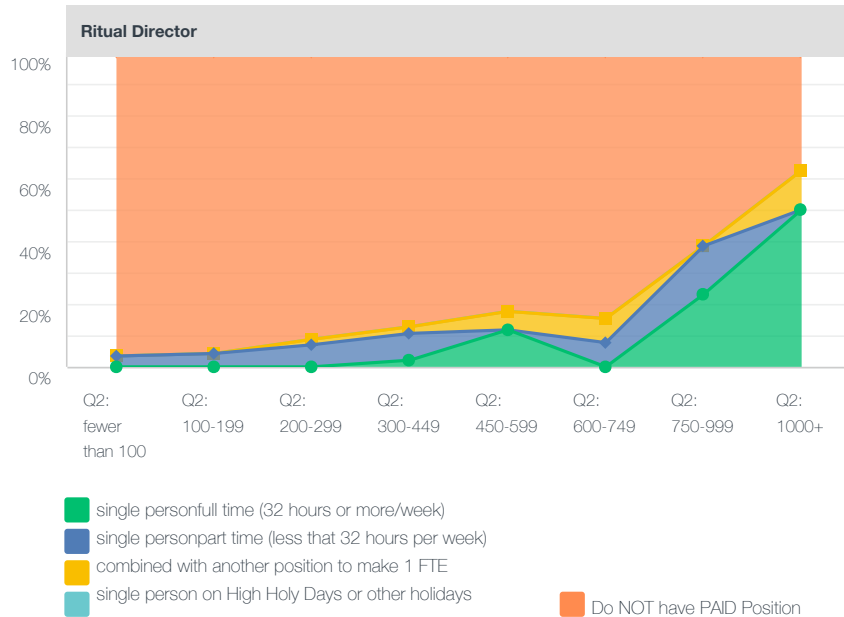


The majority of Cantors in synagogues under 300 members are PT

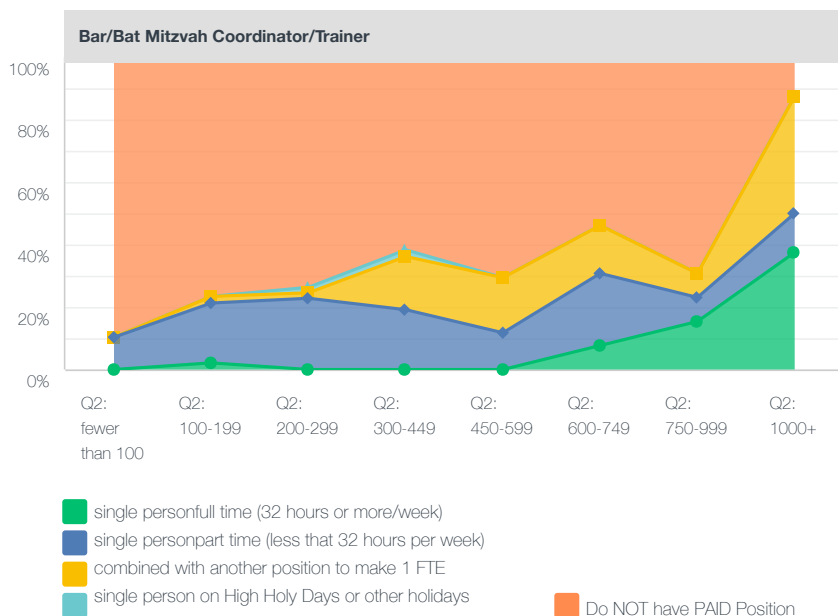
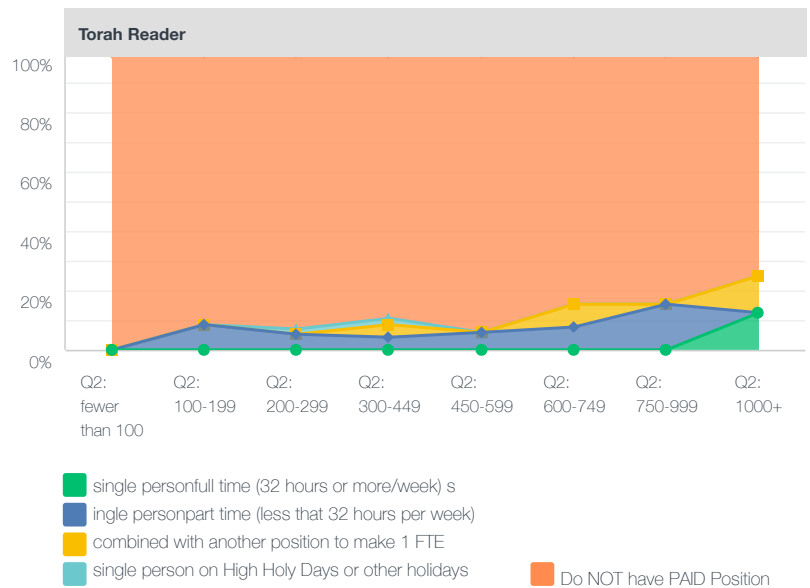
It is important to note that in terms of synagogues hiring Cantors for high holidays only for synagogues up to 299 member units the percentage of synagogues using HH cantors is higher than percentages of FT or PT cantors used throughout the year.



Synagogue Staffing 2021



Torah readers are basically part-time or Torah reading is handling by clergy or lay people.



The Bar/Bat Mitzvah coordinator position is still not a popular position but more prominent in smaller congregations.

Synagogue Staffing 2021

Rabbi - senior or only							
	SINGLE PERSONFULL TIME (32 HOURS OR MORE/WEEK)	SINGLE PERSONPART TIME (LESS THAT 32 HOURS PER WEEK)	COMBINED WITH ANOTHER POSITION TO MAKE 1 FTE	SINGLE PERSON ON HIGH HOLY DAYS OR OTHER HOLIDAYS	DO NOT HAVE PAID POSITION	TOTAL	
Q2: fewer than 100 (A)	48.28% 14	37.93% 11	0.00% 0	0.00% 0	13.79% 4	12.55% 29	
Q2: 100- 199 (B)	91.49% 43 D	6.38% 3	0.00% 0	0.00% 0	2.13% 1	20.35% 47	
Q2: 200- 299 (C)	94.74% 54	1.75% 1	0.00% 0	0.00% 0	3.51% 2	24.68% 57	
Q2: 300- 449 (D)	100.00% 47 B	0.00% 0	0.00% 0	0.00% 0	0.00% 0	20.35% 47	
Q2: 450- 599 (E)	100.00% 17	0.00% 0	0.00% 0	0.00% 0	0.00% 0	7.36% 17	
Q2: 600- 749 (F)	100.00% 13	0.00% 0	0.00% 0	0.00% 0	0.00% 0	5.63% 13	
Q2: 750- 999 (G)	100.00% 13	0.00% 0	0.00% 0	0.00% 0	0.00% 0	5.63% 13	
Q2: 1000+ (H)	100.00% 8	0.00% 0	0.00% 0	0.00% 0	0.00% 0	3.46% 8	

Co-Rabbis							
	SINGLE PERSONFULL TIME (32 HOURS OR MORE/WEEK)	SINGLE PERSONPART TIME (LESS THAT 32 HOURS PER WEEK)	COMBINED WITH ANOTHER POSITION TO MAKE 1 FTE	SINGLE PERSON ON HIGH HOLY DAYS OR OTHER HOLIDAYS	DO NOT HAVE PAID POSITION	TOTAL	
Q2: fewer than 100 (A)	0.00% 0	3.45% 1	0.00% 0	0.00% 0	96.55% 28	12.55% 29	
Q2: 100- 199 (B)	0.00% 0	0.00% 0	0.00% 0	0.00% 0	100.00% 47	20.35% 47	
Q2: 200- 299 (C)	0.00% 0	0.00% 0	1.75% 1	0.00% 0	98.25% 56	24.68% 57	
Q2: 300- 449 (D)	0.00% 0	0.00% 0	2.13% 1	2.13% 1	95.74% 45	20.35% 47	
Q2: 450- 599 (E)	0.00% 0	0.00% 0	0.00% 0	0.00% 0	100.00% 17	7.36% 17	
Q2: 600- 749 (F)	0.00% 0	7.69% 1	0.00% 0	0.00% 0	92.31% 12	5.63% 13	
Q2: 750- 999 (G)	15.38% 2	7.69% 1	0.00% 0	0.00% 0	76.92% 10	5.63% 13	
Q2: 1000+ (H)	12.50% 1	0.00% 0	0.00% 0	0.00% 0	87.50% 7	3.46% 8	

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Associate Rabbi							
	SINGLE PERSONFULL TIME (32 HOURS OR MORE/WEEK)	SINGLE PERSONPART TIME (LESS THAT 32 HOURS PER WEEK)	COMBINED WITH ANOTHER POSITION TO MAKE 1 FTE	SINGLE PERSON ON HIGH HOLY DAYS OR OTHER HOLIDAYS	DO NOT HAVE PAID POSITION	TOTAL	
Q2: fewer than 100 (A)	0.00% 0	3.45% 1	0.00% 0	0.00% 0	96.55% 28	12.55% 29	
Q2: 100- 199 (B)	0.00% 0	0.00% 0	0.00% 0	0.00% 0	100.00% 47	20.35% 47	
Q2: 200- 299 (C)	1.75% 1	0.00% 0	1.75% 1	0.00% 0	96.49% 55	24.68% 57	
Q2: 300- 449 (D)	2.13% 1	2.13% 1	0.00% 0	0.00% 0	95.74% 45	20.35% 47	
Q2: 450- 599 (E)	17.65% 3	11.76% 2	0.00% 0	0.00% 0	70.59% 12	7.36% 17	
Q2: 600- 749 (F)	38.46% 5	0.00% 0	0.00% 0	0.00% 0	61.54% 8	5.63% 13	
Q2: 750- 999 (G)	53.85% 7	0.00% 0	7.69% 1	0.00% 0	38.46% 5	5.63% 13	
Q2: 1000+ (H)	75.00% 6	0.00% 0	0.00% 0	0.00% 0	25.00% 2	3.46% 8	

Assistant Rabbi							
	SINGLE PERSONFULL TIME (32 HOURS OR MORE/WEEK)	SINGLE PERSONPART TIME (LESS THAT 32 HOURS PER WEEK)	COMBINED WITH ANOTHER POSITION TO MAKE 1 FTE	SINGLE PERSON ON HIGH HOLY DAYS OR OTHER HOLIDAYS	DO NOT HAVE PAID POSITION	TOTAL	
Q2: fewer than 100 (A)	0.00% 0	0.00% 0	0.00% 0	0.00% 0	100.00% 29	12.55% 29	
Q2: 100- 199 (B)	0.00% 0	0.00% 0	0.00% 0	0.00% 0	100.00% 47	20.35% 47	
Q2: 200- 299 (C)	1.75% 1	1.75% 1	0.00% 0	0.00% 0	96.49% 55	24.68% 57	
Q2: 300- 449 (D)	4.26% 2	0.00% 0	2.13% 1	0.00% 0	93.62% 44	20.35% 47	
Q2: 450- 599 (E)	5.88% 1	5.88% 1	0.00% 0	0.00% 0	88.24% 15	7.36% 17	
Q2: 600- 749 (F)	7.69% 1	0.00% 0	0.00% 0	0.00% 0	92.31% 12	5.63% 13	
Q2: 750- 999 (G)	7.69% 1	0.00% 0	7.69% 1	0.00% 0	84.62% 11	5.63% 13	
Q2: 1000+ (H)	25.00% 2	0.00% 0	0.00% 0	0.00% 0	75.00% 6	3.46% 8	

Synagogue Staffing 2021

Hazzan							
	SINGLE PERSONFULL TIME (32 HOURS OR MORE/WEEK)	SINGLE PERSONPART TIME (LESS THAT 32 HOURS PER WEEK)	COMBINED WITH ANOTHER POSITION TO MAKE 1 FTE	SINGLE PERSON ON HIGH HOLY DAYS OR OTHER HOLIDAYS	DO NOT HAVE PAID POSITION	TOTAL	
Q2: fewer than 100 (A)	0.00% 0	13.79% 4	0.00% 0	27.59% 8	58.62% 17	12.55% 29	
Q2: 100- 199 (B)	8.51% 4 D	19.15% 9	0.00% 0	29.79% 14 D	42.55% 20	20.35% 47	
Q2: 200- 299 (C)	17.54% 10 D	21.05% 12	3.51% 2	22.81% 13	35.09% 20	24.68% 57	
Q2: 300- 449 (D)	36.17% 17 BC	17.02% 8	4.26% 2	10.64% 5 B	31.91% 15	20.35% 47	
Q2: 450- 599 (E)	52.94% 9	11.76% 2	11.76% 2	5.88% 1	17.65% 3	7.36% 17	
Q2: 600- 749 (F)	61.54% 8	15.38% 2	0.00% 0	15.38% 2	7.69% 1	5.63% 13	
Q2: 750- 999 (G)	76.92% 10	0.00% 0	7.69% 1	0.00% 0	15.38% 2	5.63% 13	
Q2: 1000+ (H)	100.00% 8	0.00% 0	0.00% 0	0.00% 0	0.00% 0	3.46% 8	

Hazzan Sheni							
	SINGLE PERSONFULL TIME (32 HOURS OR MORE/WEEK)	SINGLE PERSONPART TIME (LESS THAT 32 HOURS PER WEEK)	COMBINED WITH ANOTHER POSITION TO MAKE 1 FTE	SINGLE PERSON ON HIGH HOLY DAYS OR OTHER HOLIDAYS	DO NOT HAVE PAID POSITION	TOTAL	
Q2: fewer than 100 (A)	0.00% 0	0.00% 0	0.00% 0	3.45% 1	96.55% 28	12.55% 29	
Q2: 100- 199 (B)	0.00% 0	2.13% 1	0.00% 0	2.13% 1	95.74% 45	20.35% 47	
Q2: 200- 299 (C)	0.00% 0	1.75% 1	0.00% 0	0.00% 0	98.25% 56	24.68% 57	
Q2: 300- 449 (D)	0.00% 0	4.26% 2	0.00% 0	2.13% 1	93.62% 44	20.35% 47	
Q2: 450- 599 (E)	5.88% 1	0.00% 0	0.00% 0	0.00% 0	94.12% 16	7.36% 17	
Q2: 600- 749 (F)	0.00% 0	0.00% 0	0.00% 0	0.00% 0	100.00% 13	5.63% 13	
Q2: 750- 999 (G)	0.00% 0	7.69% 1	0.00% 0	15.38% 2	76.92% 10	5.63% 13	
Q2: 1000+ (H)	12.50% 1	0.00% 0	0.00% 0	0.00% 0	87.50% 7	3.46% 8	

Synagogue Staffing 2021

Ritual Director							
	SINGLE PERSONFULL TIME (32 HOURS OR MORE/WEEK)	SINGLE PERSONPART TIME (LESS THAT 32 HOURS PER WEEK)	COMBINED WITH ANOTHER POSITION TO MAKE 1 FTE	SINGLE PERSON ON HIGH HOLY DAYS OR OTHER HOLIDAYS	DO NOT HAVE PAID POSITION	TOTAL	
Q2: fewer than 100 (A)	0.00% 0	3.45% 1	0.00% 0	0.00% 0	96.55% 28	12.55% 29	
Q2: 100- 199 (B)	0.00% 0	4.26% 2	0.00% 0	0.00% 0	95.74% 45	20.35% 47	
Q2: 200- 299 (C)	0.00% 0	7.02% 4	1.75% 1	0.00% 0	91.23% 52	24.68% 57	
Q2: 300- 449 (D)	2.13% 1	8.51% 4	2.13% 1	0.00% 0	87.23% 41	20.35% 47	
Q2: 450- 599 (E)	11.76% 2	0.00% 0	5.88% 1	0.00% 0	82.35% 14	7.36% 17	
Q2: 600- 749 (F)	0.00% 0	7.69% 1	7.69% 1	0.00% 0	84.62% 11	5.63% 13	
Q2: 750- 999 (G)	23.08% 3	15.38% 2	0.00% 0	0.00% 0	61.54% 8	5.63% 13	
Q2: 1000+ (H)	50.00% 4	0.00% 0	12.50% 1	0.00% 0	37.50% 3	3.46% 8	

Torah Reader							
	SINGLE PERSONFULL TIME (32 HOURS OR MORE/WEEK)	SINGLE PERSONPART TIME (LESS THAT 32 HOURS PER WEEK)	COMBINED WITH ANOTHER POSITION TO MAKE 1 FTE	SINGLE PERSON ON HIGH HOLY DAYS OR OTHER HOLIDAYS	DO NOT HAVE PAID POSITION	TOTAL	
Q2: fewer than 100 (A)	0.00% 0	0.00% 0	0.00% 0	0.00% 0	100.00% 29	12.55% 29	
Q2: 100- 199 (B)	0.00% 0	8.51% 4	0.00% 0	0.00% 0	91.49% 43	20.35% 47	
Q2: 200- 299 (C)	0.00% 0	5.26% 3	0.00% 0	1.75% 1	92.98% 53	24.68% 57	
Q2: 300- 449 (D)	0.00% 0	4.26% 2	4.26% 2	2.13% 1	89.36% 42	20.35% 47	
Q2: 450- 599 (E)	0.00% 0	5.88% 1	0.00% 0	0.00% 0	94.12% 16	7.36% 17	
Q2: 600- 749 (F)	0.00% 0	7.69% 1	7.69% 1	0.00% 0	84.62% 11	5.63% 13	
Q2: 750- 999 (G)	0.00% 0	15.38% 2	0.00% 0	0.00% 0	84.62% 11	5.63% 13	
Q2: 1000+ (H)	12.50% 1	0.00% 0	12.50% 1	0.00% 0	75.00% 6	3.46% 8	

Synagogue Staffing 2021

Bar/Bat Mitzvah Coordinator/Trainer							
	SINGLE PERSONFULL TIME (32 HOURS OR MORE/WEEK)	SINGLE PERSONPART TIME (LESS THAN 32 HOURS PER WEEK)	COMBINED WITH ANOTHER POSITION TO MAKE 1 FTE	SINGLE PERSON ON HIGH HOLY DAYS OR OTHER HOLIDAYS	DO NOT HAVE PAID POSITION	TOTAL	
Q2: fewer than 100 (A)	0.00% 0	10.34% 3	0.00% 0	0.00% 0	89.66% 26	12.55% 29	
Q2: 100- 199 (B)	2.13% 1	19.15% 9	2.13% 1 D	0.00% 0	76.60% 36	20.35% 47	
Q2: 200- 299 (C)	0.00% 0	22.81% 13	1.75% 1 D	1.75% 1	73.68% 42	24.68% 57	
Q2: 300- 449 (D)	0.00% 0	19.15% 9	17.02% 8 BC	2.13% 1	61.70% 29	20.35% 47	
Q2: 450- 599 (E)	0.00% 0	11.76% 2	17.65% 3	0.00% 0	70.59% 12	7.36% 17	
Q2: 600- 749 (F)	7.69% 1	23.08% 3	15.38% 2	0.00% 0	53.85% 7	5.63% 13	
Q2: 750- 999 (G)	15.38% 2	7.69% 1	7.69% 1	0.00% 0	69.23% 9	5.63% 13	
Q2: 1000+ (H)	37.50% 3	12.50% 1	37.50% 3	0.00% 0	12.50% 1	3.46% 8	

	Q2: FEWER THAN 100	Q2: 100- 199	Q2: 200- 299	Q2: 300- 449	Q2: 450- 599	Q2: 600- 749	Q2: 750- 999	Q2: 1000+	TOTAL
Please indicate how many FT and/or PT people in this position. [e.g., 2FT, 1PT]	0	0	0	0	0	0	0	0	0

Comparative Data for Rabbis from 2015, 2017, & 2021

Senior/Only Rabbis															
Size	Single Person FT			Single Person PT			Combined w/other			HH Only			None		
	2021	2017	2015	2021	2017	2015	2021	2017	2015	2021	2017	2015	2021	2017	2015
<100	48.29	24.14		37.93	44.83								13.79	31.03	
100-199	91.49	84.62	80.00	6.38	9.62	6.00			6.00				2.13	5.77	8.00
200-299	94.70	96.65	95.65	1.75	2.17				4.35				3.51	2.17	
300-449	100.00	100.00	93.10						1.72						3.45
450-599	100.00	96.55	97.44			1.72								3.45	2.56
600-749	100.00	100.00	94.12												5.88
750-99	100.00	100.00	91.67			8.33									
9 1000+	100.00	100.00	100.00												
Co-Rabbis															
Size	Single Person FT			Single Person PT			Combined w/other			HH Only			None		
	2021	2017	2015	2021	2017	2015	2021	2017	2015	2021	2017	2015	2021	2017	2015
<100													96.55		
100-199													100.00		
200-299							1.79						98.25		
300-449							2.13			2.13			95.74		
450-599													100.00		
600-749				7.69									92.31		
750-99	15.38			7.69									76.92		
9 1000+	12.50												87.50		
Associate Rabbi															
Size	Single Person FT			Single Person PT			Combined w/other			HH Only			None		
	2021	2017*	2015*	2021	2017*	2015*	2021	2017*	2015*	2021	2017*	2015*	2021	2017*	2015*
<100				3.45									96.55	100.00	
100-199		2.22	1.92		2.22	3.85							100.00	95.56	94.23
200-299	1.75		4.55			2.27	1.75						96.49	100.00	93.18
300-449	2.13	1.59	8.62	2.13	3.17	1.72		4.76	1.72				95.74	90.48	87.93
450-599	17.65	36.36	24.32	11.76	9.09	5.41		4.55	2.70				70.59	50.00	67.57
600-749	38.46	68.75	47.06										61.54	31.25	52.94
750-99	53.85	80.00	91.67		6.67		7.69		8.33				38.46	13.33	5.06
9 1000+	75.00	100.00	77.78										25.00		22.22
Assistant Rabbi															
Size	Single Person FT			Single Person PT			Combined w/other			HH Only			None		
	2021	2017*	2015*	2021	2017*	2015*	2021	2017*	2015*	2021	2017*	2015*	2021	2017	2015*
<100													100.00		
100-199													100.00		
200-299	1.75			1.75									96.49		
300-449	4.26						2.13						93.62		
450-599	5.89												88.24		
600-749	7.69												92.31		
750-99	7.69						7.69						84.62		
9 1000+	25.00												75.00		

* Assoc/Assist Combined

Comparative Data for Hazzans From 2015, 2017, & 2021

Hazzan

Size	Single Person FT			Single Person PT			Combined w/other			HH Only			None		
	2021	2017	2015	2021	2017	2015	2021	2017	2015	2021	2017	2015	2021	2017	2015
<100				13.79	14.29					27.59			58.62	85.71	
100-199	8.51	8.16	9.80	19.15	24.49	31.37		2.04	3.92	29.79			42.55	65.31	54.90
200-299	17.54	22.73	19.57	21.06	25.00	21.74	3.51	6.82	8.70	22.81			35.09	45.45	50.00
300-449	36.17	43.94	43.10	17.02	7.58	12.07	4.26	10.61	10.34	10.64			31.91	37.88	34.48
450-599	52.94	66.67	57.89	11.76	3.70	15.79	11.76	11.11		5.89			17.65	18.52	26.32
600-749	61.54	75.00	62.50	15.38	6.25	6.25		6.25	6.25	15.38			7.69	12.50	25.00
750-999	76.92	80.00	91.67		6.67	8.33	7.69	6.67					15.38	6.67	
1000	100.00	93.30	100.00					6.67							

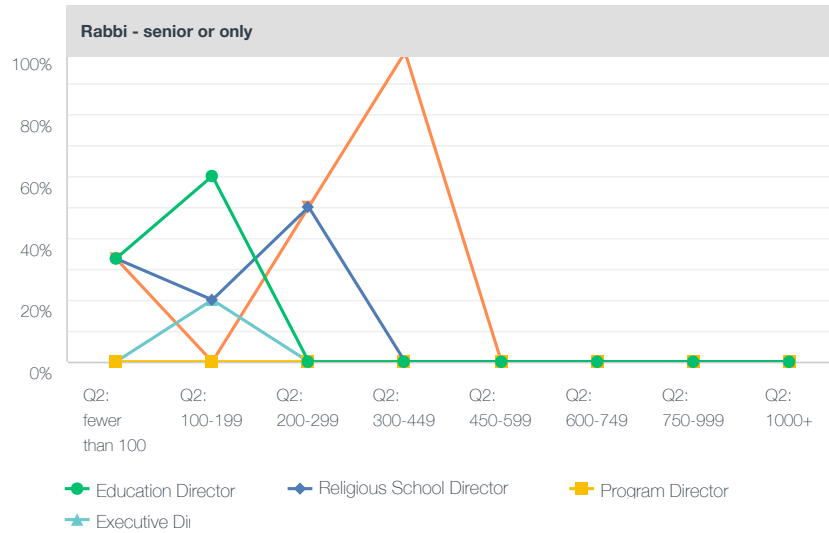
Hazzan Sheni

Size	Single Person FT			Single Person PT			Combined w/other			HH Only			None		
	2021	2017	2015	2021	2017	2015	2021	2017	2015	2021	2017	2015	2021	2017	2015
<100										3.45			96.55	100.00	
100-199				2.13	4.26					2.13			95.74	95.74	100.00
200-299				1.75	5.56	2.33							98.25	94.44	97.67
300-449				4.20	1.64				1.72	2.13			93.62	98.36	98.28
450-599	5.88								2.86				94.12	100.00	97.14
600-749			11.76					9.09					100.00	90.91	88.24
750-99		18.18	8.33	7.69	9.09	8.33				15.38			76.92	72.73	83.33
9 1000	12.50	40.00	33.33					20.00					87.50	40.00	66.67

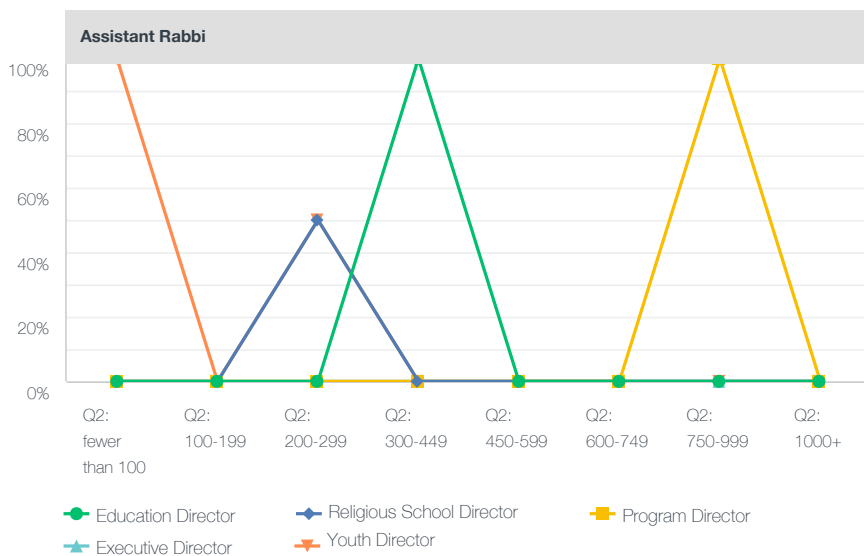
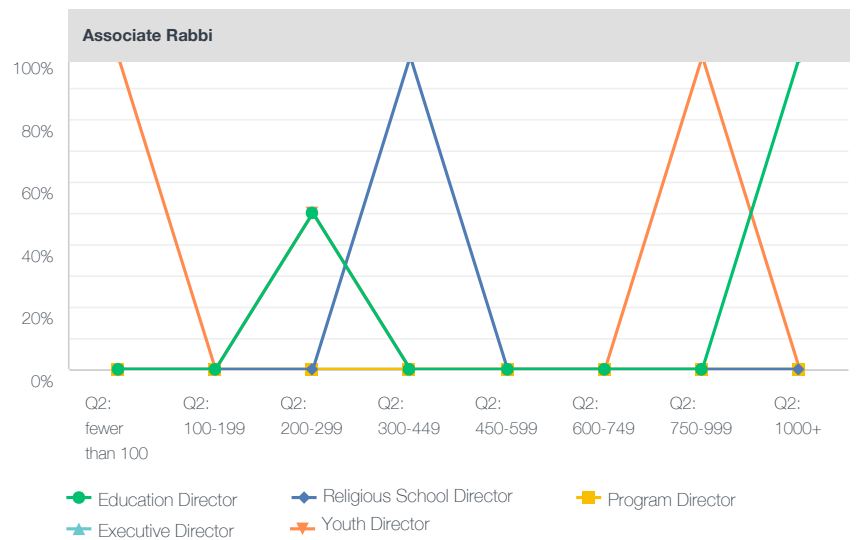
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Q7: If any of the following were described as "Combined with another position to make 1 FTE" in question 6, please indicate which were combined with which .

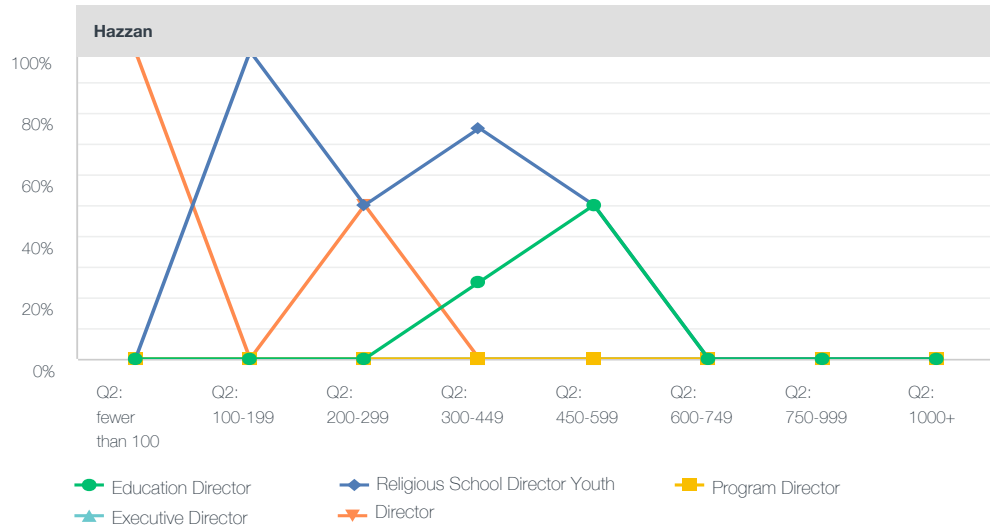
Answered: 26 Skipped: 223



Rabbi (senior or only) In Congregations 100 -300 when a Rabbi has combined position it is primarily connected to education. From 200 -450 congregations the combined FTE is with youth.



Synagogue Staffing 2021



Hazzan - The numbers don't reflect a significant trend towards a combined FTE involving the Hazzan. When there are cases of a combined FTE it is usually together with the Education or religious school director position.

Rabbi - senior or only							
	EDUCATION DIRECTOR	RELIGIOUS SCHOOL DIRECTOR	PROGRAM DIRECTOR	EXECUTIVE DIRECTOR	YOUTH DIRECTOR	TOTAL	
Q2: fewer than 100 (A)	33.33% 1	33.33% 1	0.00% 0	0.00% 0	33.33% 1	11.54%	3
Q2: 100-199 (B)	60.00% 3	20.00% 1	0.00% 0	20.00% 1	0.00% 0	19.23%	5
Q2: 200-299 (C)	0.00% 0	50.00% 1	0.00% 0	0.00% 0	50.00% 1	7.69%	2
Q2: 300-449 (D)	0.00% 0	0.00% 0	0.00% 0	0.00% 0	100.00% 1	3.85%	1
Q2: 450-599 (E)	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00%	0
Q2: 600-749 (F)	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00%	0
Q2: 750-999 (G)	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00%	0
Q2: 1000+ (H)	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00%	0

Associate Rabbi							
	EDUCATION DIRECTOR	RELIGIOUS SCHOOL DIRECTOR	PROGRAM DIRECTOR	EXECUTIVE DIRECTOR	YOUTH DIRECTOR	TOTAL	
Q2: fewer than 100 (A)	0.00% 0	0.00% 0	0.00% 0	0.00% 0	100.00% 1	3.85%	1
Q2: 100-199 (B)	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00%	0
Q2: 200-299 (C)	50.00% 1	0.00% 0	0.00% 0	0.00% 0	50.00% 1	7.69%	2
Q2: 300-449 (D)	0.00% 0	100.00% 1	0.00% 0	0.00% 0	0.00% 0	3.85%	1
Q2: 450-599 (E)	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00%	0
Q2: 600-749 (F)	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00%	0
Q2: 750-999 (G)	0.00% 0	0.00% 0	0.00% 0	0.00% 0	100.00% 1	3.85%	1
Q2: 1000+ (H)	100.00% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	3.85%	1

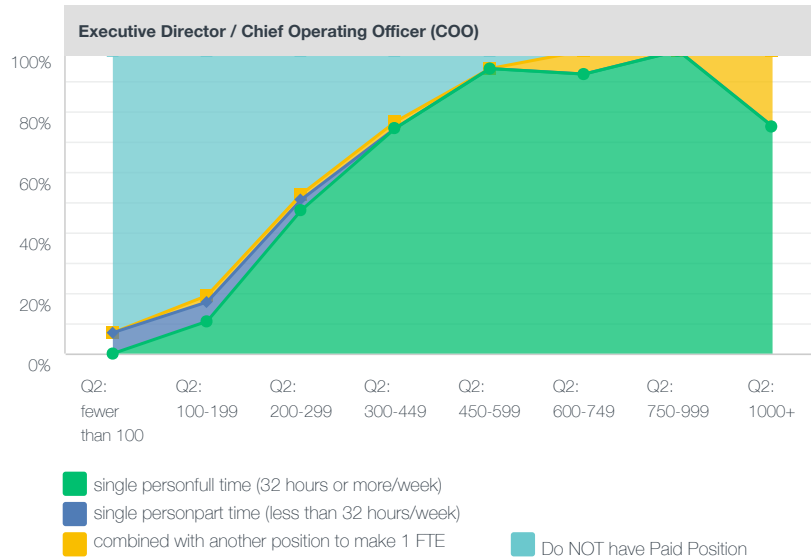
Synagogue Staffing 2021

Assistant Rabbi							
	EDUCATION DIRECTOR	RELIGIOUS SCHOOL DIRECTOR	PROGRAM DIRECTOR	EXECUTIVE DIRECTOR	YOUTH DIRECTOR	TOTAL	
Q2: fewer than 100 (A)	0.00% 0	0.00% 0	0.00% 0	0.00% 0	100.00% 1	3.85%	1
Q2: 100-199 (B)	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00%	0
Q2: 200-299 (C)	0.00% 0	50.00% 1	0.00% 0	0.00% 0	50.00% 1	7.69%	2
Q2: 300-449 (D)	100.00% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	3.85%	1
Q2: 450-599 (E)	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00%	0
Q2: 600-749 (F)	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00%	0
Q2: 750-999 (G)	0.00% 0	0.00% 0	100.00% 1	0.00% 0	0.00% 0	3.85%	1
Q2: 1000+ (H)	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00%	0

Hazzan									
	EDUCATION DIRECTOR	RELIGIOUS SCHOOL DIRECTOR	PROGRAM DIRECTOR	EXECUTIVE DIRECTOR	YOUTH DIRECTOR	TOTAL			
Q2: fewer than 100 (A)	0.00% 0	0.00% 0	0.00% 0	0.00% 0	100.00% 2	7.69%	2		
Q2: 100-199 (B)	0.00% 0	100.00% 1	0.00% 0	0.00% 0	0.00% 0	3.85%	1		
Q2: 200-299 (C)	0.00% 0	50.00% 1	0.00% 0	0.00% 0	50.00% 1	7.69%	2		
Q2: 300-449 (D)	25.00% 1	75.00% 3	0.00% 0	0.00% 0	0.00% 0	15.38%	4		
Q2: 450-599 (E)	50.00% 1	50.00% 1	0.00% 0	0.00% 0	0.00% 0	7.69%	2		
Q2: 600-749 (F)	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00%	0		
Q2: 750-999 (G)	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00%	0		
Q2: 1000+ (H)	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00%	0		
	Q2: FEWER THAN 100	Q2: 100- 199	Q2: 200- 299	Q2: 300- 449	Q2: 450- 599	Q2: 600- 749	Q2: 750- 999	Q2: 1000+	TOTAL
Other (please specify)	0	0	0	0	0	0	0	0	0

Q8: We have the following paid positions on our synagogue professional administrative and programming staff

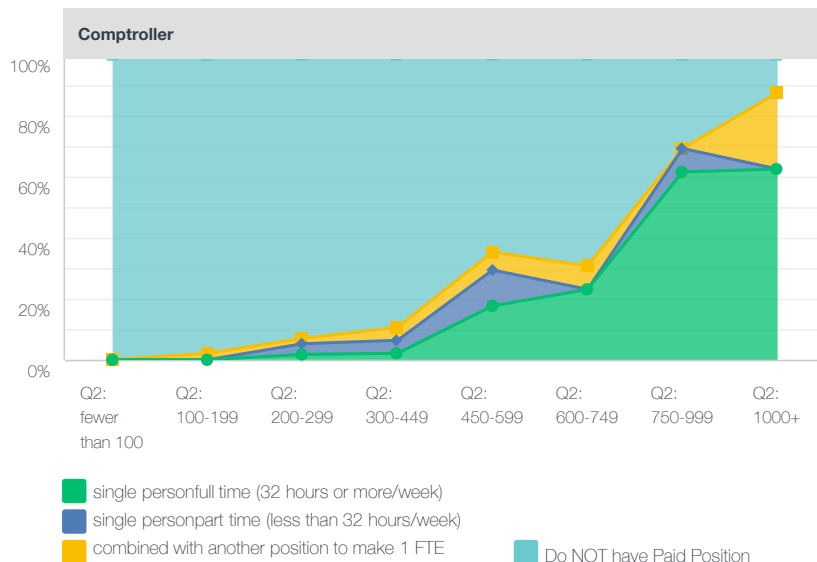
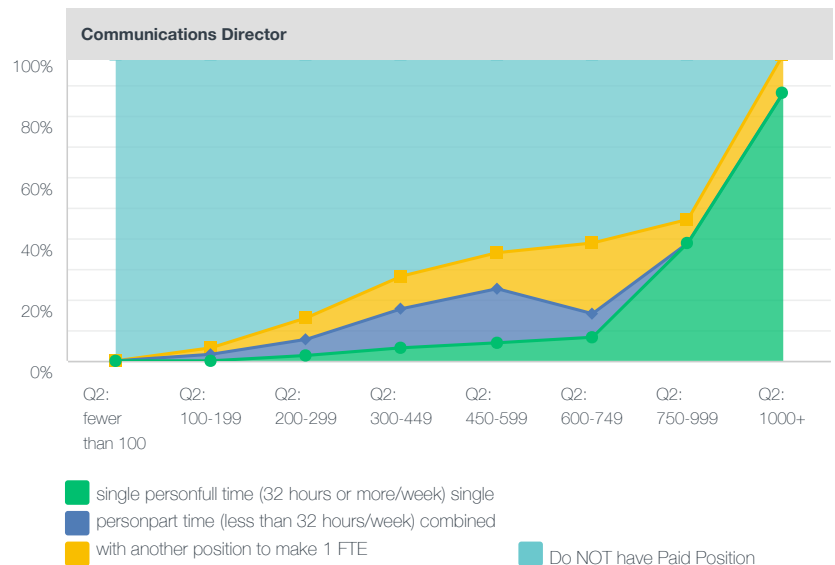
Answered: 231 Skipped: 18



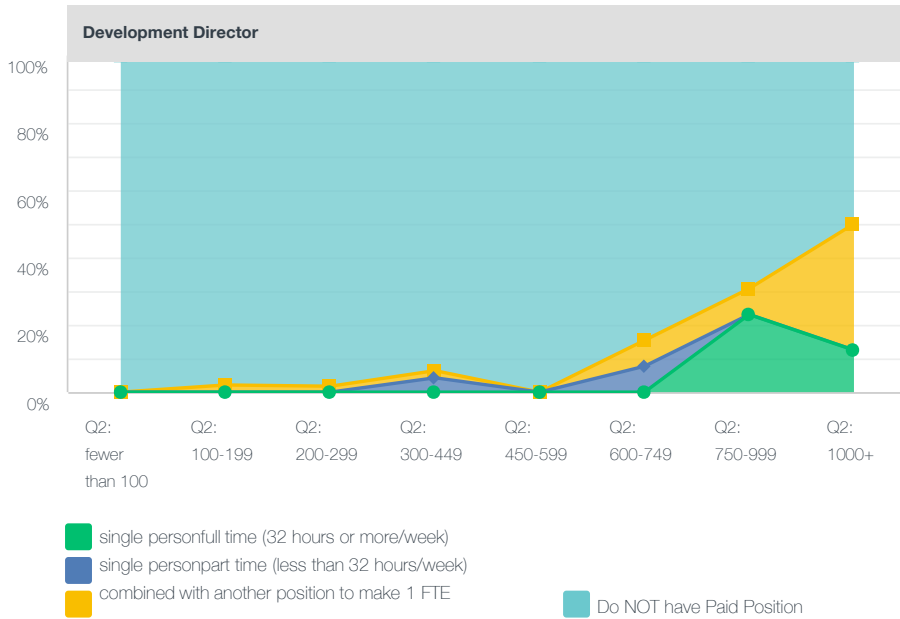
Executive Director - Once a synagogue approaches 200 membership units they trend towards hiring an executive director.

Communications Director –

Communications director is starting to become a more common FT position with synagogues 750 and up while some small synagogues are hiring this position PT.

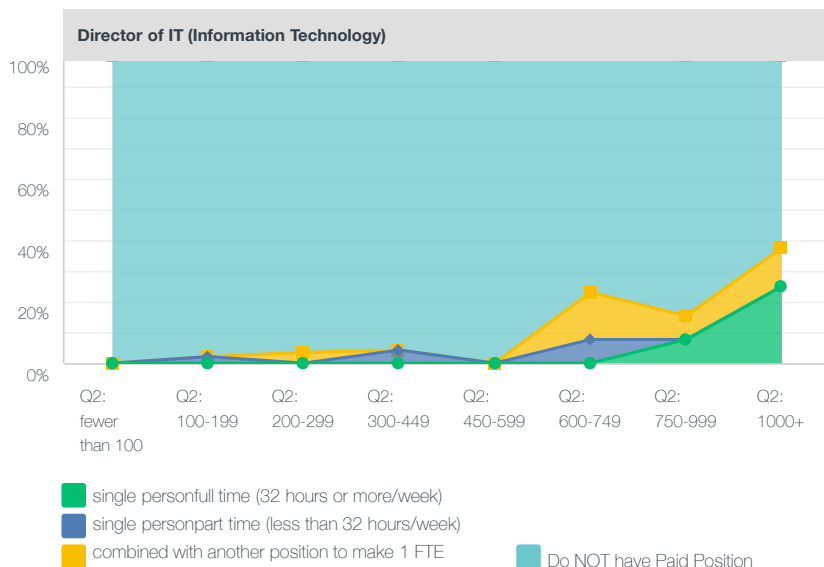
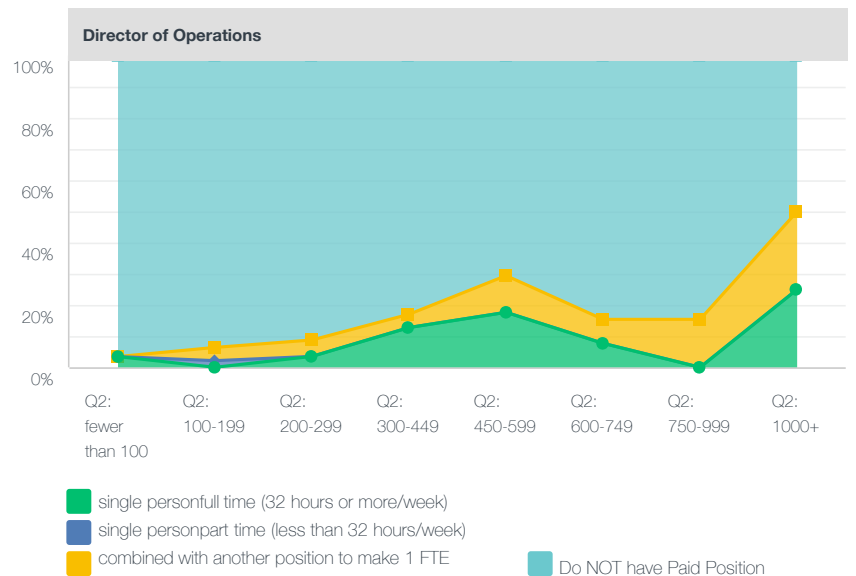


Comptroller – This higher skill level financial position starts appearing at 450 + member congregations and is most prominent over 750.

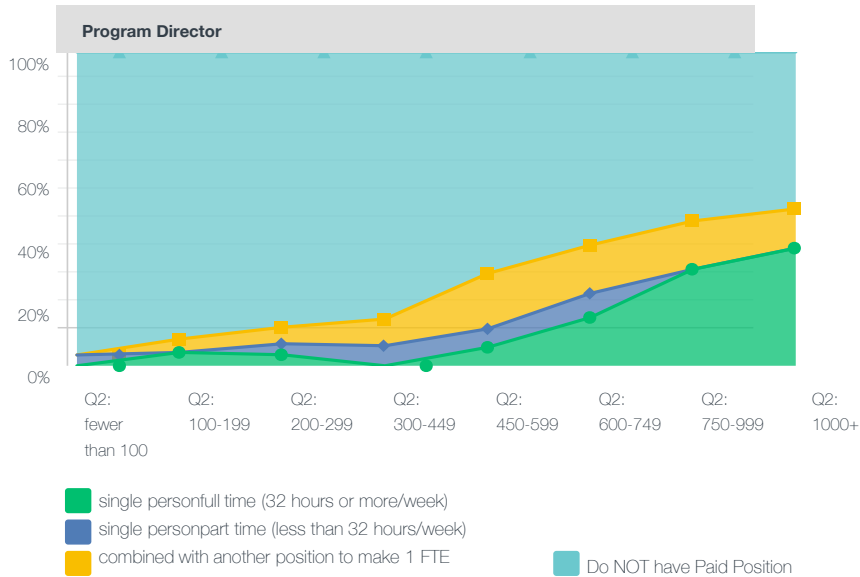


The **development director** position simply hasn't taken hold as a regular staff position in synagogues. Outside of outsourcing for specific capital or endowment campaigns the development responsibilities are being included changing clergy and professional job descriptions or being handled by lay leadership.

Director of Operations – This position is very rare, however, we see an interesting bump in the 300-449 category.

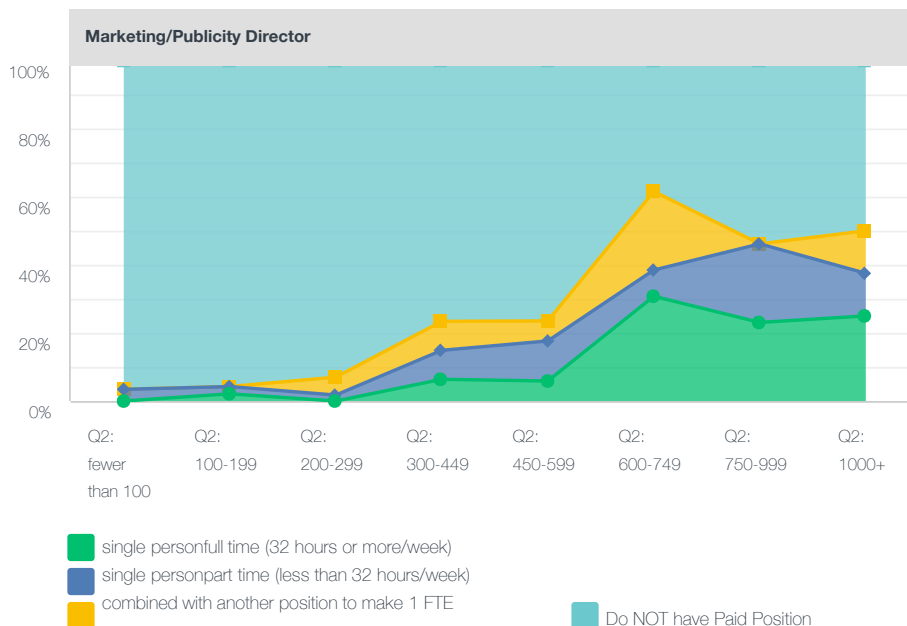
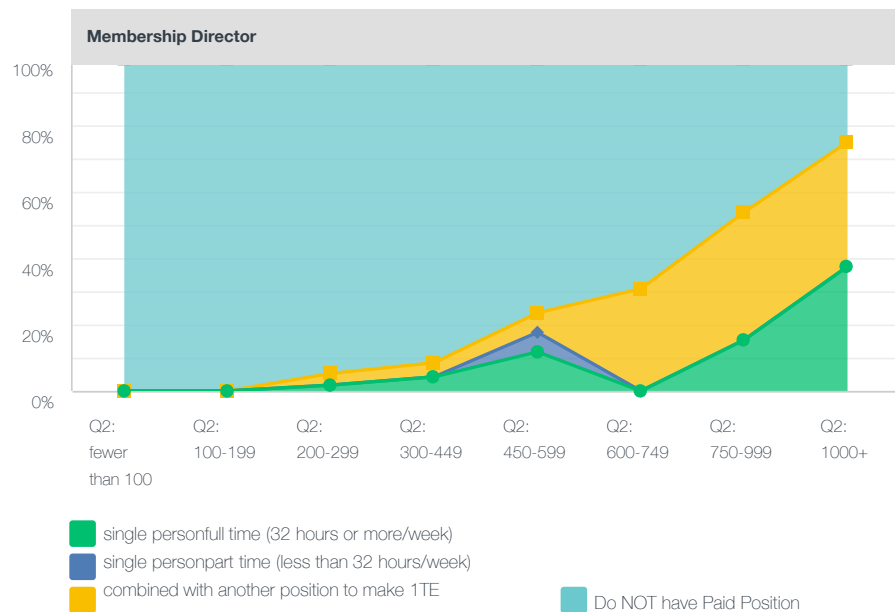


Director of Information Technology – This is not a viable position in our synagogues. My sense is that most synagogues outsource this need or have a congregant that volunteers to assist with IT.

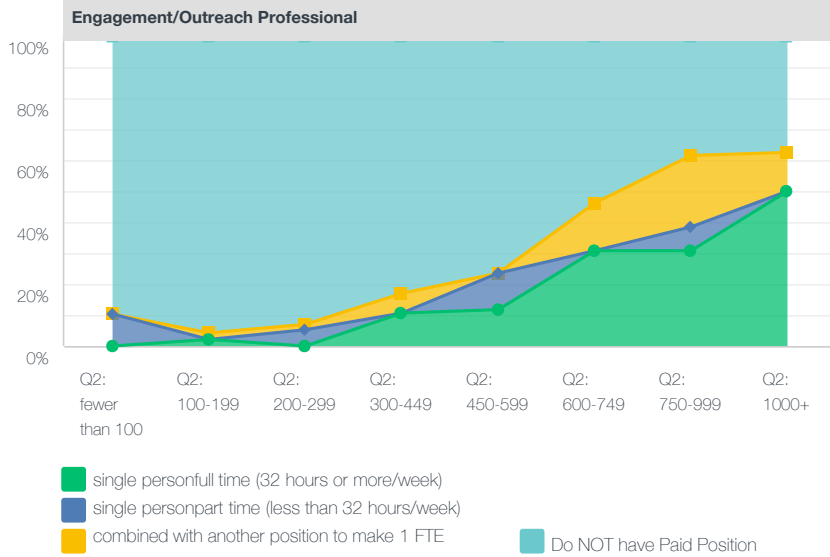


Program Director - We only get as high as double digit percentages with synagogues of 600 member units and over. It is also interesting to note that this position is most prominent as a part of combined FTE positions.

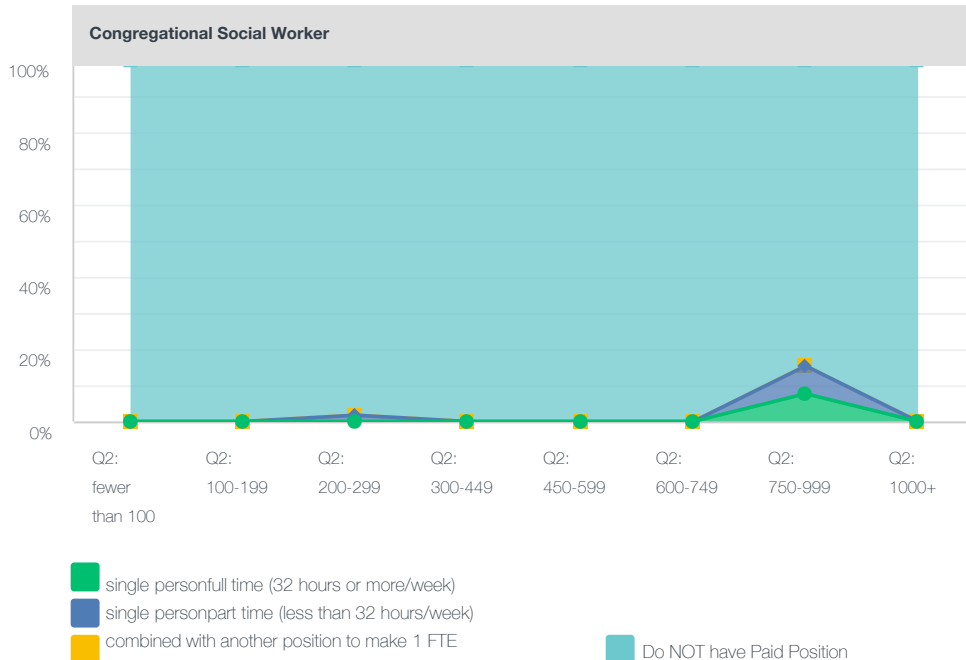
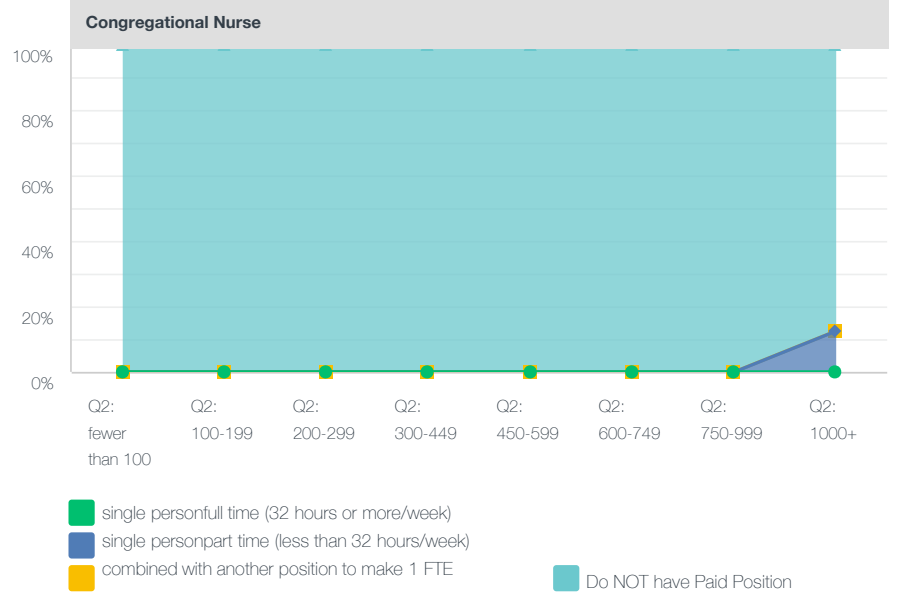
Membership Director – Membership director is still few and far between but membership responsibilities are growing as part of combined FTEs.



Synagogue Staffing 2021



Engagement/outreach we are seeing the growth of the engagement /outreach FT position in synagogues 300 members and up.



Synagogue Staffing 2021

Executive Director / Chief Operating Officer (COO)						
	SINGLE PERSONFULL TIME (32 HOURS OR MORE/WEEK)	SINGLE PERSONPART TIME (LESS THAN 32 HOURS/WEEK)	COMBINED WITH ANOTHER POSITION TO MAKE 1 FTE	DO NOT HAVE PAID POSITION	TOTAL	
Q2: fewer than 100 (A)	0.00% 0	6.90% 2	0.00% 0	93.10% 27	12.55% 29	
Q2: 100-199 (B)	10.64% 5 CD	6.38% 3	2.13% 1	80.85% 38 CD	20.35% 47	
Q2: 200-299 (C)	47.37% 27 BD	3.51% 2	1.75% 1	47.37% 27 BD	24.68% 57	
Q2: 300-449 (D)	74.47% 35 BC	0.00% 0	2.13% 1	23.40% 11 BC	20.35% 47	
Q2: 450-599 (E)	94.12% 16	0.00% 0	0.00% 0	5.88% 1	7.36% 17	
Q2: 600-749 (F)	92.31% 12	0.00% 0	7.69% 1	0.00% 0	5.63% 13	
Q2: 750-999 (G)	100.00% 13	0.00% 0	0.00% 0	0.00% 0	5.63% 13	
Q2: 1000+ (H)	75.00% 6	0.00% 0	25.00% 2	0.00% 0	3.46% 8	
Communications Director						
	SINGLE PERSONFULL TIME (32 HOURS OR MORE/WEEK)	SINGLE PERSONPART TIME (LESS THAN 32 HOURS/WEEK)	COMBINED WITH ANOTHER POSITION TO MAKE 1 FTE	DO NOT HAVE PAID POSITION	TOTAL	
Q2: fewer than 100 (A)	0.00% 0	0.00% 0	0.00% 0	100.00% 29	12.55% 29	
Q2: 100-199 (B)	0.00% 0	2.13% 1 D	2.13% 1	95.74% 45 D	20.35% 47	
Q2: 200-299 (C)	1.75% 1	5.26% 3	7.02% 4	85.96% 49	24.68% 57	
Q2: 300-449 (D)	4.26% 2	12.77% 6 B	10.64% 5	72.34% 34 B	20.35% 47	
Q2: 450-599 (E)	5.88% 1	17.65% 3	11.76% 2	64.71% 11	7.36% 17	
Q2: 600-749 (F)	7.69% 1	7.69% 1	23.08% 3	61.54% 8	5.63% 13	
Q2: 750-999 (G)	38.46% 5	0.00% 0	7.69% 1	53.85% 7	5.63% 13	
Q2: 1000+ (H)	87.50% 7	0.00% 0	12.50% 1	0.00% 0	3.46% 8	
Comptroller						
	SINGLE PERSONFULL TIME (32 HOURS OR MORE/WEEK)	SINGLE PERSONPART TIME (LESS THAN 32 HOURS/WEEK)	COMBINED WITH ANOTHER POSITION TO MAKE 1 FTE	DO NOT HAVE PAID POSITION	TOTAL	
Q2: fewer than 100 (A)	0.00% 0	0.00% 0	0.00% 0	100.00% 29	12.55% 29	
Q2: 100-199 (B)	0.00% 0	0.00% 0	2.13% 1	97.87% 46	20.35% 47	
Q2: 200-299 (C)	1.75% 1	3.51% 2	1.75% 1	92.98% 53	24.68% 57	
Q2: 300-449 (D)	2.13% 1	4.26% 2	4.26% 2	89.36% 42	20.35% 47	
Q2: 450-599 (E)	17.65% 3	11.76% 2	5.88% 1	64.71% 11	7.36% 17	
Q2: 600-749 (F)	23.08% 3	0.00% 0	7.69% 1	69.23% 9	5.63% 13	
Q2: 750-999 (G)	61.54% 8	7.69% 1	0.00% 0	30.77% 4	5.63% 13	
Q2: 1000+ (H)	62.50% 5	0.00% 0	25.00% 2	12.50% 1	3.46% 8	

Synagogue Staffing 2021

Development Director						
	SINGLE PERSONFULL TIME (32 HOURS OR MORE/WEEK)	SINGLE PERSONPART TIME (LESS THAN 32 HOURS/WEEK)	COMBINED WITH ANOTHER POSITION TO MAKE 1 FTE	DO NOT HAVE PAID POSITION	TOTAL	
Q2: fewer than 100 (A)	0.00% 0	0.00% 0	0.00% 0	100.00% 29	12.55% 29	
Q2: 100-199 (B)	0.00% 0	0.00% 0	2.13% 1	97.87% 46	20.35% 47	
Q2: 200-299 (C)	0.00% 0	0.00% 0	1.75% 1	98.25% 56	24.68% 57	
Q2: 300-449 (D)	0.00% 0	4.26% 2	2.13% 1	93.62% 44	20.35% 47	
Q2: 450-599 (E)	0.00% 0	0.00% 0	0.00% 0	100.00% 17	7.36% 17	
Q2: 600-749 (F)	0.00% 0	7.69% 1	7.69% 1	84.62% 11	5.63% 13	
Q2: 750-999 (G)	23.08% 3	0.00% 0	7.69% 1	69.23% 9	5.63% 13	
Q2: 1000+ (H)	12.50% 1	0.00% 0	37.50% 3	50.00% 4	3.46% 8	
Director of Operations						
	SINGLE PERSONFULL TIME (32 HOURS OR MORE/WEEK)	SINGLE PERSONPART TIME (LESS THAN 32 HOURS/WEEK)	COMBINED WITH ANOTHER POSITION TO MAKE 1 FTE	DO NOT HAVE PAID POSITION	TOTAL	
Q2: fewer than 100 (A)	3.45% 1	0.00% 0	0.00% 0	96.55% 28	12.55% 29	
Q2: 100-199 (B)	0.00% 0 D	2.13% 1	4.26% 2	93.62% 44	20.35% 47	
Q2: 200-299 (C)	3.51% 2	0.00% 0	5.26% 3	91.23% 52	24.68% 57	
Q2: 300-449 (D)	12.77% 6 B	0.00% 0	4.26% 2	82.98% 39	20.35% 47	
Q2: 450-599 (E)	17.65% 3	0.00% 0	11.76% 2	70.59% 12	7.36% 17	
Q2: 600-749 (F)	7.69% 1	0.00% 0	7.69% 1	84.62% 11	5.63% 13	
Q2: 750-999 (G)	0.00% 0	0.00% 0	15.38% 2	84.62% 11	5.63% 13	
Q2: 1000+ (H)	25.00% 2	0.00% 0	25.00% 2	50.00% 4	3.46% 8	
Director of IT (Information Technology)						
	SINGLE PERSONFULL TIME (32 HOURS OR MORE/WEEK)	SINGLE PERSONPART TIME (LESS THAN 32 HOURS/WEEK)	COMBINED WITH ANOTHER POSITION TO MAKE 1 FTE	DO NOT HAVE PAID POSITION	TOTAL	
Q2: fewer than 100 (A)	0.00% 0	0.00% 0	0.00% 0	100.00% 29	12.55% 29	
Q2: 100-199 (B)	0.00% 0	2.13% 1	0.00% 0	97.87% 46	20.35% 47	
Q2: 200-299 (C)	0.00% 0	0.00% 0	3.51% 2	96.49% 55	24.68% 57	
Q2: 300-449 (D)	0.00% 0	4.26% 2	0.00% 0	95.74% 45	20.35% 47	
Q2: 450-599 (E)	0.00% 0	0.00% 0	0.00% 0	100.00% 17	7.36% 17	
Q2: 600-749 (F)	0.00% 0	7.69% 1	15.38% 2	76.92% 10	5.63% 13	
Q2: 750-999 (G)	7.69% 1	0.00% 0	7.69% 1	84.62% 11	5.63% 13	
Q2: 1000+ (H)	25.00% 2	0.00% 0	12.50% 1	62.50% 5	3.46% 8	

Synagogue Staffing 2021

Program Director						
	SINGLE PERSONFULL TIME (32 HOURS OR MORE/WEEK)	SINGLE PERSONPART TIME (LESS THAN 32 HOURS/WEEK)	COMBINED WITH ANOTHER POSITION TO MAKE 1 FTE	DO NOT HAVE PAID POSITION	TOTAL	
Q2: fewer than 100 (A)	0.00% 0	3.45% 1	0.00% 0	96.55% 28	12.55% 29	
Q2: 100-199 (B)	4.26% 2	0.00% 0	4.26% 2	91.49% 43	20.35% 47	
Q2: 200-299 (C)	3.51% 2	3.51% 2	5.26% 3	87.72% 50	24.68% 57	
Q2: 300-449 (D)	0.00% 0	6.38% 3	8.51% 4	85.11% 40	20.35% 47	
Q2: 450-599 (E)	5.88% 1	5.88% 1	17.65% 3	70.59% 12	7.36% 17	
Q2: 600-749 (F)	15.38% 2	7.69% 1	15.38% 2	61.54% 8	5.63% 13	
Q2: 750-999 (G)	30.77% 4	0.00% 0	15.38% 2	53.85% 7	5.63% 13	
Q2: 1000+ (H)	37.50% 3	0.00% 0	12.50% 1	50.00% 4	3.46% 8	
Membership Director						
	SINGLE PERSONFULL TIME (32 HOURS OR MORE/WEEK)	SINGLE PERSONPART TIME (LESS THAN 32 HOURS/WEEK)	COMBINED WITH ANOTHER POSITION TO MAKE 1 FTE	DO NOT HAVE PAID POSITION	TOTAL	
Q2: fewer than 100 (A)	0.00% 0	0.00% 0	0.00% 0	100.00% 29	12.55% 29	
Q2: 100-199 (B)	0.00% 0	0.00% 0	0.00% 0	100.00% 47 D	20.35% 47	
Q2: 200-299 (C)	1.75% 1	0.00% 0	3.51% 2	94.74% 54	24.68% 57	
Q2: 300-449 (D)	4.26% 2	0.00% 0	4.26% 2	91.49% 43 B	20.35% 47	
Q2: 450-599 (E)	11.76% 2	5.88% 1	5.88% 1	76.47% 13	7.36% 17	
Q2: 600-749 (F)	0.00% 0	0.00% 0	30.77% 4	69.23% 9	5.63% 13	
Q2: 750-999 (G)	15.38% 2	0.00% 0	38.46% 5	46.15% 6	5.63% 13	
Q2: 1000+ (H)	37.50% 3	0.00% 0	37.50% 3	25.00% 2	3.46% 8	
Marketing/Publicity Director						
	SINGLE PERSONFULL TIME (32 HOURS OR MORE/WEEK)	SINGLE PERSONPART TIME (LESS THAN 32 HOURS/WEEK)	COMBINED WITH ANOTHER POSITION TO MAKE 1 FTE	DO NOT HAVE PAID POSITION	TOTAL	
Q2: fewer than 100 (A)	0.00% 0	3.45% 1	0.00% 0	96.55% 28	12.55% 29	
Q2: 100-199 (B)	2.13% 1	2.13% 1	0.00% 0 D	95.74% 45 D	20.35% 47	
Q2: 200-299 (C)	0.00% 0	1.75% 1	5.26% 3	92.98% 53 D	24.68% 57	
Q2: 300-449 (D)	6.38% 3	8.51% 4	8.51% 4 B	76.60% 36 BC	20.35% 47	
Q2: 450-599 (E)	5.88% 1	11.76% 2	5.88% 1	76.47% 13	7.36% 17	
Q2: 600-749 (F)	30.77% 4	7.69% 1	23.08% 3	38.46% 5	5.63% 13	
Q2: 750-999 (G)	23.08% 3	23.08% 3	0.00% 0	53.85% 7	5.63% 13	
Q2: 1000+ (H)	25.00% 2	12.50% 1	12.50% 1	50.00% 4	3.46% 8	

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Engagement/Outreach Professional						
	SINGLE PERSONFULL TIME (32 HOURS OR MORE/WEEK)	SINGLE PERSONPART TIME (LESS THAN 32 HOURS/WEEK)	COMBINED WITH ANOTHER POSITION TO MAKE 1 FTE	DO NOT HAVE PAID POSITION	TOTAL	
Q2: fewer than 100 (A)	0.00% 0	10.34% 3	0.00% 0	89.66% 26	12.55%	29
Q2: 100-199 (B)	2.13% 1	0.00% 0	2.13% 1	95.74% 45 D	20.35%	47
Q2: 200-299 (C)	0.00% 0 D	5.26% 3	1.75% 1	92.98% 53	24.68%	57
Q2: 300-449 (D)	10.64% 5 C	0.00% 0	6.38% 3	82.98% 39 B	20.35%	47
Q2: 450-599 (E)	11.76% 2	11.76% 2	0.00% 0	76.47% 13	7.36%	17
Q2: 600-749 (F)	30.77% 4	0.00% 0	15.38% 2	53.85% 7	5.63%	13
Q2: 750-999 (G)	30.77% 4	7.69% 1	23.08% 3	38.46% 5	5.63%	13
Q2: 1000+ (H)	50.00% 4	0.00% 0	12.50% 1	37.50% 3	3.46%	8
Congregational Nurse						
	SINGLE PERSONFULL TIME (32 HOURS OR MORE/WEEK)	SINGLE PERSONPART TIME (LESS THAN 32 HOURS/WEEK)	COMBINED WITH ANOTHER POSITION TO MAKE 1 FTE	DO NOT HAVE PAID POSITION	TOTAL	
Q2: fewer than 100 (A)	0.00% 0	0.00% 0	0.00% 0	100.00% 29	12.55%	29
Q2: 100-199 (B)	0.00% 0	0.00% 0	0.00% 0	100.00% 47	20.35%	47
Q2: 200-299 (C)	0.00% 0	0.00% 0	0.00% 0	100.00% 57	24.68%	57
Q2: 300-449 (D)	0.00% 0	0.00% 0	0.00% 0	100.00% 47	20.35%	47
Q2: 450-599 (E)	0.00% 0	0.00% 0	0.00% 0	100.00% 17	7.36%	17
Q2: 600-749 (F)	0.00% 0	0.00% 0	0.00% 0	100.00% 13	5.63%	13
Q2: 750-999 (G)	0.00% 0	0.00% 0	0.00% 0	100.00% 13	5.63%	13
Q2: 1000+ (H)	0.00% 0	12.50% 1	0.00% 0	87.50% 7	3.46%	8
Congregational Social Worker						
	SINGLE PERSONFULL TIME (32 HOURS OR MORE/WEEK)	SINGLE PERSONPART TIME (LESS THAN 32 HOURS/WEEK)	COMBINED WITH ANOTHER POSITION TO MAKE 1 FTE	DO NOT HAVE PAID POSITION	TOTAL	
Q2: fewer than 100 (A)	0.00% 0	0.00% 0	0.00% 0	100.00% 29	12.55%	29
Q2: 100-199 (B)	0.00% 0	0.00% 0	0.00% 0	100.00% 47	20.35%	47
Q2: 200-299 (C)	0.00% 0	1.75% 1	0.00% 0	98.25% 56	24.68%	57
Q2: 300-449 (D)	0.00% 0	0.00% 0	0.00% 0	100.00% 47	20.35%	47
Q2: 450-599 (E)	0.00% 0	0.00% 0	0.00% 0	100.00% 17	7.36%	17
Q2: 600-749 (F)	0.00% 0	0.00% 0	0.00% 0	100.00% 13	5.63%	13
Q2: 750-999 (G)	7.69% 1	7.69% 1	0.00% 0	84.62% 11	5.63%	13
Q2: 1000+ (H)	0.00% 0	0.00% 0	0.00% 0	100.00% 8	3.46%	8

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	Q2: FEWER THAN 100	Q2: 100- 199	Q2: 200- 299	Q2: 300- 449	Q2: 450- 599	Q2: 600- 749	Q2: 750- 999	Q2: 1000+	TOTAL
Please indicate how many FT and/or PT people in this position. [e.g., 2FT, 1PT]	0	0	0	0	0	0	0	0	0

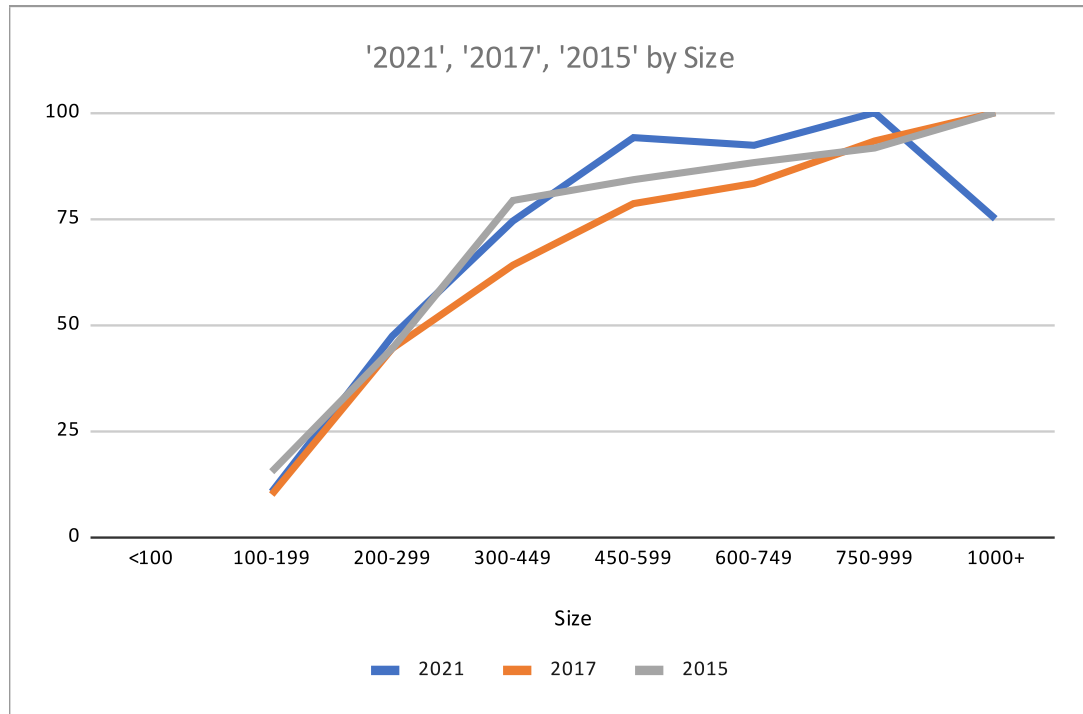
Comparative Data for ED/COO/Admin from 2015, 2017, & 2021

Executive Director/COO

Size	Single Person FT			Single Person PT			Combined w/other			None		
	2021	2017	2015	2021	2017	2015	2021	2017	2015	2021	2017	2015
<100				6.9	7.14					93.10	92.86	
100-199	10.64	10.00	15.38	6.38	6.00	9.62	2.13	2.00		80.85	82.00	75.00
200-299	47.37	44.44	44.44	3.51	8.89	4.44	1.75			47.37	46.67	51.11
300-449	74.47	64.06	79.31			3.45	2.13		1.72	23.40	35.94	15.52
450-599	94.12	78.57	84.21					7.14		5.88	14.29	15.79
600-749	92.31	83.33	88.24				7.69				16.67	11.76
750-999	100.00	93.33	91.67			8.33		6.67				
1000+	75.00	100.00	100				25.00					

Administrator

Size	Single Person FT			Single Person PT			Combined w/other			None		
	2021	2017	2015	2021	2017	2015	2021	2017	2015	2021	2017	2015
<100	3.45			10.34	10.34		3.45			82.76	89.66	
100-199	13.33	8.51		6.67	23.40		13.33	4.26		66.67	61.70	
200-299	17.78	11.43		4.44	8.57		6.67	2.86		71.11	77.14	
300-449	12.2	17.85		2.44	8.93		2.44	5.36		82.93	67.86	
450-599	21.43	13.64								78.57	86.36	
600-749	7.69	14.29					7.69			84.62	85.71	
750-999	23.08	20.00			10.00					76.92	70.00	
1000+	42.86	57.14					14.29			42.86	42.86	



Executive Director/COO

Single Person FT

	2021	2017	2015
<100			
100-199	10.64	10.00	15.38
200-299	47.37	44.44	44.44
300-449	74.47	64.06	79.31
450-599	94.12	78.57	84.21
600-749	92.31	83.33	88.24
750-999	100.00	93.33	91.67
1000+	75.00	100.00	100

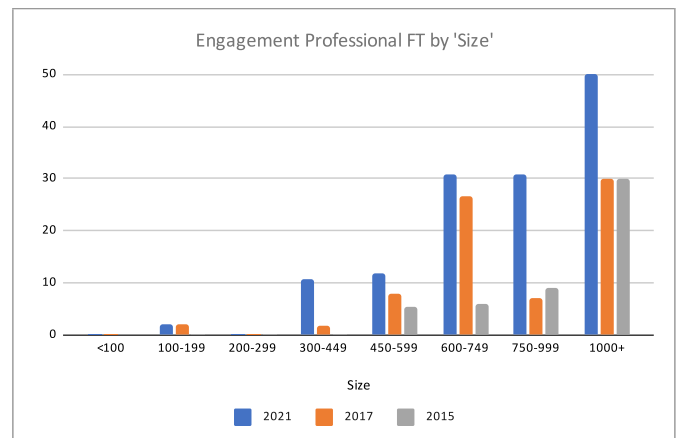
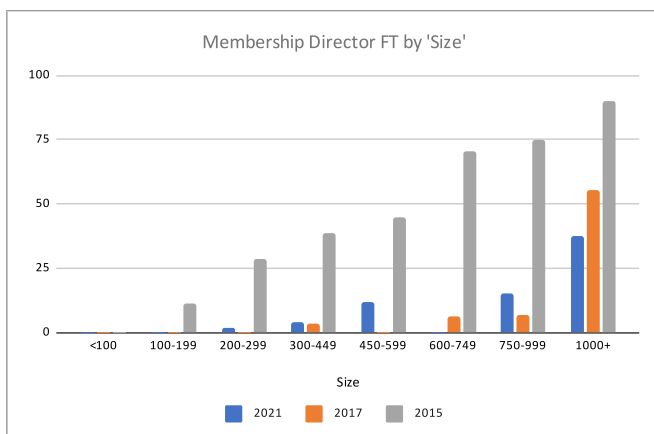
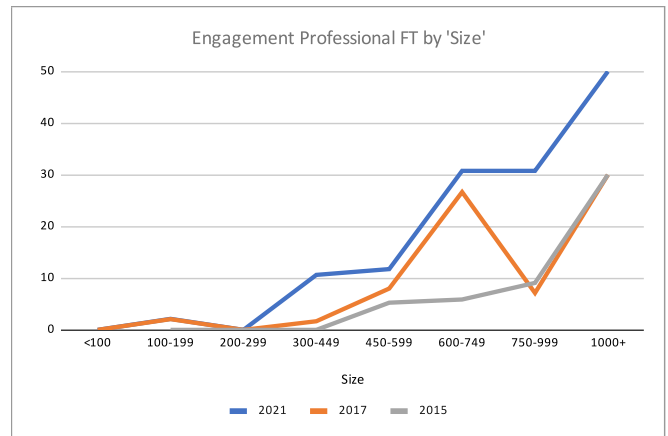
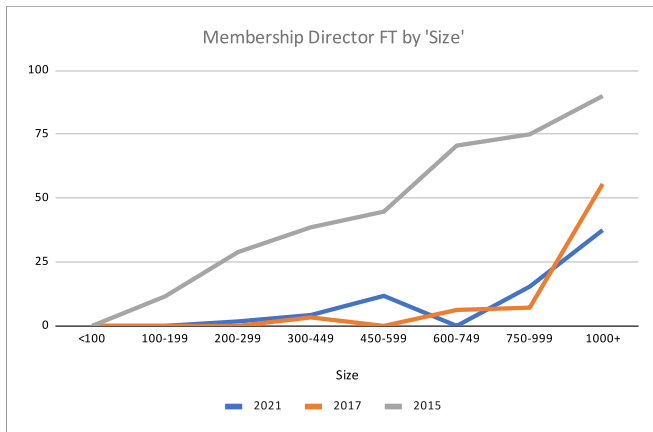
Comparative Data for Program Staff from 2015, 2017, & 2021

Membership Director FT

Size	2021	2017	2015
<100	0.00	0.00	0.00
100-199	0.00	0.00	11.54
200-299	1.75	0.00	28.89
300-449	4.26	3.33	38.60
450-599	11.76	0.00	44.74
600-749	0.00	6.25	70.59
750-999	15.38	7.14	75.00
1000+	37.50	55.56	90.00

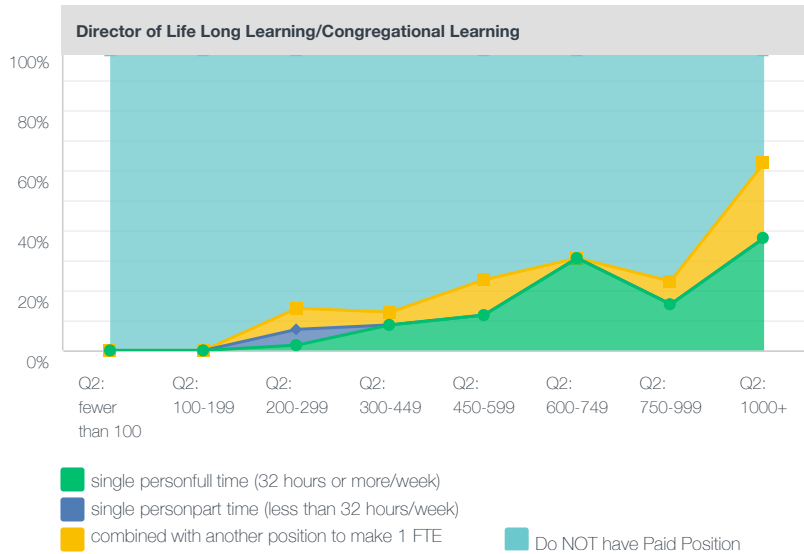
Engagement Professional FT

Size	2021	2017	2015
<100	0.00	0.00	0.00
100-199	2.13	2.08	0.00
200-299	0.00	0.00	0.00
300-449	10.64	1.67	0.00
450-599	11.76	8.00	5.26
600-749	30.77	26.67	5.88
750-999	30.77	7.14	9.09
1000+	50.00	30.00	30.00

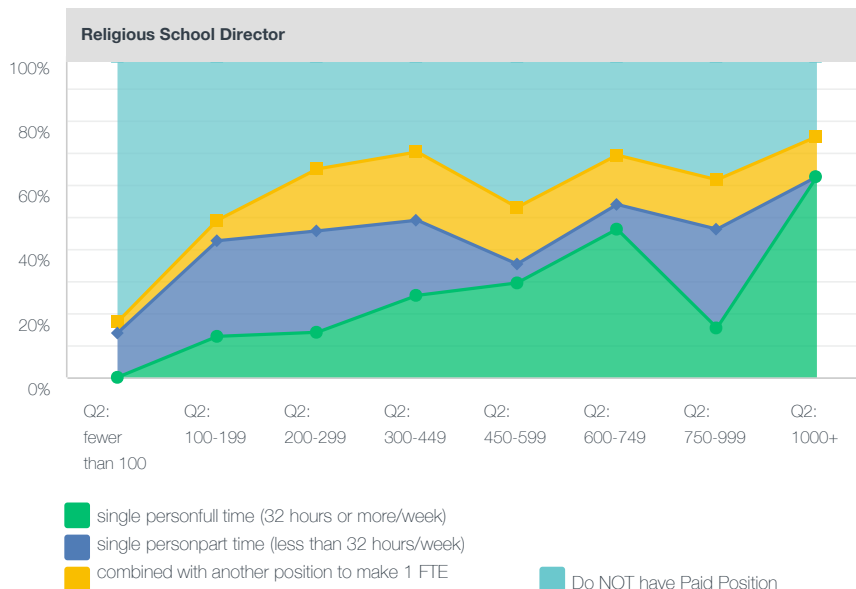
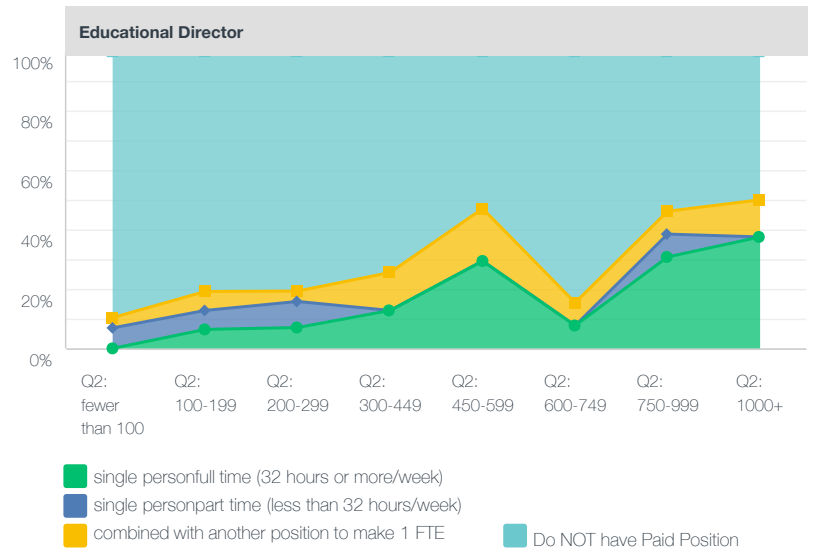


Q9: We have the following paid positions on our synagogue professional education and youth staff

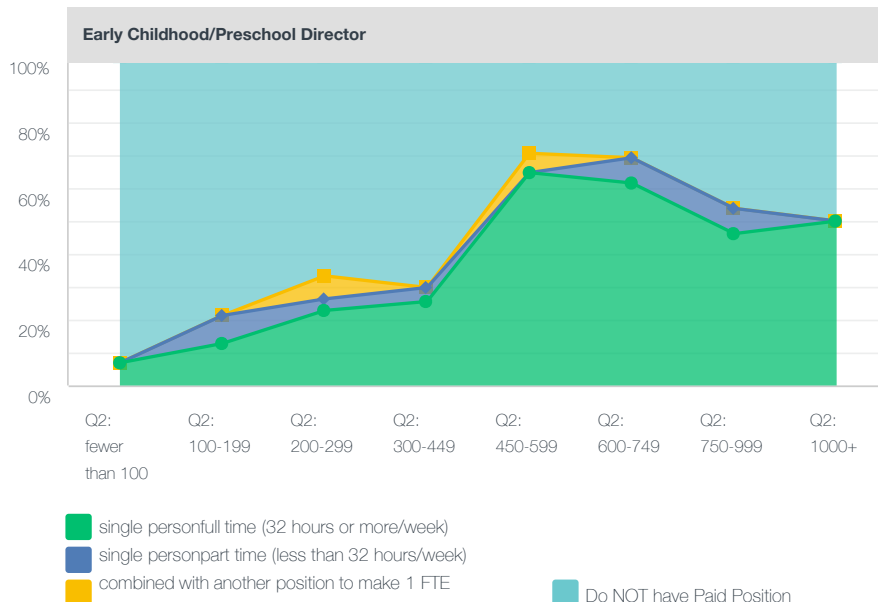
Answered: 231 Skipped: 18



Director of lifelong learning - The vast majority of synagogues don't have this position. It appears as a full time position in 300 + congregations and as a combined FTE as a second option.

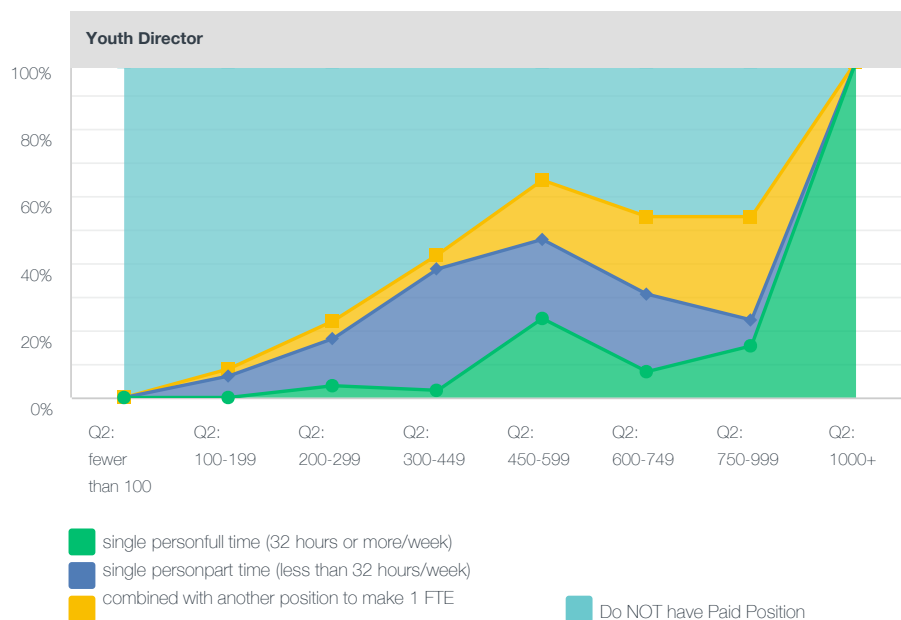
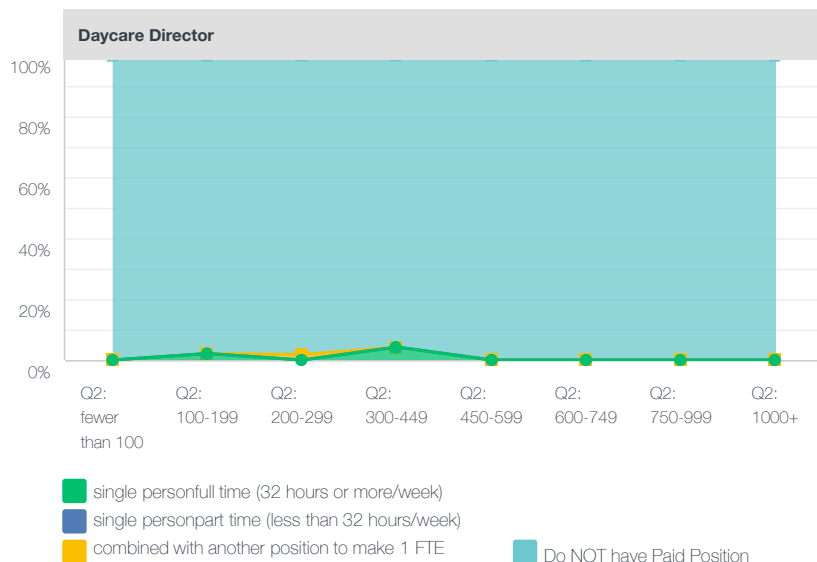


Religious school Directors – This is a more prominent position than education directors with over 25% of synagogues of 300 member synagogues and greater having a full time person. Under 300 the position tends to trend to PT.



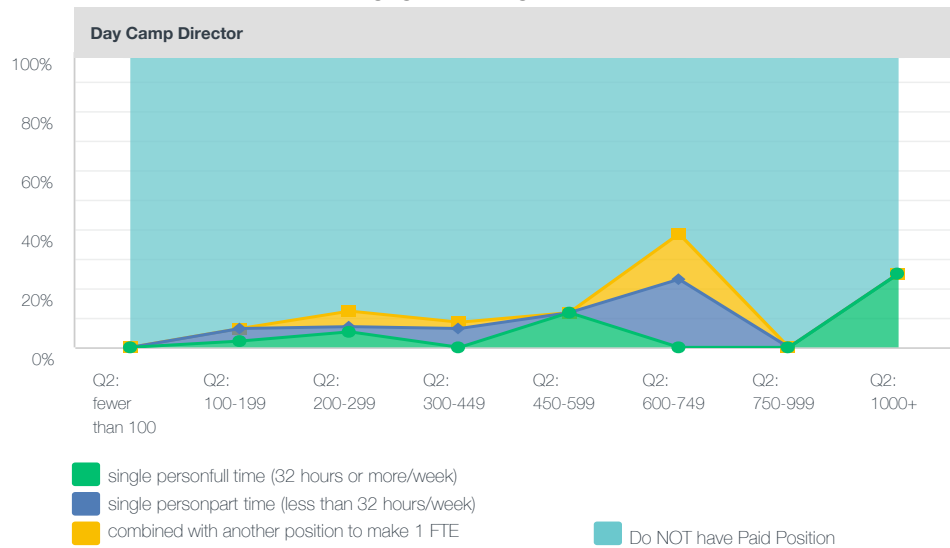
EC/Pre-school Director – The vast majority of synagogues of all sizes that have early childhood programs have FT directors with a high of 64.71% in synagogues of 450 -599.

Daycare Director - Our synagogues don't seem to be offering stand-alone daycare programs.



Youth Director – While synagogues over 1000+ have made having a FT youth director a priority. This position is PT or non-existent in most congregations.

Synagogue Staffing 2021



Director of Life Long Learning/Congregational Learning						
	SINGLE PERSONFULL TIME (32 HOURS OR MORE/WEEK)	SINGLE PERSONPART TIME (LESS THAN 32 HOURS/WEEK)	COMBINED WITH ANOTHER POSITION TO MAKE 1 FTE	DO NOT HAVE PAID POSITION	TOTAL	
Q2: fewer than 100 (A)	0.00% 0	0.00% 0	0.00% 0	100.00% 29	12.55% 29	
Q2: 100-199 (B)	0.00% 0 D	0.00% 0	0.00% 0	100.00% 47 85.96% CD	20.35% 47	
Q2: 200-299 (C)	1.75% 1	5.26% 3	7.02% 4	85.96% 49 B	24.68% 57	
Q2: 300-449 (D)	8.51% 4 B	0.00% 0	4.26% 2	87.23% 41 B	20.35% 47	
Q2: 450-599 (E)	11.76% 2	0.00% 0	11.76% 2	76.47% 13	7.36% 17	
Q2: 600-749 (F)	30.77% 4	0.00% 0	0.00% 0	69.23% 9	5.63% 13	
Q2: 750-999 (G)	15.38% 2	0.00% 0	7.69% 1	76.92% 10	5.63% 13	
Q2: 1000+ (H)	37.50% 3	0.00% 0	25.00% 2	37.50% 3	3.46% 8	
Educational Director						
	SINGLE PERSONFULL TIME (32 HOURS OR MORE/WEEK)	SINGLE PERSONPART TIME (LESS THAN 32 HOURS/WEEK)	COMBINED WITH ANOTHER POSITION TO MAKE 1 FTE	DO NOT HAVE PAID POSITION	TOTAL	
Q2: fewer than 100 (A)	0.00% 0	6.90% 2	3.45% 1	89.66% 26	12.55% 29	
Q2: 100-199 (B)	6.38% 3	6.38% 3	6.38% 3	80.85% 38	20.35% 47	
Q2: 200-299 (C)	7.02% 4	8.77% 5 D	3.51% 2	80.70% 46	24.68% 57	
Q2: 300-449 (D)	12.77% 6	0.00% 0 C	12.77% 6	74.47% 35	20.35% 47	
Q2: 450-599 (E)	29.41% 5	0.00% 0	17.65% 3	52.94% 9	7.36% 17	
Q2: 600-749 (F)	7.69% 1	0.00% 0	7.69% 1	84.62% 11	5.63% 13	
Q2: 750-999 (G)	30.77% 4	7.69% 1	7.69% 1	53.85% 7	5.63% 13	
Q2: 1000+ (H)	37.50% 3	0.00% 0	12.50% 1	50.00% 4	3.46% 8	

Synagogue Staffing 2021

Religious School Director						
	SINGLE PERSONFULL TIME (32 HOURS OR MORE/WEEK)	SINGLE PERSONPART TIME (LESS THAN 32 HOURS/WEEK)	COMBINED WITH ANOTHER POSITION TO MAKE 1 FTE	DO NOT HAVE PAID POSITION	TOTAL	
Q2: fewer than 100 (A)	0.00% 0	13.79% 4	3.45% 1	82.76% 24	12.55% 29	
Q2: 100-199 (B)	12.77% 6	29.79% 14	6.38% 3 D	51.06% 24 D	20.35% 47	
Q2: 200-299 (C)	14.04% 8	31.58% 18	19.30% 11	35.09% 20	24.68% 57	
Q2: 300-449 (D)	25.53% 12	23.40% 11	21.28% 10 B	29.79% 14 B	20.35% 47	
Q2: 450-599 (E)	29.41% 5	5.88% 1	17.65% 3	47.06% 8	7.36% 17	
Q2: 600-749 (F)	46.15% 6	7.69% 1	15.38% 2	30.77% 4	5.63% 13	
Q2: 750-999 (G)	15.38% 2	30.77% 4	15.38% 2	38.46% 5	5.63% 13	
Q2: 1000+ (H)	62.50% 5	0.00% 0	12.50% 1	25.00% 2	3.46% 8	
Early Childhood/Preschool Director						
	SINGLE PERSONFULL TIME (32 HOURS OR MORE/WEEK)	SINGLE PERSONPART TIME (LESS THAN 32 HOURS/WEEK)	COMBINED WITH ANOTHER POSITION TO MAKE 1 FTE	DO NOT HAVE PAID POSITION	TOTAL	
Q2: fewer than 100 (A)	6.90% 2	0.00% 0	0.00% 0	93.10% 27	12.55% 29	
Q2: 100-199 (B)	12.77% 6	8.51% 4	0.00% 0	78.72% 37	20.35% 47	
Q2: 200-299 (C)	22.81% 13	3.51% 2	7.02% 4	66.67% 38	24.68% 57	
Q2: 300-449 (D)	25.53% 12	4.26% 2	0.00% 0	70.21% 33	20.35% 47	
Q2: 450-599 (E)	64.71% 11	0.00% 0	5.88% 1	29.41% 5	7.36% 17	
Q2: 600-749 (F)	61.54% 8	7.69% 1	0.00% 0	30.77% 4	5.63% 13	
Q2: 750-999 (G)	46.15% 6	7.69% 1	0.00% 0	46.15% 6	5.63% 13	
Q2: 1000+ (H)	50.00% 4	0.00% 0	0.00% 0	50.00% 4	3.46% 8	
Daycare Director						
	SINGLE PERSONFULL TIME (32 HOURS OR MORE/WEEK)	SINGLE PERSONPART TIME (LESS THAN 32 HOURS/WEEK)	COMBINED WITH ANOTHER POSITION TO MAKE 1 FTE	DO NOT HAVE PAID POSITION	TOTAL	
Q2: fewer than 100 (A)	0.00% 0	0.00% 0	0.00% 0	100.00% 29	12.55% 29	
Q2: 100-199 (B)	2.13% 1	0.00% 0	0.00% 0	97.87% 46	20.35% 47	
Q2: 200-299 (C)	0.00% 0	0.00% 0	1.75% 1	98.25% 56	24.68% 57	
Q2: 300-449 (D)	4.26% 2	0.00% 0	0.00% 0	95.74% 45	20.35% 47	
Q2: 450-599 (E)	0.00% 0	0.00% 0	0.00% 0	100.00% 17	7.36% 17	
Q2: 600-749 (F)	0.00% 0	0.00% 0	0.00% 0	100.00% 13	5.63% 13	
Q2: 750-999 (G)	0.00% 0	0.00% 0	0.00% 0	100.00% 13	5.63% 13	
Q2: 1000+ (H)	0.00% 0	0.00% 0	0.00% 0	100.00% 8	3.46% 8	

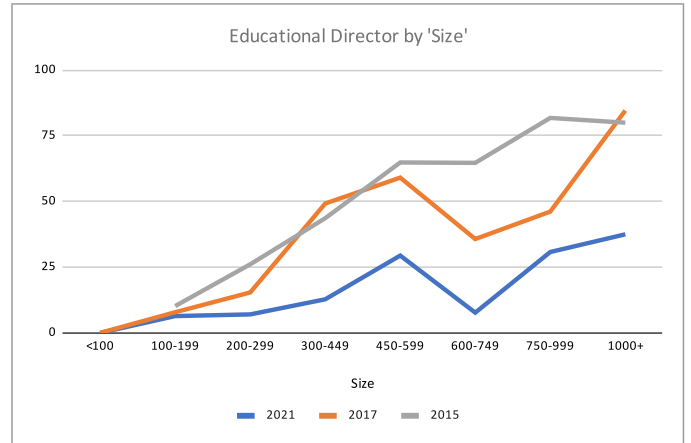
Synagogue Staffing 2021

Youth Director									
	SINGLE PERSONFULL TIME (32 HOURS OR MORE/WEEK)		SINGLE PERSONPART TIME (LESS THAN 32 HOURS/WEEK)		COMBINED WITH ANOTHER POSITION TO MAKE 1 FTE		DO NOT HAVE PAID POSITION		TOTAL
Q2: fewer than 100 (A)	0.00%	0	0.00%	0	0.00%	0	100.00%	29	12.55% 29
Q2: 100-199 (B)	0.00%	0	6.38%	3 D	2.13%	1	91.49%	43 CD	20.35% 47
Q2: 200-299 (C)	3.51%	2	14.04%	8 D	5.26%	3	77.19%	44 BD	24.68% 57
Q2: 300-449 (D)	2.13%	1	36.17%	17 BC	4.26%	2	57.45%	27 BC	20.35% 47
Q2: 450-599 (E)	23.53%	4	23.53%	4	17.65%	3	35.29%	6	7.36% 17
Q2: 600-749 (F)	7.69%	1	23.08%	3	23.08%	3	46.15%	6	5.63% 13
Q2: 750-999 (G)	15.38%	2	7.69%	1	30.77%	4	46.15%	6	5.63% 13
Q2: 1000+ (H)	100.00%	8	0.00%	0	0.00%	0	0.00%	0	3.46% 8
Day Camp Director									
	SINGLE PERSONFULL TIME (32 HOURS OR MORE/WEEK)		SINGLE PERSONPART TIME (LESS THAN 32 HOURS/WEEK)		COMBINED WITH ANOTHER POSITION TO MAKE 1 FTE		DO NOT HAVE PAID POSITION		TOTAL
Q2: fewer than 100 (A)	0.00%	0	0.00%	0	0.00%	0	100.00%	29	12.55% 29
Q2: 100-199 (B)	2.13%	1	4.26%	2	0.00%	0	93.62%	44	20.35% 47
Q2: 200-299 (C)	5.26%	3	1.75%	1	5.26%	3	87.72%	50	24.68% 57
Q2: 300-449 (D)	0.00%	0	6.38%	3	2.13%	1	91.49%	43	20.35% 47
Q2: 450-599 (E)	11.76%	2	0.00%	0	0.00%	0	88.24%	15	7.36% 17
Q2: 600-749 (F)	0.00%	0	23.08%	3	15.38%	2	61.54%	8	5.63% 13
Q2: 750-999 (G)	0.00%	0	0.00%	0	0.00%	0	100.00%	13	5.63% 13
Q2: 1000+ (H)	25.00%	2	0.00%	0	0.00%	0	75.00%	6	3.46% 8
	Q2: FEWER THAN 100	Q2: 100-199	Q2: 200-299	Q2: 300-449	Q2: 450-599	Q2: 600-749	Q2: 750-999	Q2: 1000+	TOTAL
Please indicate how many FT and/or PT people in this position. [e.g., 2FT, 1PT]	0	0	0	0	0	0	0	0	0

Comparative Data for Education Directors from 2015, 2017, & 2021

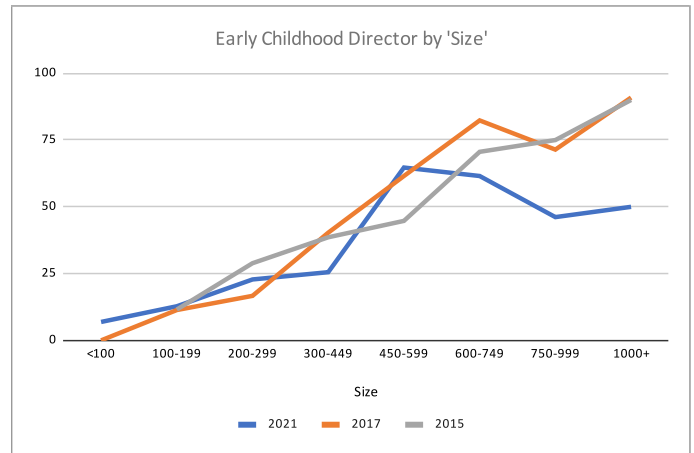
Educational Director

Size	2021	2017	2015
<100	0.00	0.00	
100-199	6.38	7.84	10.20
200-299	7.02	15.38	26.09
300-449	12.77	49.23	43.64
450-599	29.41	59.09	64.86
600-749	7.69	35.71	64.71
750-999	30.77	46.15	81.82
1000+	37.50	84.62	80.00



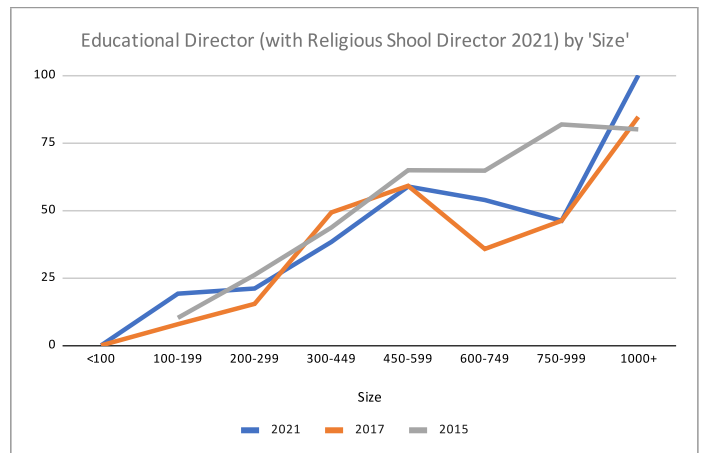
Early Childhood Director

Size	2021	2017	2015
<100	6.90	0	
100-199	12.77	11.36	11.54
200-299	22.81	16.67	28.89
300-449	25.53	40.32	38.60
450-599	64.71	61.54	44.74
600-749	61.54	82.35	70.59
750-999	46.15	71.43	75.00
1000+	50.00	90.91	90.00



Educational Director (with Religious Shool Director 2021)

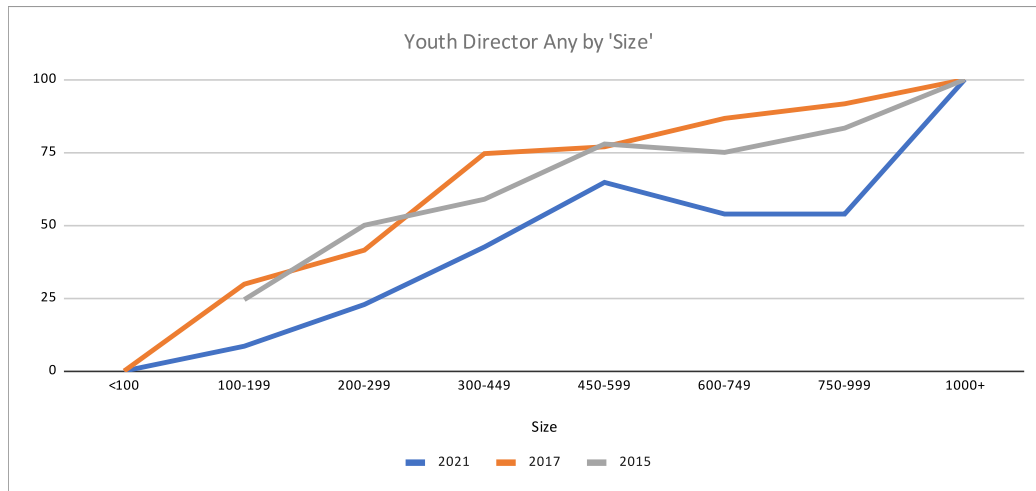
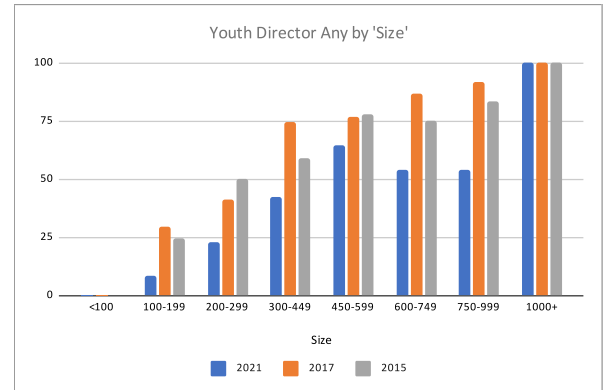
Size	2021	2017	2015
<100	0.00	0.00	
100-199	19.15	7.84	10.20
200-299	21.06	15.38	26.09
300-449	38.30	49.23	43.64
450-599	58.82	59.09	64.86
600-749	53.84	35.71	64.71
750-999	46.15	46.15	81.82
1000+	100.00	84.62	80.00



Comparative Data for Youth Directors from 2015, 2017, & 2021

Youth Director Any

Size	2021	2017	2015
<100	0.00	0.00	
100-199	8.51	29.79	24.49
200-299	22.81	41.46	50.00
300-449	42.55	74.58	58.93
450-599	64.71	76.92	77.88
600-749	53.85	86.67	75.00
750-999	53.85	91.67	83.33
District	100.00	100.00	100.00



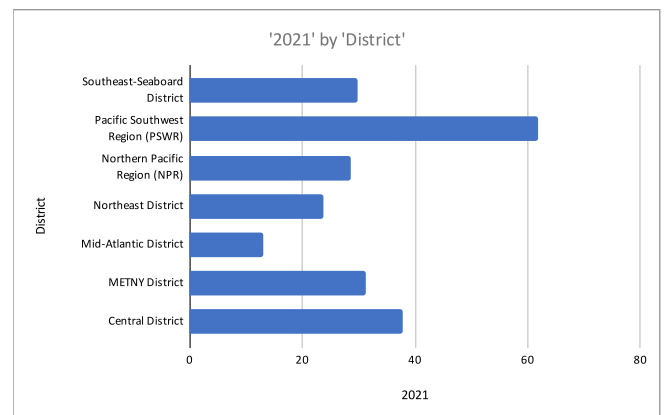
Youth Director Any By District

District

Central District
METNY District
Mid-Atlantic District
Northeast District
Northern Pacific Region (NPR)
Pacific Southwest Region (PSWR)
Southeast-Seaboard District

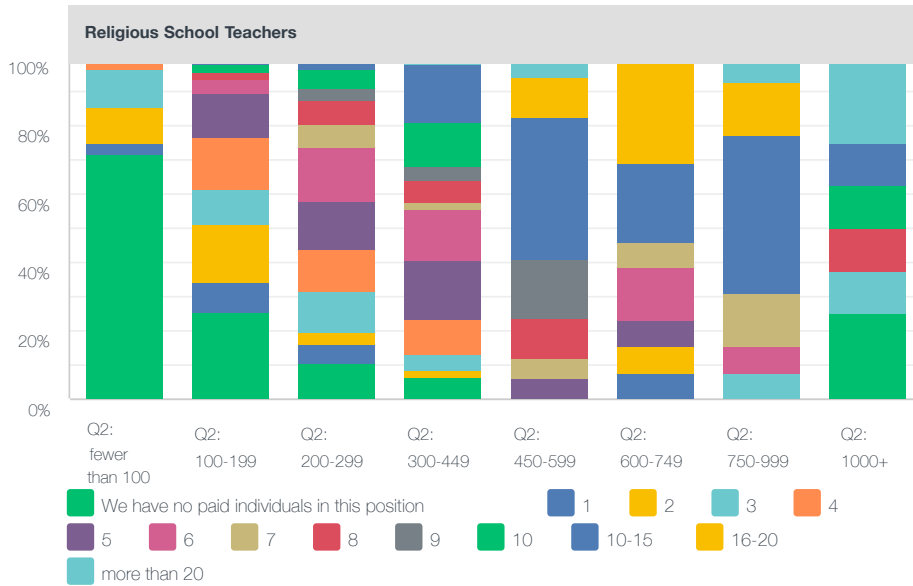
2021

37.87
31.25
13.16
23.81
28.57
61.90
29.73

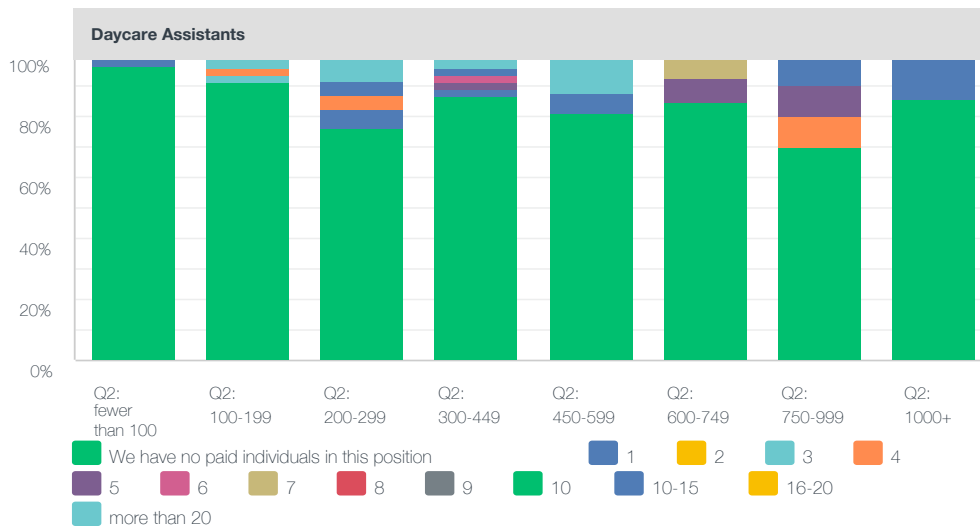
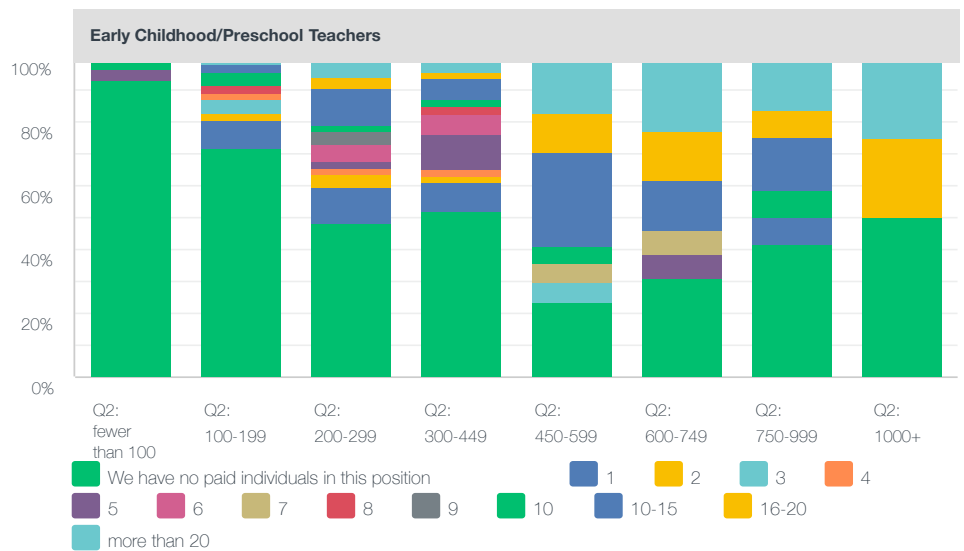


Q10 How many individuals are paid by your congregation for each of the following positions?

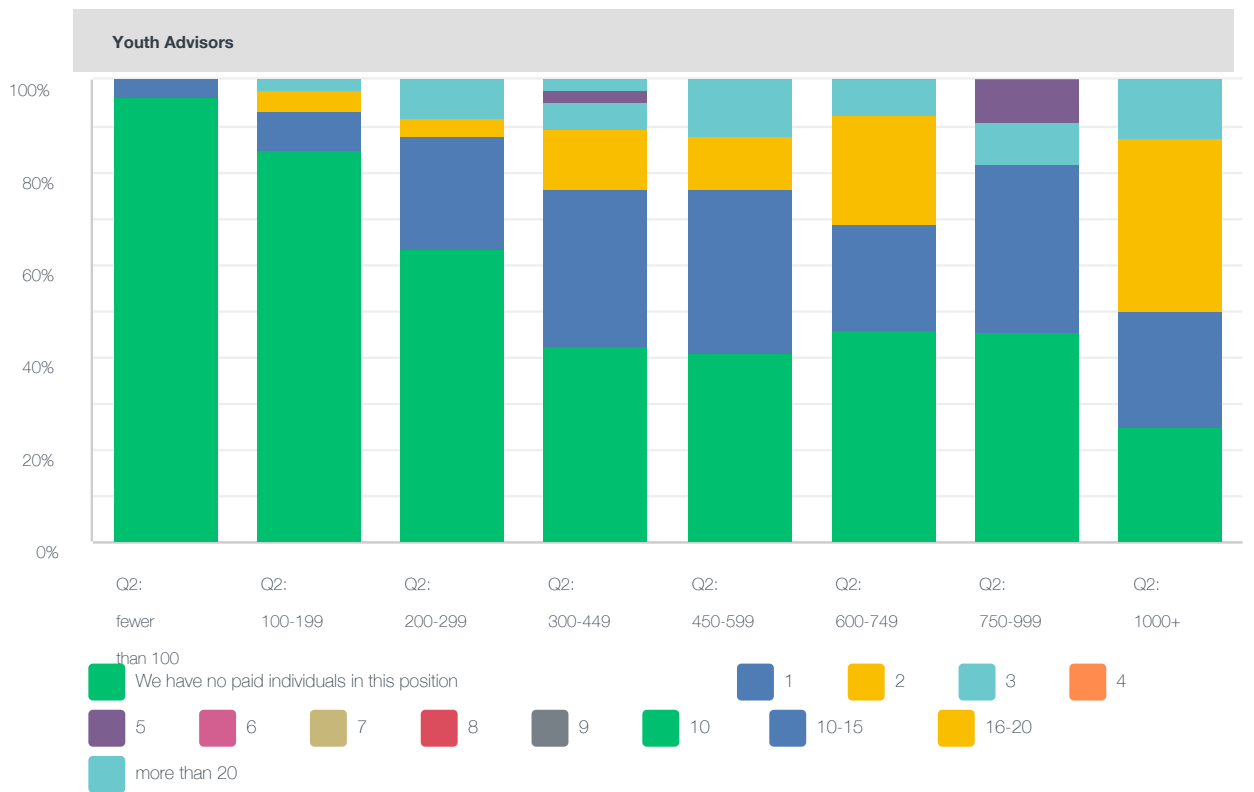
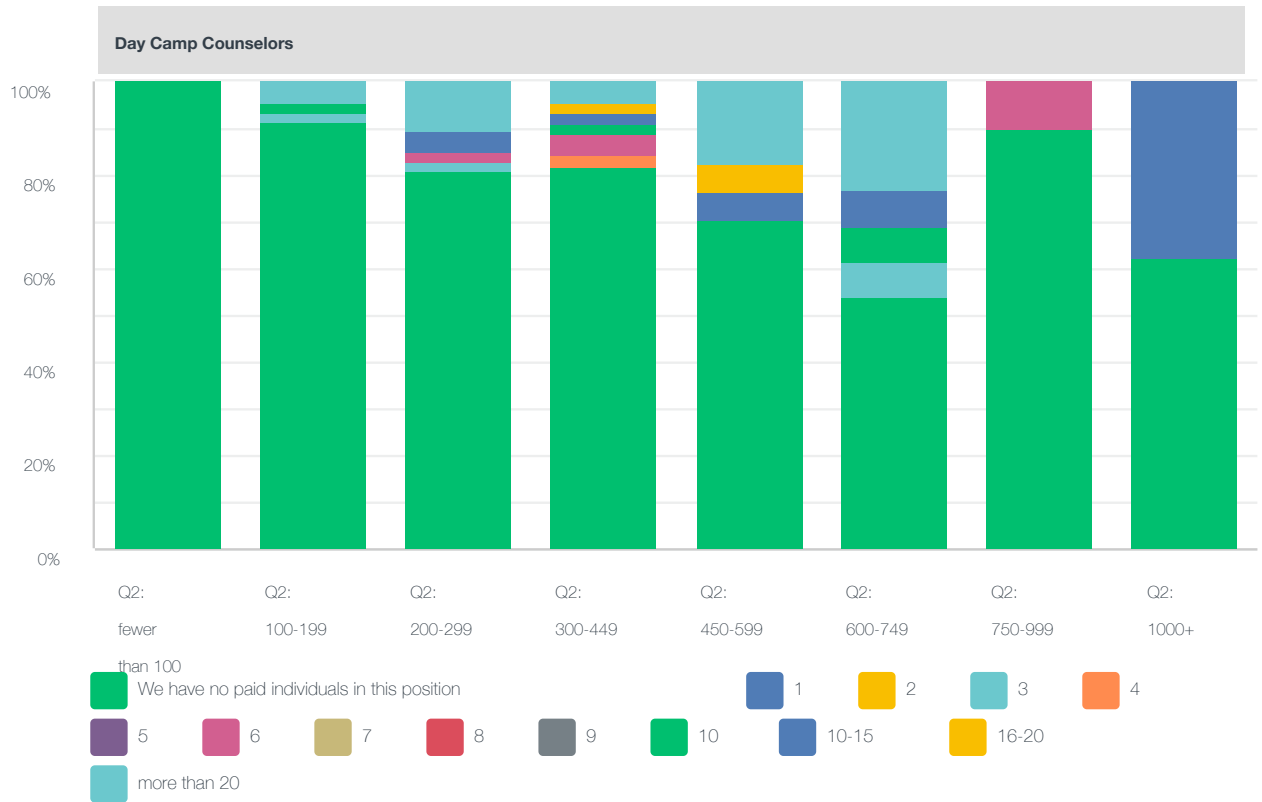
Answered: 230 Skipped: 19



Religious School teachers – Under 200 member synagogues there is still a reliance on volunteer teachers. We have religious schools from 300 members and higher with over 20 teachers. The school sizes really vary.



Synagogue Staffing 2021



Youth Advisors – The majority of synagogues appear to have 1 paid youth advisor.

Synagogue Staffing 2021

Religious School Teachers															
	WE HAVE NO PAID INDIVIDUALS IN THIS POSITION	1	2	3	4	5	6	7	8	9	10	10-15	16-20	MORE THAN 20	TO
Q2: fewer than 100 (A)	71.43% 20	3.57% 1	10.71% 3	10.71% 3	3.57% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	12.
Q2: 100-199 (B)	25.53% 12 CD	8.51% 4 D	17.02% 8 CD	10.64% 5	14.89% 7	12.77% 6	4.26% 2	0.00% 0	2.13% 1	0.00% 0	2.13% 1 D	2.13% 1 D	0.00% 0	0.00% 0	20.
Q2: 200-299 (C)	10.53% 6 B	5.26% 3	3.51% 2 B	12.28% 7	12.28% 7	14.04% 8	15.79% 9	7.02% 4	7.02% 4	3.51% 2	5.26% 3	3.51% 2 D	0.00% 0	0.00% 0	24.
Q2: 300-449 (D)	6.38% 3 B	0.00% 0 B	2.13% 1 B	4.26% 2	10.64% 5	17.02% 8	14.89% 7	2.13% 1	6.38% 3	4.26% 2	12.77% 6 B	17.02% 8 BC	0.00% 0	2.13% 1	20.
Q2: 450-599 (E)	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	5.88% 1	0.00% 0	5.88% 1	11.76% 2	17.65% 3	0.00% 0	41.18% 7	11.76% 2	5.88% 1	7.
Q2: 600-749 (F)	0.00% 0	7.69% 1	7.69% 1	0.00% 0	0.00% 0	7.69% 1	15.38% 2	7.69% 1	0.00% 0	0.00% 0	0.00% 0	23.08% 3	30.77% 4	0.00% 0	5.
Q2: 750-999 (G)	0.00% 0	0.00% 0	0.00% 0	7.69% 1	0.00% 0	0.00% 0	7.69% 1	15.38% 2	0.00% 0	0.00% 0	0.00% 0	46.15% 6	15.38% 2	7.69% 1	5.
Q2: 1000+ (H)	25.00% 2	0.00% 0	0.00% 0	12.50% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	12.50% 1	0.00% 0	12.50% 1	12.50% 1	0.00% 0	25.00% 2	3.

Synagogue Staffing 2021

Early Childhood/Preschool Teachers															
	WE HAVE NO PAID INDIVIDUALS IN THIS POSITION	1	2	3	4	5	6	7	8	9	10	10-15	16-20	MORE THAN 20	TOTAL
Q2: fewer than 100 (A)	92.86% 26	0.00% 0	0.00% 0	0.00% 0	0.00% 0	3.57% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	3.57% 1	0.00% 0	0.00% 0	0.00% 0	12.17% 28
Q2: 100-199 (B)	71.74% 33 C	8.70% 4	2.17% 1	4.35% 2	2.17% 1	0.00% 0 D	0.00% 0	0.00% 0	2.17% 1	0.00% 0	4.35% 2	2.17% 1	0.00% 0	2.17% 1	20.00% 46
Q2: 200-299 (C)	48.08% 25 B	11.54% 6	3.85% 2	0.00% 0	1.92% 1	1.92% 1	5.77% 3	0.00% 0	0.00% 0	3.85% 2	1.92% 1	11.54% 6	3.85% 2	5.77% 3	22.61% 52
Q2: 300-449 (D)	52.17% 24	8.70% 4	2.17% 1	0.00% 0	2.17% 1	10.87% 5 B	6.52% 3	0.00% 0	2.17% 1	0.00% 0	2.17% 1	6.52% 3	2.17% 1	4.35% 2	20.00% 46
Q2: 450-599 (E)	23.53% 4	0.00% 0	0.00% 0	5.88% 1	0.00% 0	0.00% 0	0.00% 0	5.88% 1	0.00% 0	0.00% 0	5.88% 1	29.41% 5	11.76% 2	17.65% 3	7.39% 17
Q2: 600-749 (F)	30.77% 4	0.00% 0	0.00% 0	0.00% 0	0.00% 0	7.69% 1	0.00% 0	7.69% 1	0.00% 0	0.00% 0	0.00% 0	15.38% 2	15.38% 2	23.08% 3	5.65% 13
Q2: 750-999 (G)	41.67% 5	8.33% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	8.33% 1	16.67% 2	8.33% 1	16.67% 2	5.22% 12
Q2: 1000+ (H)	50.00% 4	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	25.00% 2	25.00% 2	3.48% 8

Synagogue Staffing 2021

Daycare Assistants															
	WE HAVE NO PAID INDIVIDUALS IN THIS POSITION	1	2	3	4	5	6	7	8	9	10	10-15	16-20	MORE THAN 20	TOTAL
Q2: fewer than 100 (A)	96.43% 27	3.57% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	12.17% 28
Q2: 100-199 (B)	91.11% 41	0.00% 0	0.00% 0	2.22% 1	2.22% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	4.44% 2	19.57% 45
Q2: 200-299 (C)	76.09% 35	6.52% 3	0.00% 0	0.00% 0	4.35% 2	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	4.35% 2	0.00% 0	8.70% 4	20.00% 46
Q2: 300-449 (D)	86.67% 39	2.22% 1	0.00% 0	0.00% 0	0.00% 0	2.22% 1	2.22% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	2.22% 1	0.00% 0	4.44% 2	19.57% 45
Q2: 450-599 (E)	81.25% 13	6.25% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	12.50% 2	6.96% 16
Q2: 600-749 (F)	84.62% 11	0.00% 0	0.00% 0	0.00% 0	0.00% 0	7.69% 1	0.00% 0	7.69% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	5.65% 13
Q2: 750-999 (G)	70.00% 7	0.00% 0	0.00% 0	0.00% 0	10.00% 1	10.00% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	10.00% 1	0.00% 0	0.00% 0	4.35% 10
Q2: 1000+ (H)	85.71% 6	14.29% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	3.04% 7

Synagogue Staffing 2021

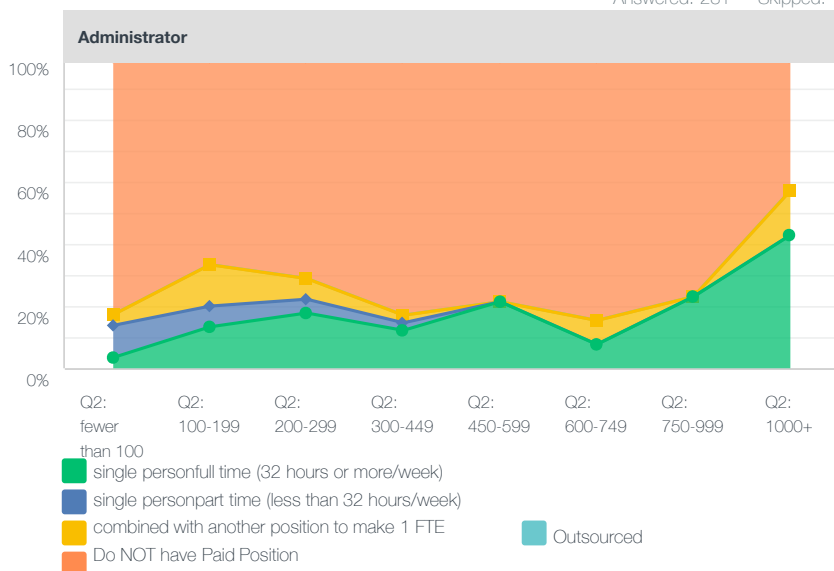
Day Camp Counselors															
	WE HAVE NO PAID INDIVIDUALS IN THIS POSITION	1	2	3	4	5	6	7	8	9	10	10-15	16-20	MORE THAN 20	TOTAL
Q2: fewer than 100 (A)	96.30% 26	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	3.70% 1	0.00% 0	0.00% 0	0.00% 0	11.74% 27
Q2: 100-199 (B)	91.30% 42	0.00% 0	0.00% 0	2.17% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	2.17% 1	0.00% 0	0.00% 0	4.35% 2	20.00% 46
Q2: 200-299 (C)	80.85% 38	0.00% 0	0.00% 0	2.13% 1	0.00% 0	0.00% 0	2.13% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	4.26% 2	0.00% 0	10.64% 5	20.43% 47
Q2: 300-449 (D)	82.22% 37	0.00% 0	0.00% 0	0.00% 0	2.22% 1	0.00% 0	4.44% 2	0.00% 0	0.00% 0	0.00% 0	2.22% 1	2.22% 1	2.22% 1	4.44% 2	19.57% 45
Q2: 450-599 (E)	70.59% 12	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	5.88% 1	5.88% 1	17.65% 3	7.39% 17
Q2: 600-749 (F)	53.85% 7	0.00% 0	0.00% 0	7.69% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	7.69% 1	7.69% 1	0.00% 0	23.08% 3	5.65% 13
Q2: 750-999 (G)	90.00% 9	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	10.00% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	4.35% 10
Q2: 1000+ (H)	62.50% 5	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	37.50% 3	0.00% 0	0.00% 0	3.48% 8

Synagogue Staffing 2021

Youth Advisors															
	WE HAVE NO PAID INDIVIDUALS IN THIS POSITION	1	2	3	4	5	6	7	8	9	10	10-15	16-20	MORE THAN 20	TOTAL
Q2: fewer than 100 (A)	96.43% 27	3.57% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	12.17% 28
Q2: 100-199 (B)	84.78% 39 CD	8.70% 4 CD	4.35% 2	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	2.17% 1	20.00% 46
Q2: 200-299 (C)	63.27% 31 BD	24.49% 12 B	4.08% 2	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	8.16% 4	21.30% 49
Q2: 300-449 (D)	42.55% 20 BC	34.04% 16 B	12.77% 6	6.38% 3	0.00% 0	2.13% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	2.13% 1	20.43% 47
Q2: 450-599 (E)	41.18% 7	35.29% 6	11.76% 2	5.88% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	5.88% 1	7.39% 17
Q2: 600-749 (F)	46.15% 6	23.08% 3	23.08% 3	7.69% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	5.65% 13
Q2: 750-999 (G)	45.45% 5	36.36% 4	0.00% 0	9.09% 1	0.00% 0	9.09% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	4.78% 11
Q2: 1000+ (H)	25.00% 2	25.00% 2	37.50% 3	12.50% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	3.48% 8

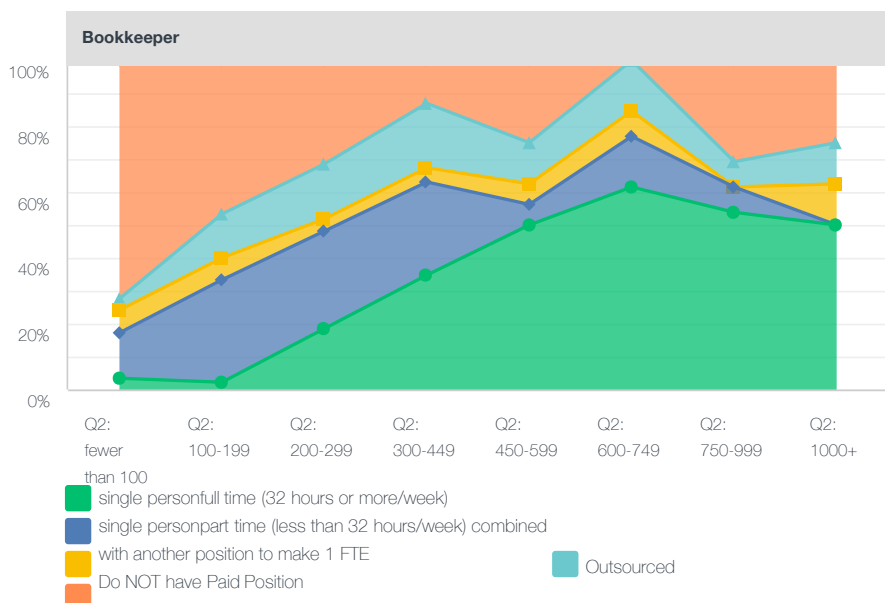
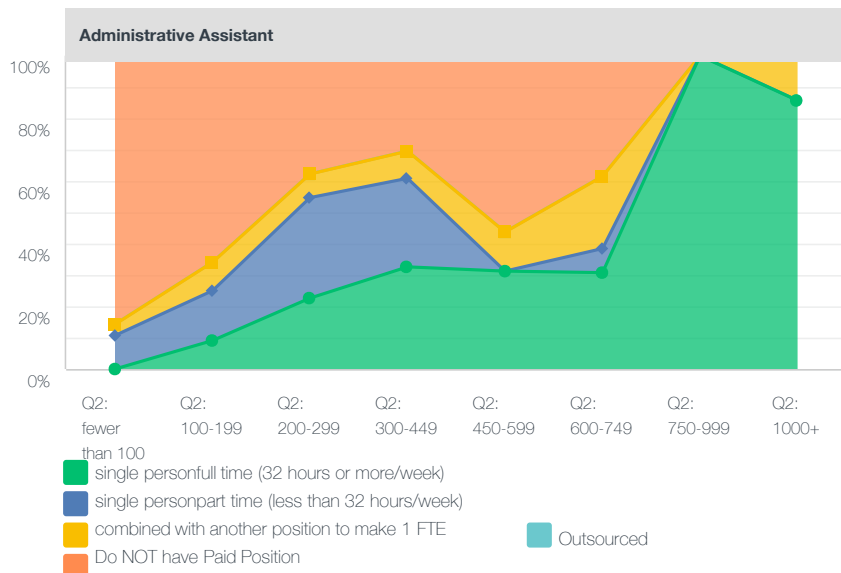
Q11 We have the following paid office/clerical positions on our synagogue staff

Answered: 231 Skipped: 18



Administrator – The administrator position is more popular as FT, PT and combined FTE in synagogues under 450 members. This is perhaps related to downgrades of the Executive Director position. I'm wondering whether is it the work expectation which is reduced or is it the title only that is changed? There might also be larger synagogues that have administrators who report to ED like asst executive directors

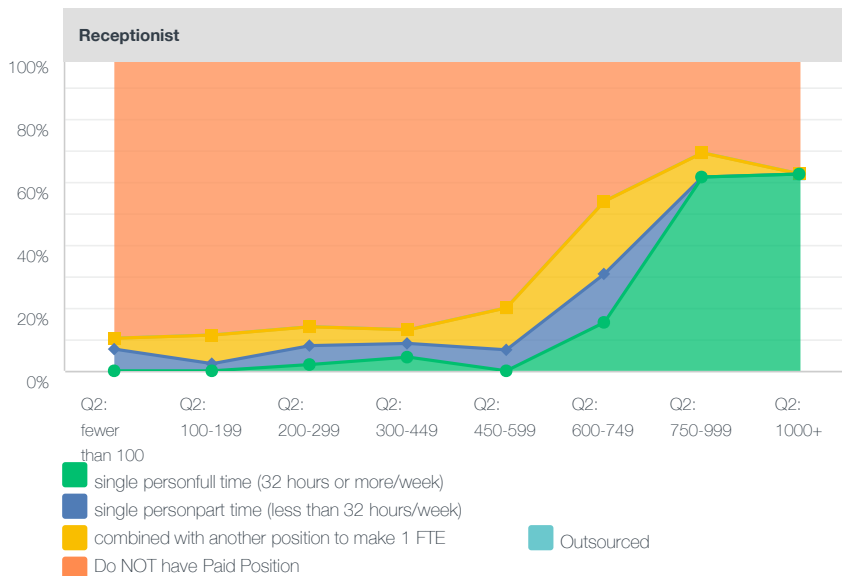
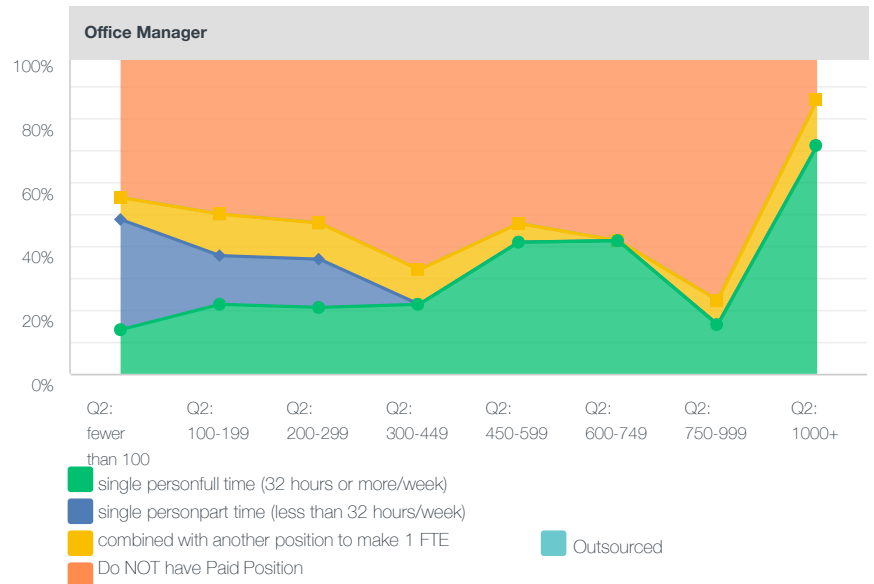
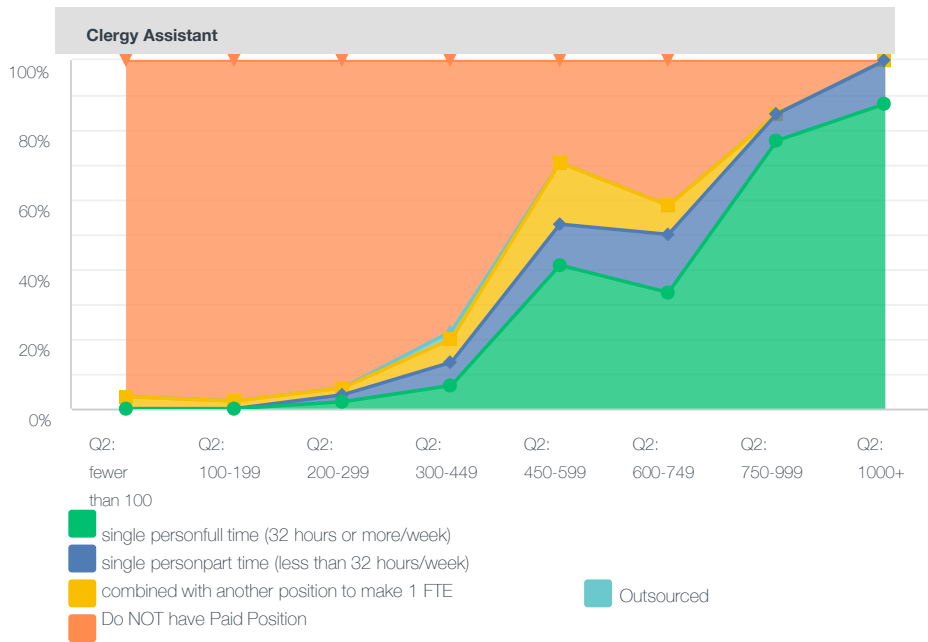
Administrative assistant – Under 750 member units the administrative assistant position drops to under 33% in any category.



Bookkeeper – Bookkeeper is still a necessary position in many of our synagogues but we are seeing a clear trend towards outsourcing financial services.

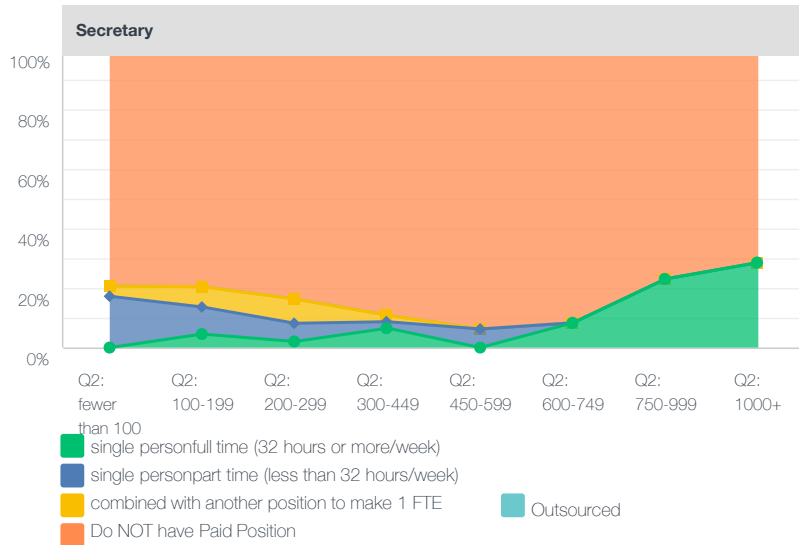
Clergy Assistant –

The percentages of clergy assistants increase as we get to congregations over 450 member units. This seems tied to the addition of additional clergy in many cases. In addition, there could be greater need for this position in congregations because of the added demands placed on rabbis in synagogues with larger memberships?



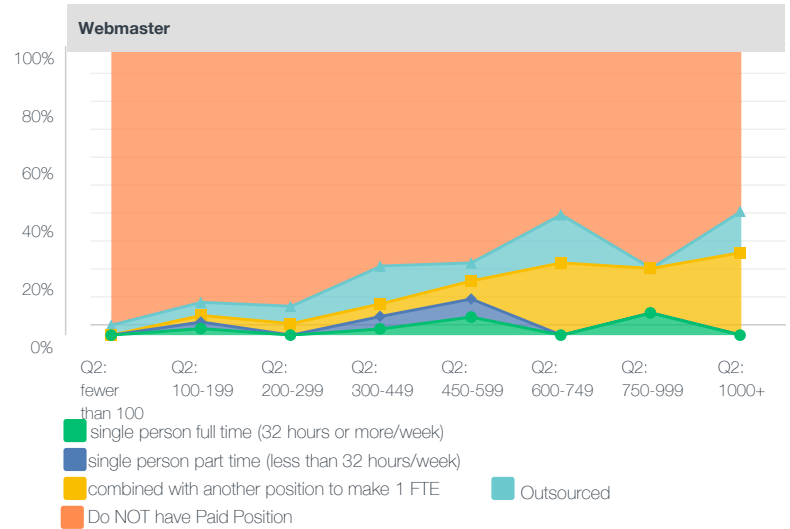
Receptionists - There are very few receptionists in our synagogues.

Synagogue Staffing 2021



Secretary – Very few synagogues have the position of secretary. This position might have been replaced by the administrative assistant or office managers and sometimes combined with bookkeepers.

Webmaster - When synagogues have webmasters on the staff and they aren't using volunteers, the position tends to be a combined FTE with another job or outsourced.



Administrator						
	SINGLE PERSON FULL TIME (32 HOURS OR MORE/ WEEK)	SINGLE PERSON PART TIME (LESS THAN 32 HOURS/WEEK)	COMBINED WITH ANOTHER POSITION TO MAKE 1 FTE	OUTSOURCED	DO NOT HAVE PAID POSITION	TOTAL
Q2: fewer than 100 (A)	3.45% 1	10.34% 3	3.45% 1	0.00% 0	82.76% 24	12.55% 29
Q2: 100-199 (B)	13.33% 6	6.67% 3	13.33% 6	0.00% 0	66.67% 30	19.48% 45
Q2: 200-299 (C)	17.78% 8	4.44% 2	6.67% 3	0.00% 0	71.11% 32	19.48% 45
Q2: 300-449 (D)	12.20% 5	2.44% 1	2.44% 1	0.00% 0	82.93% 34	17.75% 41
Q2: 450-599 (E)	21.43% 3	0.00% 0	0.00% 0	0.00% 0	78.57% 11	6.06% 14
Q2: 600-749 (F)	7.69% 1	0.00% 0	7.69% 1	0.00% 0	84.62% 11	5.63% 13
Q2: 750-999 (G)	23.08% 3	0.00% 0	0.00% 0	0.00% 0	76.92% 10	5.63% 13
Q2: 1000+ (H)	42.86% 3	0.00% 0	14.29% 1	0.00% 0	42.86% 3	3.03% 7

Synagogue Staffing 2021

Administrative Assistant						
	SINGLE PERSONFULL TIME (32 HOURS OR MORE/WEEK)	SINGLE PERSONPART TIME (LESS THAN 32 HOURS/WEEK)	COMBINED WITH ANOTHER POSITION TO MAKE 1 FTE	OUTSOURCED	DO NOT HAVE PAID POSITION	TOTAL
Q2: fewer than 100 (A)	0.00% 0	10.71% 3	3.57% 1	0.00% 0	85.71% 24	12.12% 28
Q2: 100- 199 (B)	9.09% 4 D	15.91% 7	9.09% 4	0.00% 0	65.91% 29 CD	19.05% 44
Q2: 200- 299 (C)	22.64% 12	32.08% 17	7.55% 4	0.00% 0	37.74% 20 B	22.94% 53
Q2: 300- 449 (D)	32.61% 15 B	28.26% 13	8.70% 4	0.00% 0	30.43% 14 B	19.91% 46
Q2: 450- 599 (E)	31.25% 5	0.00% 0	12.50% 2	0.00% 0	56.25% 9	6.93% 16
Q2: 600- 749 (F)	30.77% 4	7.69% 1	23.08% 3	0.00% 0	38.46% 5	5.63% 13
Q2: 750- 999 (G)	100.00% 13	0.00% 0	0.00% 0	0.00% 0	0.00% 0	5.63% 13
Q2: 1000+ (H)	85.71% 6	0.00% 0	14.29% 1	0.00% 0	0.00% 0	3.03% 7
Bookkeeper						
	SINGLE PERSONFULL TIME (32 HOURS OR MORE/WEEK)	SINGLE PERSONPART TIME (LESS THAN 32 HOURS/WEEK)	COMBINED WITH ANOTHER POSITION TO MAKE 1 FTE	OUTSOURCED	DO NOT HAVE PAID POSITION	TOTAL
Q2: fewer than 100 (A)	3.45% 1	13.79% 4	6.90% 2	3.45% 1	72.41% 21	12.55% 29
Q2: 100- 199 (B)	2.22% 1 CD	31.11% 14	6.67% 3	13.33% 6	46.67% 21 D	19.48% 45
Q2: 200- 299 (C)	18.52% 10 B	29.63% 16	3.70% 2	16.67% 9	31.48% 17 D	23.38% 54
Q2: 300- 449 (D)	34.78% 16 B	28.26% 13	4.35% 2	19.57% 9	13.04% 6 BC	19.91% 46
Q2: 450- 599 (E)	50.00% 8	6.25% 1	6.25% 1	12.50% 2	25.00% 4	6.93% 16
Q2: 600- 749 (F)	61.54% 8	15.38% 2	7.69% 1	15.38% 2	0.00% 0	5.63% 13
Q2: 750- 999 (G)	53.85% 7	7.69% 1	0.00% 0	7.69% 1	30.77% 4	5.63% 13
Q2: 1000+ (H)	50.00% 4	0.00% 0	12.50% 1	12.50% 1	25.00% 2	3.46% 8

Synagogue Staffing 2021

Clergy Assistant							
	SINGLE PERSONFULL TIME (32 HOURS OR MORE/WEEK)	SINGLE PERSONPART TIME (LESS THAN 32 HOURS/WEEK)	COMBINED WITH ANOTHER POSITION TO MAKE 1 FTE	OUTSOURCED	DO NOT HAVE PAID POSITION	TOTAL	
Q2: fewer than 100 (A)	0.00% 0	0.00% 0	3.45% 1	0.00% 0	96.55% 28	12.55% 29	
Q2: 100- 199 (B)	0.00% 0	0.00% 0	2.22% 1	0.00% 0	97.78% 44 D	19.48% 45	
Q2: 200- 299 (C)	2.00% 1	2.00% 1	2.00% 1	0.00% 0	94.00% 47 D	21.65% 50	
Q2: 300- 449 (D)	6.67% 3	6.67% 3	6.67% 3	2.22% 1	77.78% 35 BC	19.48% 45	
Q2: 450- 599 (E)	41.18% 7	11.76% 2	17.65% 3	0.00% 0	29.41% 5	7.36% 17	
Q2: 600- 749 (F)	33.33% 4	16.67% 2	8.33% 1	0.00% 0	41.67% 5	5.19% 12	
Q2: 750- 999 (G)	76.92% 10	7.69% 1	0.00% 0	0.00% 0	15.38% 2	5.63% 13	
Q2: 1000+ (H)	87.50% 7	12.50% 1	0.00% 0	0.00% 0	0.00% 0	3.46% 8	
Office Manager							
	SINGLE PERSONFULL TIME (32 HOURS OR MORE/WEEK)	SINGLE PERSONPART TIME (LESS THAN 32 HOURS/WEEK)	COMBINED WITH ANOTHER POSITION TO MAKE 1 FTE	OUTSOURCED	DO NOT HAVE PAID POSITION	TOTAL	
Q2: fewer than 100 (A)	13.79% 4	34.48% 10	6.90% 2	0.00% 0	44.83% 13	12.55% 29	
Q2: 100- 199 (B)	21.74% 10	15.22% 7 D	13.04% 6	0.00% 0	50.00% 23	19.91% 46	
Q2: 200- 299 (C)	20.75% 11	15.09% 8 D	11.32% 6	0.00% 0	52.83% 28	22.94% 53	
Q2: 300- 449 (D)	21.74% 10	0.00% 0 BC	10.87% 5	0.00% 0	67.39% 31	19.91% 46	
Q2: 450- 599 (E)	41.18% 7	0.00% 0	5.88% 1	0.00% 0	52.94% 9	7.36% 17	
Q2: 600- 749 (F)	41.67% 5	0.00% 0	0.00% 0	0.00% 0	58.33% 7	5.19% 12	
Q2: 750- 999 (G)	15.38% 2	0.00% 0	7.69% 1	0.00% 0	76.92% 10	5.63% 13	
Q2: 1000+ (H)	71.43% 5	0.00% 0	14.29% 1	0.00% 0	14.29% 1	3.03% 7	

Synagogue Staffing 2021

Receptionist							
	SINGLE PERSONFULL TIME (32 HOURS OR MORE/WEEK)	SINGLE PERSONPART TIME (LESS THAN 32 HOURS/WEEK)	COMBINED WITH ANOTHER POSITION TO MAKE 1 FTE	OUTSOURCED	DO NOT HAVE PAID POSITION	TOTAL	
Q2: fewer than 100 (A)	0.00% 0	6.90% 2	3.45% 1	0.00% 0	89.66% 26	12.55% 29	
Q2: 100- 199 (B)	0.00% 0	2.27% 1	9.09% 4	0.00% 0	88.64% 39	19.05% 44	
Q2: 200- 299 (C)	2.00% 1	6.00% 3	6.00% 3	0.00% 0	86.00% 43	21.65% 50	
Q2: 300- 449 (D)	4.35% 2	4.35% 2	4.35% 2	0.00% 0	86.96% 40	19.91% 46	
Q2: 450- 599 (E)	0.00% 0	6.67% 1	13.33% 2	0.00% 0	80.00% 12	6.49% 15	
Q2: 600- 749 (F)	15.38% 2	15.38% 2	23.08% 3	0.00% 0	46.15% 6	5.63% 13	
Q2: 750- 999 (G)	61.54% 8	0.00% 0	7.69% 1	0.00% 0	30.77% 4	5.63% 13	
Q2: 1000+ (H)	62.50% 5	0.00% 0	0.00% 0	0.00% 0	37.50% 3	3.46% 8	
Secretary							
	SINGLE PERSONFULL TIME (32 HOURS OR MORE/WEEK)	SINGLE PERSONPART TIME (LESS THAN 32 HOURS/WEEK)	COMBINED WITH ANOTHER POSITION TO MAKE 1 FTE	OUTSOURCED	DO NOT HAVE PAID POSITION	TOTAL	
Q2: fewer than 100 (A)	0.00% 0	17.24% 5	3.45% 1	0.00% 0	79.31% 23	12.55% 29	
Q2: 100- 199 (B)	4.55% 2	9.09% 4	6.82% 3	0.00% 0	79.55% 35	19.05% 44	
Q2: 200- 299 (C)	2.04% 1	6.12% 3	8.16% 4	0.00% 0	83.67% 41	21.21% 49	
Q2: 300- 449 (D)	6.52% 3	2.17% 1	2.17% 1	0.00% 0	89.13% 41	19.91% 46	
Q2: 450- 599 (E)	0.00% 0	6.25% 1	0.00% 0	0.00% 0	93.75% 15	6.93% 16	
Q2: 600- 749 (F)	8.33% 1	0.00% 0	0.00% 0	0.00% 0	91.67% 11	5.19% 12	
Q2: 750- 999 (G)	23.08% 3	0.00% 0	0.00% 0	0.00% 0	76.92% 10	5.63% 13	
Q2: 1000+ (H)	28.57% 2	0.00% 0	0.00% 0	0.00% 0	71.43% 5	3.03% 7	

Synagogue Staffing 2021

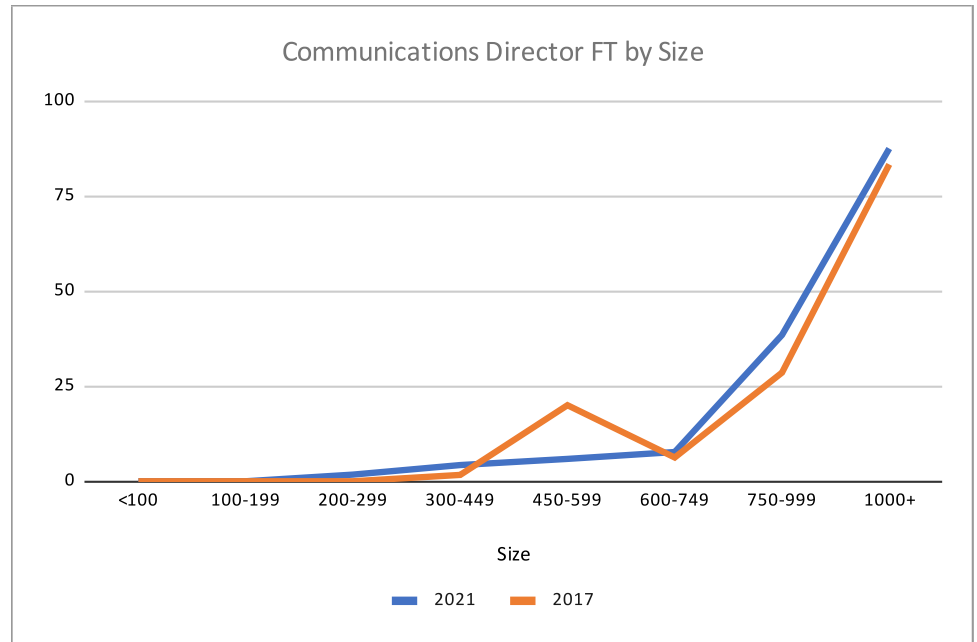
Webmaster									
	SINGLE PERSONFULL TIME (32 HOURS OR MORE/WEEK)		SINGLE PERSONPART TIME (LESS THAN 32 HOURS/WEEK)		COMBINED WITH ANOTHER POSITION TO MAKE 1 FTE		OUTSOURCED	DO NOT HAVE PAID POSITION	TOTAL
Q2: fewer than 100 (A)	0.00%	0	0.00%	0	0.00%	0	3.45%	96.55%	12.55%
							1	28	29
Q2: 100- 199 (B)	2.27%	1	2.27%	1	2.27%	1	4.55%	88.64%	19.05%
							2	39	44
Q2: 200- 299 (C)	0.00%	0	0.00%	0	4.00%	2	6.00%	90.00%	21.65%
							3	45	50
Q2: 300- 449 (D)	2.17%	1	4.35%	2	4.35%	2	13.04%	76.09%	19.91%
							6	35	46
Q2: 450- 599 (E)	6.25%	1	6.25%	1	6.25%	1	6.25%	75.00%	6.93%
							1	12	16
Q2: 600- 749 (F)	0.00%	0	0.00%	0	25.00%	3	16.67%	58.33%	5.19%
							2	7	12
Q2: 750- 999 (G)	7.69%	1	0.00%	0	15.38%	2	0.00%	76.92%	5.63%
							0	10	13
Q2: 1000+ (H)	0.00%	0	0.00%	0	28.57%	2	14.29%	57.14%	3.03%
							1	4	7
	Q2: FEWER THAN 100	Q2: 100- 199	Q2: 200- 299	Q2: 300- 449	Q2: 450- 599	Q2: 600- 749	Q2: 750- 999	Q2: 1000+	TOTAL
Please indicate how many FT and/or PT people in this position. [e.g., 2FT, 1PT]. If outsourced, how many hours per week are they contracted.	0	0	0	0	0	0	0	0	0

Comparative Data for Marketing & Communications staff from 2015, 2017, & 2021

Communications Director

Single Person FT

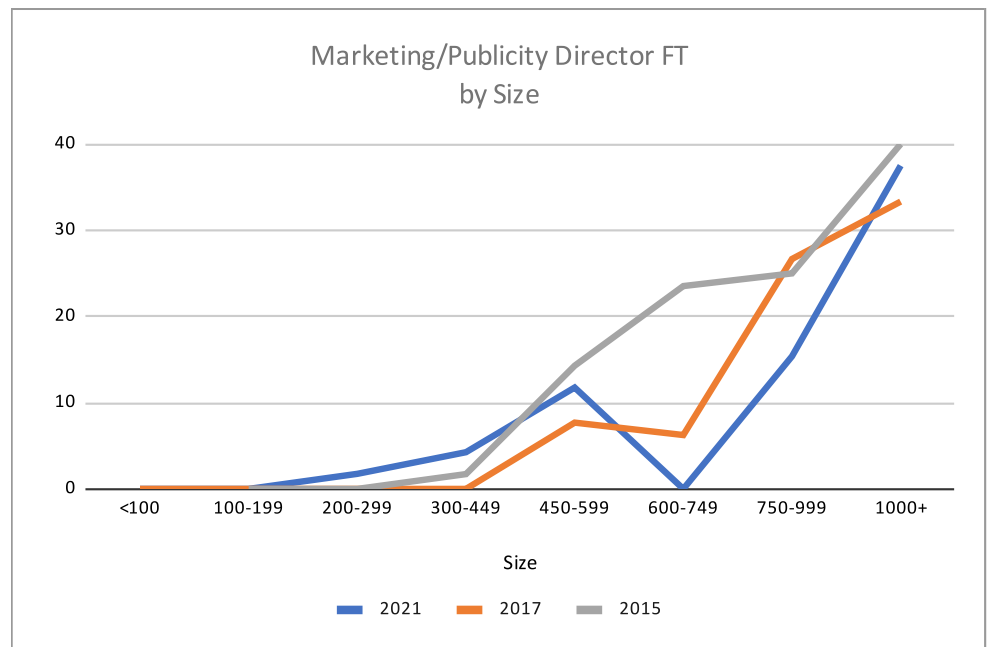
Size	2021	2017	2015
<100	0.00	0.00	
100-199	0.00	0.00	
200-299	1.75	0.00	
300-449	4.26	1.67	
450-599	5.88	20.00	
600-749	7.69	6.25	
750-999	38.46	28.57	
1000+	87.50	83.33	



Marketing Publicity

Single Person FT

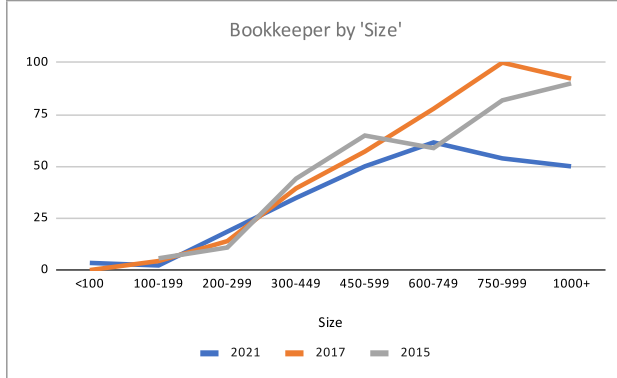
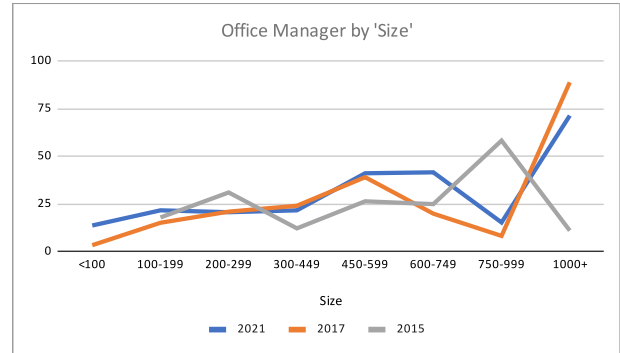
	2021	2017	2015
<100	0.00	0.00	
100-199	0.00	0.00	0
200-299	1.75	0.00	0
300-449	4.26	0.00	1.72
450-599	11.76	7.69	14.29
600-749	0.00	6.25	23.53
750-999	15.38	26.67	25
1000+	37.50	33.33	40



Comparative Data for Office & Admin staff from 2015, 2017, & 2021

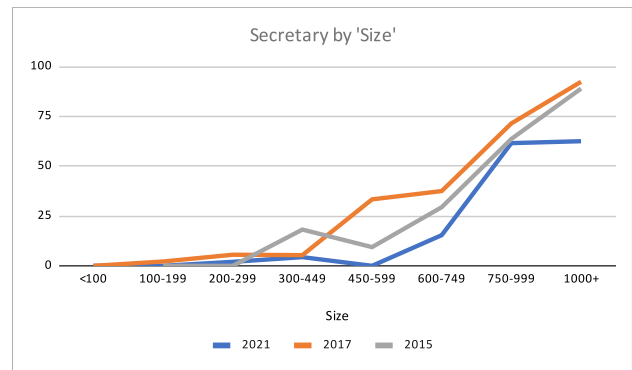
Office Manager

Size	2021	2017	2015
<100	13.79	3.45	
100-199	21.74	15.22	18.00
200-299	20.75	21.05	31.11
300-449	21.74	24.14	12.28
450-599	41.18	39.13	26.47
600-749	41.67	20.00	25.00
750-999	15.38	8.33	58.33
1000+	71.43	88.89	11.11



Bookkeeper

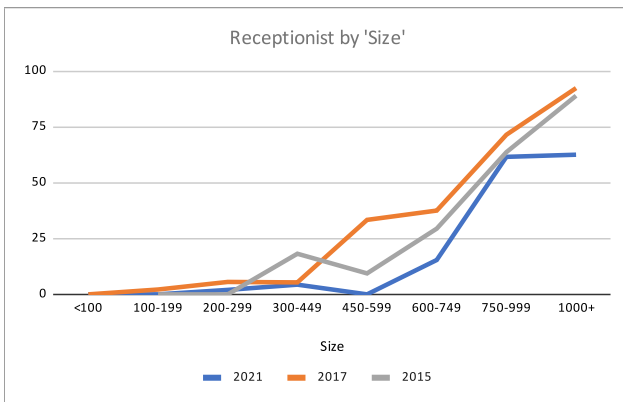
Size	2021	2017	2015
<100	3.45	0.00	
100-199	2.22	4.35	5.66
200-299	18.52	13.95	10.87
300-449	34.78	39.39	44.07
450-599	50.00	57.14	64.86
600-749	61.54	77.78	58.82
750-999	53.85	100.00	81.82
1000+	50.00	92.31	90.00



Secretary

Size	2021	2017	2015
<100	0.00	0.00	
100-199	4.55	8.51	6.00
200-299	2.04	2.63	11.90
300-449	6.52	8.47	10.53
450-599	0.00	10.00	2.94
600-749	8.33	16.67	20.00
750-999	23.08	16.67	18.18
1000+	28.57	50.00	33.33

1000+

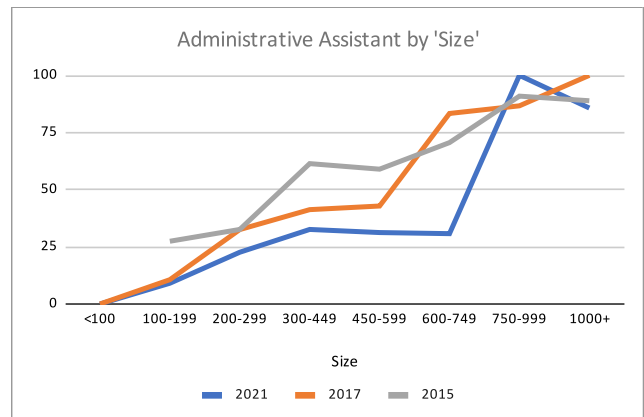


Receptionist

Size	2021	2017	2015
<100	0.00	0.00	
100-199	0.00	2.17	0.00
200-299	2.00	5.56	0.00
300-449	4.35	5.36	18.18
450-599	0.00	33.33	9.38
600-749	15.38	37.50	29.41
750-999	61.54	71.43	63.64
1000+	62.50	92.31	88.89

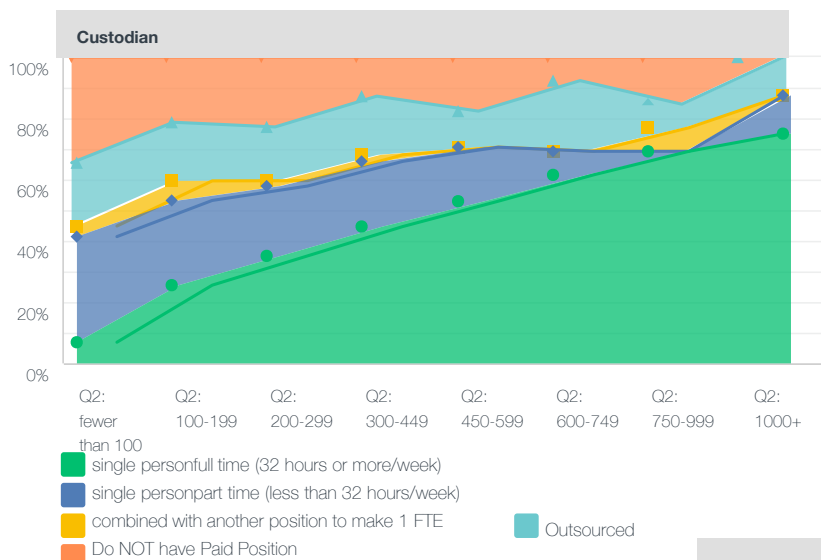
Administrative Assistant

Size	2021	2017	2015
<100	0.00	0.00	
100-199	9.09	10.64	27.45
200-299	22.64	32.56	32.61
300-449	32.61	41.27	61.40
450-599	31.25	42.86	58.97
600-749	30.77	83.33	70.59
750-999	100.00	86.67	90.91
1000+	85.71	100.00	88.89



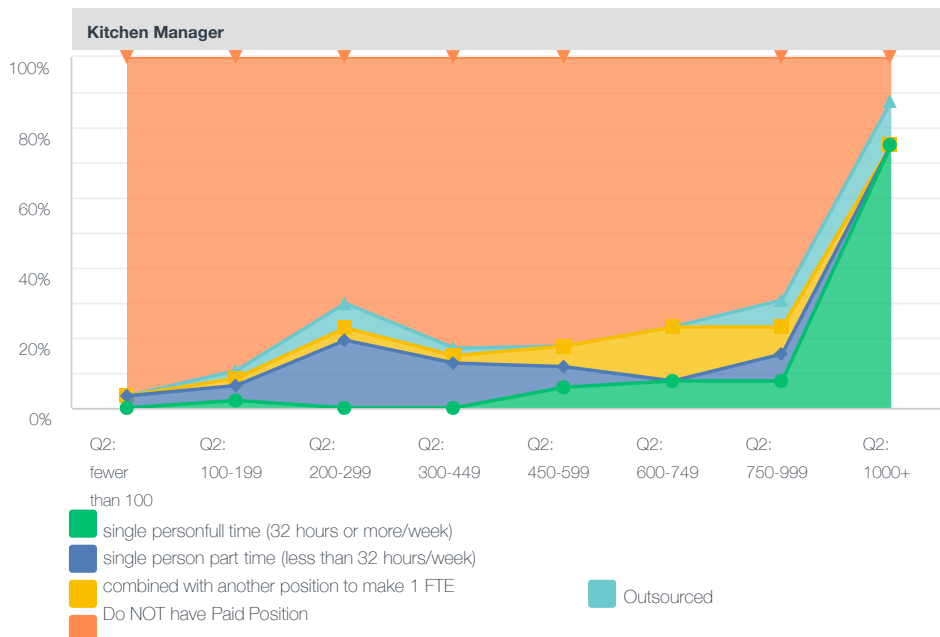
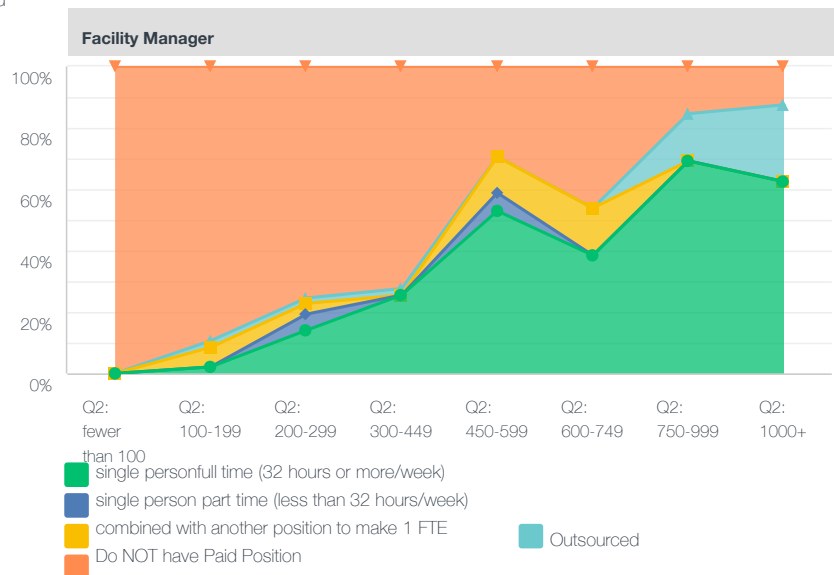
Q12: We have the following paid other positions on our synagogue staff

Answered: 231 Skipped: 18

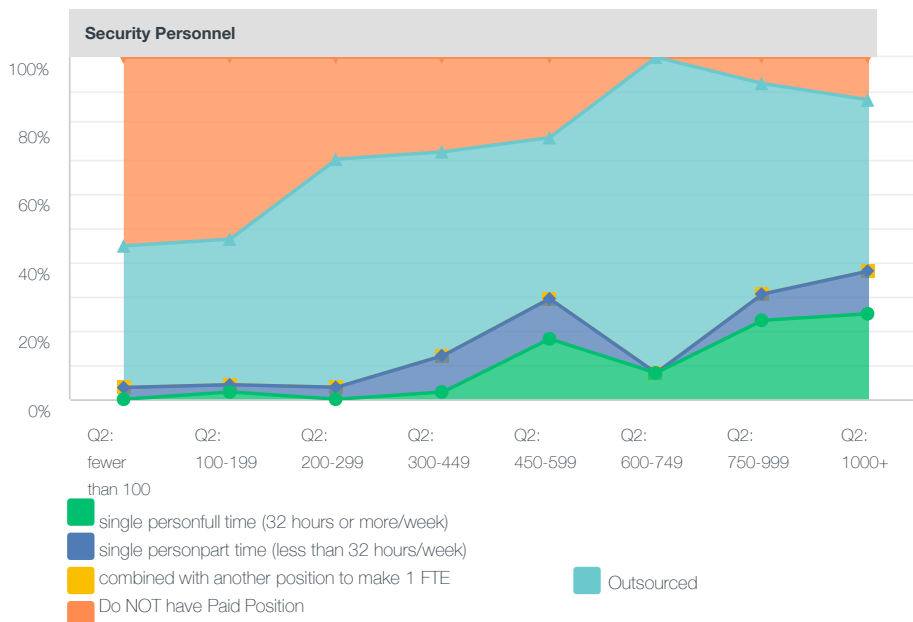
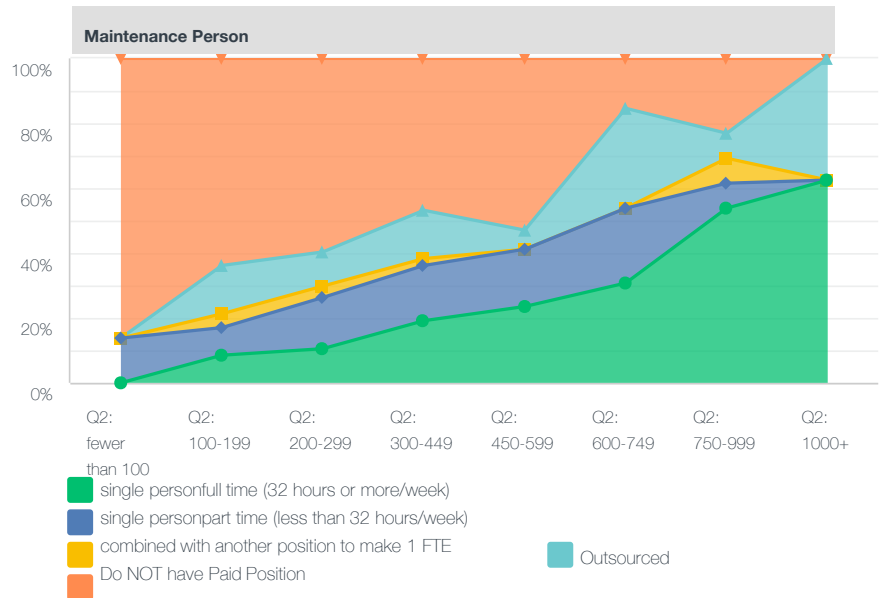
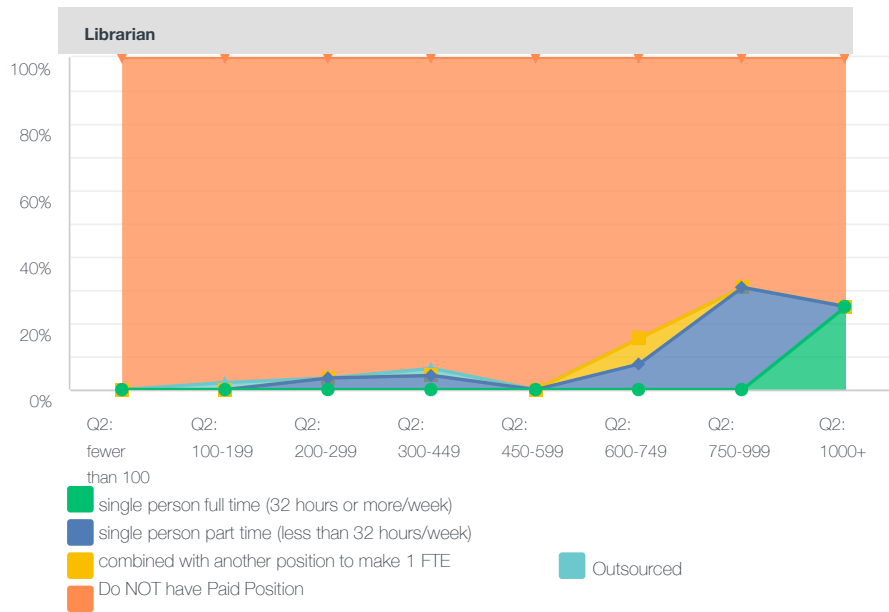


Custodian - As long as our synagogues have buildings there will be custodians or maintenance person. There is a growing trend to outsource to cleaning companies.

Facility manager – Larger synagogues have the capacity to have a separate facility manager besides an executive director and custodian.



Synagogue Staffing 2021



Security personnel - This was a new position we asked about since the 2017 survey. As one can see the majority of our synagogues outsource security to security companies or off duty police.

Synagogue Staffing 2021

Custodian							
	SINGLE PERSONFULL TIME (32 HOURS OR MORE/ WEEK)	SINGLE PERSONPART TIME (LESS THAN 32 HOURS/WEEK)	COMBINED WITH ANOTHER POSITION TO MAKE 1 FTE	OUTSOURCED	DO NOT HAVE PAID POSITION	TOTAL	
Q2: fewer than 100 (A)	6.90% 2	34.48% 10	3.45% 1	20.69% 6	34.48% 10	12.55% 29	
Q2: 100- 199 (B)	25.53% 12	27.66% 13	6.38% 3	19.15% 9	21.28% 10	20.35% 47	
Q2: 200- 299 (C)	35.09% 20	22.81% 13	1.75% 1	17.54% 10	22.81% 13	24.68% 57	
Q2: 300- 449 (D)	44.68% 21	21.28% 10	2.13% 1	19.15% 9	12.77% 6	20.35% 47	
Q2: 450- 599 (E)	52.94% 9	17.65% 3	0.00% 0	11.76% 2	17.65% 3	7.36% 17	
Q2: 600- 749 (F)	61.54% 8	7.69% 1	0.00% 0	23.08% 3	7.69% 1	5.63% 13	
Q2: 750- 999 (G)	69.23% 9	0.00% 0	7.69% 1	7.69% 1	15.38% 2	5.63% 13	
Q2: 1000+ (H)	75.00% 6	12.50% 1	0.00% 0	12.50% 1	0.00% 0	3.46% 8	
Facility Manager							
	SINGLE PERSONFULL TIME (32 HOURS OR MORE/ WEEK)	SINGLE PERSONPART TIME (LESS THAN 32 HOURS/WEEK)	COMBINED WITH ANOTHER POSITION TO MAKE 1 FTE	OUTSOURCED	DO NOT HAVE PAID POSITION	TOTAL	
Q2: fewer than 100 (A)	0.00% 0	0.00% 0	0.00% 0	0.00% 0	100.00% 29	12.55% 29	
Q2: 100- 199 (B)	2.13% 1 CD	0.00% 0	6.38% 3	2.13% 1	89.36% 42 D	20.35% 47	
Q2: 200- 299 (C)	14.04% 8 B	5.26% 3	3.51% 2	1.75% 1	75.44% 43	24.68% 57	
Q2: 300- 449 (D)	25.53% 12 B	0.00% 0	0.00% 0	2.13% 1	72.34% 34 B	20.35% 47	
Q2: 450- 599 (E)	52.94% 9	5.88% 1	11.76% 2	0.00% 0	29.41% 5	7.36% 17	
Q2: 600- 749 (F)	38.46% 5	0.00% 0	15.38% 2	0.00% 0	46.15% 6	5.63% 13	
Q2: 750- 999 (G)	69.23% 9	0.00% 0	0.00% 0	15.38% 2	15.38% 2	5.63% 13	
Q2: 1000+ (H)	62.50% 5	0.00% 0	0.00% 0	25.00% 2	12.50% 1	3.46% 8	

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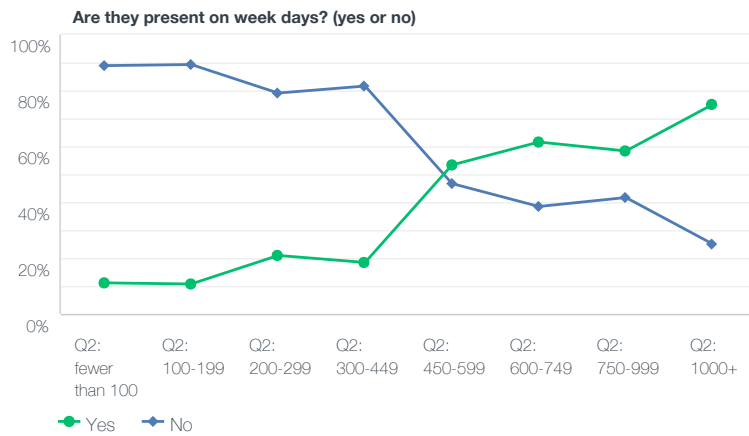
Kitchen Manager							
	SINGLE PERSONFULL TIME (32 HOURS OR MORE/ WEEK)	SINGLE PERSONPART TIME (LESS THAN 32 HOURS/WEEK)	COMBINED WITH ANOTHER POSITION TO MAKE 1 FTE	OUTSOURCED	DO NOT HAVE PAID POSITION	TOTAL	
Q2: fewer than 100 (A)	0.00% 0	3.45% 1	0.00% 0	0.00% 0	96.55% 28	12.55% 29	
Q2: 100- 199 (B)	2.13% 1	4.26% 2 C	2.13% 1	2.13% 1	89.36% 42 C	20.35% 47	
Q2: 200- 299 (C)	0.00% 0	19.30% 11 B	3.51% 2	7.02% 4	70.18% 40 B	24.68% 57	
Q2: 300- 449 (D)	0.00% 0	12.77% 6	2.13% 1	2.13% 1	82.98% 39	20.35% 47	
Q2: 450- 599 (E)	5.88% 1	5.88% 1	5.88% 1	0.00% 0	82.35% 14	7.36% 17	
Q2: 600- 749 (F)	7.69% 1	0.00% 0	15.38% 2	0.00% 0	76.92% 10	5.63% 13	
Q2: 750- 999 (G)	7.69% 1	7.69% 1	7.69% 1	7.69% 1	69.23% 9	5.63% 13	
Q2: 1000+ (H)	75.00% 6	0.00% 0	0.00% 0	12.50% 1	12.50% 1	3.46% 8	
Librarian							
	SINGLE PERSONFULL TIME (32 HOURS OR MORE/ WEEK)	SINGLE PERSONPART TIME (LESS THAN 32 HOURS/WEEK)	COMBINED WITH ANOTHER POSITION TO MAKE 1 FTE	OUTSOURCED	DO NOT HAVE PAID POSITION	TOTAL	
Q2: fewer than 100 (A)	0.00% 0	0.00% 0	0.00% 0	0.00% 0	100.00% 29	12.55% 29	
Q2: 100- 199 (B)	0.00% 0	0.00% 0	0.00% 0	2.13% 1	97.87% 46	20.35% 47	
Q2: 200- 299 (C)	0.00% 0	3.51% 2	0.00% 0	0.00% 0	96.49% 55	24.68% 57	
Q2: 300- 449 (D)	0.00% 0	4.26% 2	0.00% 0	2.13% 1	93.62% 44	20.35% 47	
Q2: 450- 599 (E)	0.00% 0	0.00% 0	0.00% 0	0.00% 0	100.00% 17	7.36% 17	
Q2: 600- 749 (F)	0.00% 0	7.69% 1	7.69% 1	0.00% 0	84.62% 11	5.63% 13	
Q2: 750- 999 (G)	0.00% 0	30.77% 4	0.00% 0	0.00% 0	69.23% 9	5.63% 13	
Q2: 1000+ (H)	25.00% 2	0.00% 0	0.00% 0	0.00% 0	75.00% 6	3.46% 8	

Synagogue Staffing 2021

Maintenance Person									
	SINGLE PERSONFULL TIME (32 HOURS OR MORE/ WEEK)		SINGLE PERSONPART TIME (LESS THAN 32 HOURS/WEEK)		COMBINED WITH ANOTHER POSITION TO MAKE 1 FTE		OUTSOURCED	DO NOT HAVE PAID POSITION	TOTAL
Q2: fewer than 100 (A)	0.00% 0		13.79% 4		0.00% 0		0.00% 0	86.21% 25	12.55% 29
Q2: 100- 199 (B)	8.51% 4		8.51% 4		4.26% 2		14.89% 7	63.83% 30	20.35% 47
Q2: 200- 299 (C)	10.53% 6		15.79% 9		3.51% 2		10.53% 6	59.65% 34	24.68% 57
Q2: 300- 449 (D)	19.15% 9		17.02% 8		2.13% 1		14.89% 7	46.81% 22	20.35% 47
Q2: 450- 599 (E)	23.53% 4		17.65% 3		0.00% 0		5.88% 1	52.94% 9	7.36% 17
Q2: 600- 749 (F)	30.77% 4		23.08% 3		0.00% 0		30.77% 4	15.38% 2	5.63% 13
Q2: 750- 999 (G)	53.85% 7		7.69% 1		7.69% 1		7.69% 1	23.08% 3	5.63% 13
Q2: 1000+ (H)	62.50% 5		0.00% 0		0.00% 0		37.50% 3	0.00% 0	3.46% 8
Security Personnel									
	SINGLE PERSONFULL TIME (32 HOURS OR MORE/ WEEK)		SINGLE PERSONPART TIME (LESS THAN 32 HOURS/WEEK)		COMBINED WITH ANOTHER POSITION TO MAKE 1 FTE		OUTSOURCED	DO NOT HAVE PAID POSITION	TOTAL
Q2: fewer than 100 (A)	0.00% 0		3.45% 1		0.00% 0		41.38% 12	55.17% 16	12.55% 29
Q2: 100- 199 (B)	2.13% 1		2.13% 1		0.00% 0		42.55% 20 C	53.19% 25 CD	20.35% 47
Q2: 200- 299 (C)	0.00% 0		3.51% 2		0.00% 0		66.67% 38 B	29.82% 17 B	24.68% 57
Q2: 300- 449 (D)	2.13% 1		10.64% 5		0.00% 0		59.57% 28	27.66% 13 B	20.35% 47
Q2: 450- 599 (E)	17.65% 3		11.76% 2		0.00% 0		47.06% 8	23.53% 4	7.36% 17
Q2: 600- 749 (F)	7.69% 1		0.00% 0		0.00% 0		92.31% 12	0.00% 0	5.63% 13
Q2: 750- 999 (G)	23.08% 3		7.69% 1		0.00% 0		61.54% 8	7.69% 1	5.63% 13
Q2: 1000+ (H)	25.00% 2		12.50% 1		0.00% 0		50.00% 4	12.50% 1	3.46% 8
	Q2: FEWER THAN 100	Q2: 100- 199	Q2: 200- 299	Q2: 300- 449	Q2: 450- 599	Q2: 600- 749	Q2: 750- 999	Q2: 1000+	TOTAL
Please indicate how many FT and/or PT people in this position. [e.g., 2FT, 1PT]. If outsourced, how many hours per week are they contracted.	0	0	0	0	0	0	0	0	0

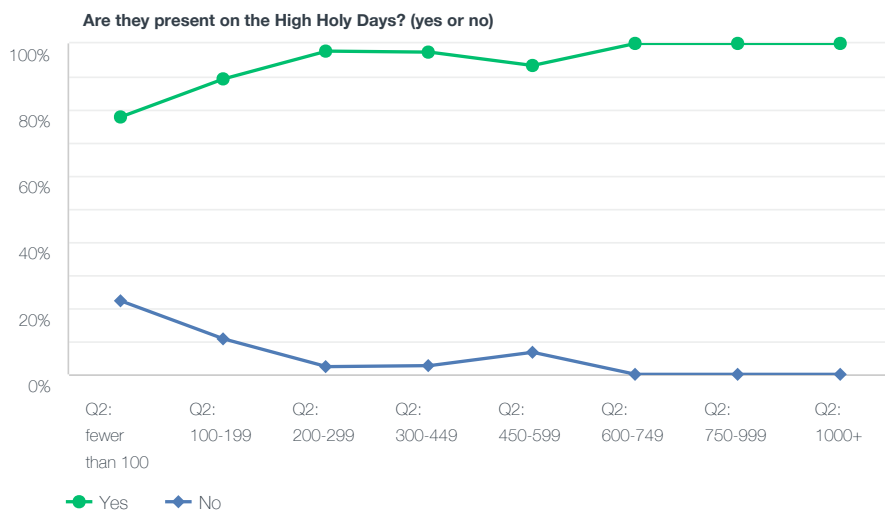
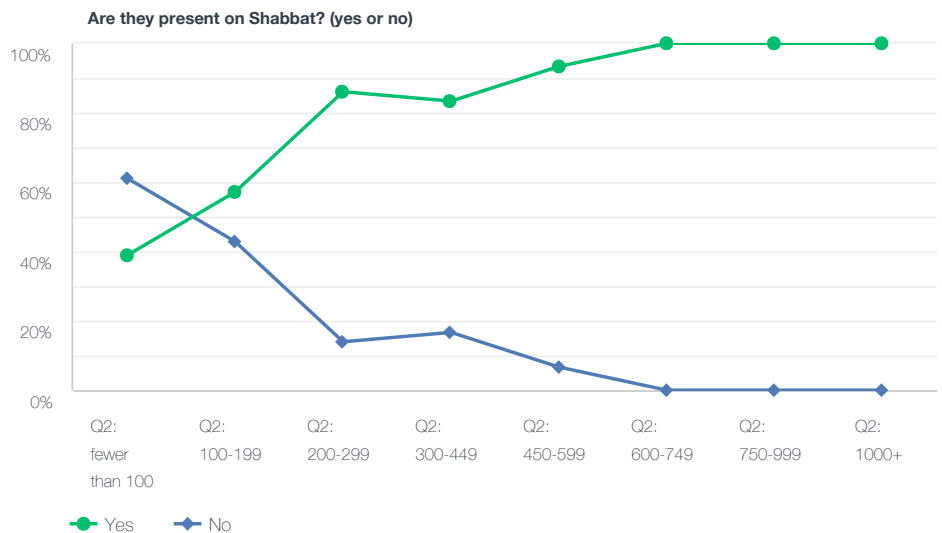
Q13 If you indicated that you have paid security personnel on staff, outsourced or as employees:

Answered: 175 Skipped: 74



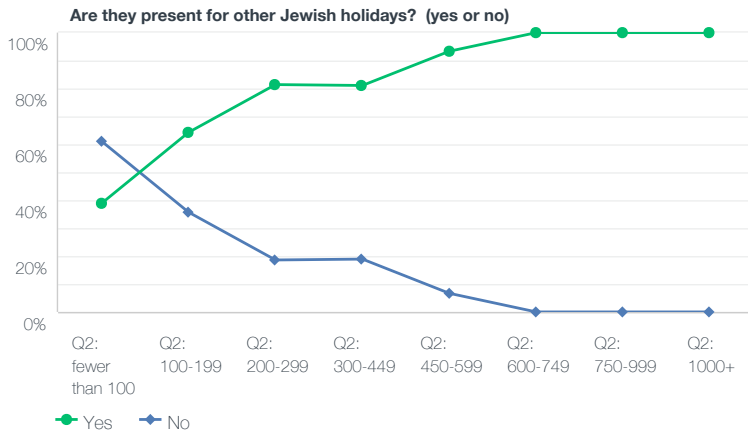
Security present on weekdays - There is a very clear difference between synagogues 450 and more and those under 450. Over 450 there is more than a 50% chance they have some security guards on premises during the week. This is usually related to religious school, pre-school and other programming.

Shabbat – The only synagogues that don't staff regularly are those under 200 membership units. That data could relate to some of those synagogues not having services on every Shabbat.



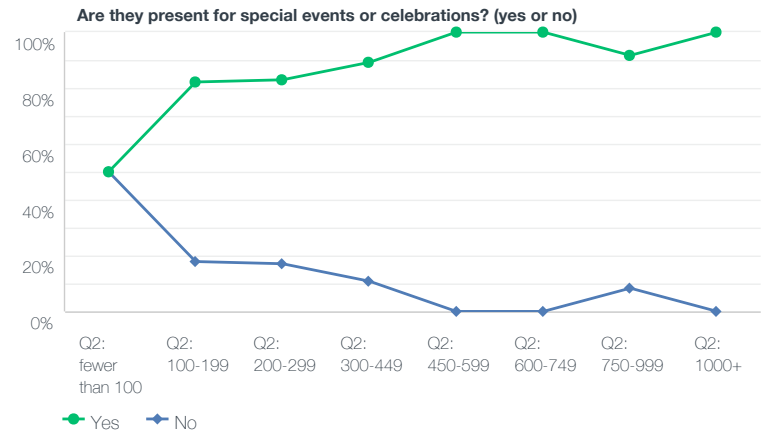
High holidays - The trend of our synagogues having extra security for the high holidays has been in place for many years.

Synagogue Staffing 2021



The majority of all synagogues over 100 membership units have security for Jewish holidays.

Special events and celebrations - It seems that when events are more publicized or open to the general community there is a belief in the need for extra security.



Are they present on week days? (yes or no)			
	YES	NO	TOTAL
Q2: fewer than 100 (A)	11.11% 2	88.89% 16	10.29% 18
Q2: 100-199 (B)	10.71% 3	89.29% 25	16.00% 28
Q2: 200-299 (C)	20.93% 9	79.07% 34	24.57% 43
Q2: 300-449 (D)	18.42% 7	81.58% 31	21.71% 38
Q2: 450-599 (E)	53.33% 8	46.67% 7	8.57% 15
Q2: 600-749 (F)	61.54% 8	38.46% 5	7.43% 13
Q2: 750-999 (G)	58.33% 7	41.67% 5	6.86% 12
Q2: 1000+ (H)	75.00% 6	25.00% 2	4.57% 8

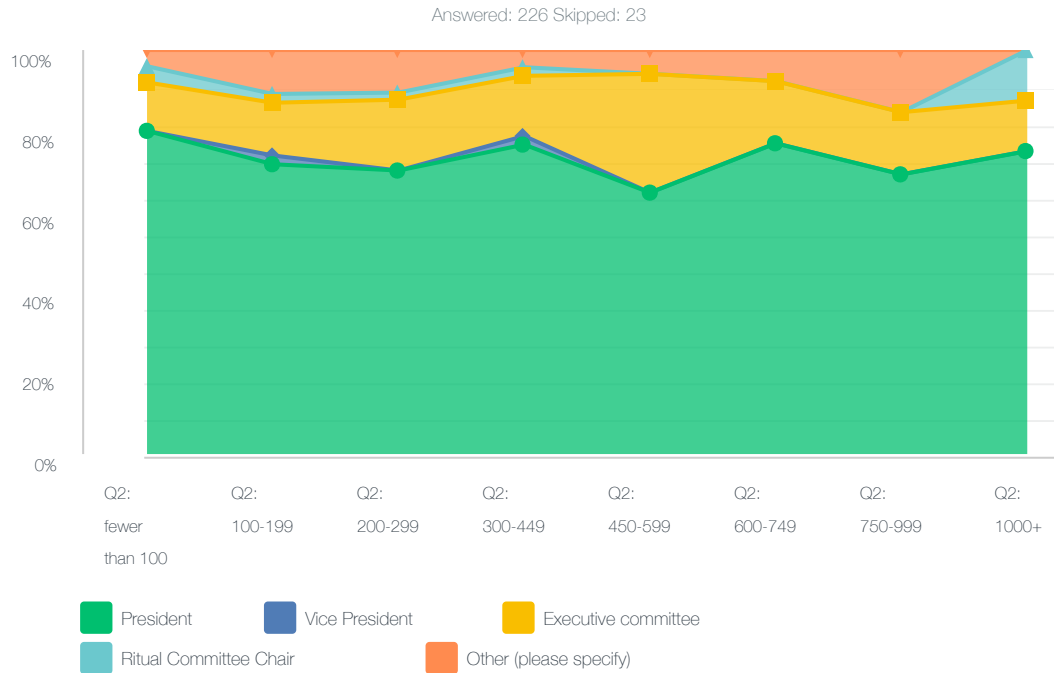
Synagogue Staffing 2021

Are they present on Shabbat? (yes or no)			
	YES	NO	TOTAL
Q2: fewer than 100 (A)	38.89% 7	61.11% 11	10.29% 18
Q2: 100-199 (B)	57.14% 16	42.86% 12	16.00% 28
Q2: 200-299 (C)	86.05% 37	13.95% 6	24.57% 43
Q2: 300-449 (D)	83.33% 30	16.67% 6	20.57% 36
Q2: 450-599 (E)	93.33% 14	6.67% 1	8.57% 15
Q2: 600-749 (F)	100.00% 13	0.00% 0	7.43% 13
Q2: 750-999 (G)	100.00% 12	0.00% 0	6.86% 12
Q2: 1000+ (H)	100.00% 8	0.00% 0	4.57% 8
Are they present on the High Holy Days? (yes or no)			
	YES	NO	TOTAL
Q2: fewer than 100 (A)	77.78% 14	22.22% 4	10.29% 18
Q2: 100-199 (B)	89.29% 25	10.71% 3	16.00% 28
Q2: 200-299 (C)	97.67% 42	2.33% 1	24.57% 43
Q2: 300-449 (D)	97.37% 37	2.63% 1	21.71% 38
Q2: 450-599 (E)	93.33% 14	6.67% 1	8.57% 15
Q2: 600-749 (F)	100.00% 13	0.00% 0	7.43% 13
Q2: 750-999 (G)	100.00% 12	0.00% 0	6.86% 12
Q2: 1000+ (H)	100.00% 8	0.00% 0	4.57% 8
Are they present for other Jewish holidays? (yes or no)			
	YES	NO	TOTAL
Q2: fewer than 100 (A)	38.89% 7	61.11% 11	10.29% 18
Q2: 100-199 (B)	64.29% 18	35.71% 10	16.00% 28
Q2: 200-299 (C)	81.40% 35	18.60% 8	24.57% 43
Q2: 300-449 (D)	81.08% 30	18.92% 7	21.14% 37
Q2: 450-599 (E)	93.33% 14	6.67% 1	8.57% 15
Q2: 600-749 (F)	100.00% 13	0.00% 0	7.43% 13
Q2: 750-999 (G)	100.00% 12	0.00% 0	6.86% 12
Q2: 1000+ (H)	100.00% 8	0.00% 0	4.57% 8

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Are they present for special events or celebrations? (yes or no)				
	YES	NO	TOTAL	
Q2: fewer than 100 (A)	50.00% 9	50.00% 9	10.29% 18	
Q2: 100-199 (B)	82.14% 23	17.86% 5	16.00% 28	
Q2: 200-299 (C)	82.93% 34	17.07% 7	23.43% 41	
Q2: 300-449 (D)	89.19% 33	10.81% 4	21.14% 37	
Q2: 450-599 (E)	100.00% 15	0.00% 0	8.57% 15	
Q2: 600-749 (F)	100.00% 13	0.00% 0	7.43% 13	
Q2: 750-999 (G)	91.67% 11	8.33% 1	6.86% 12	
Q2: 1000+ (H)	100.00% 8	0.00% 0	4.57% 8	

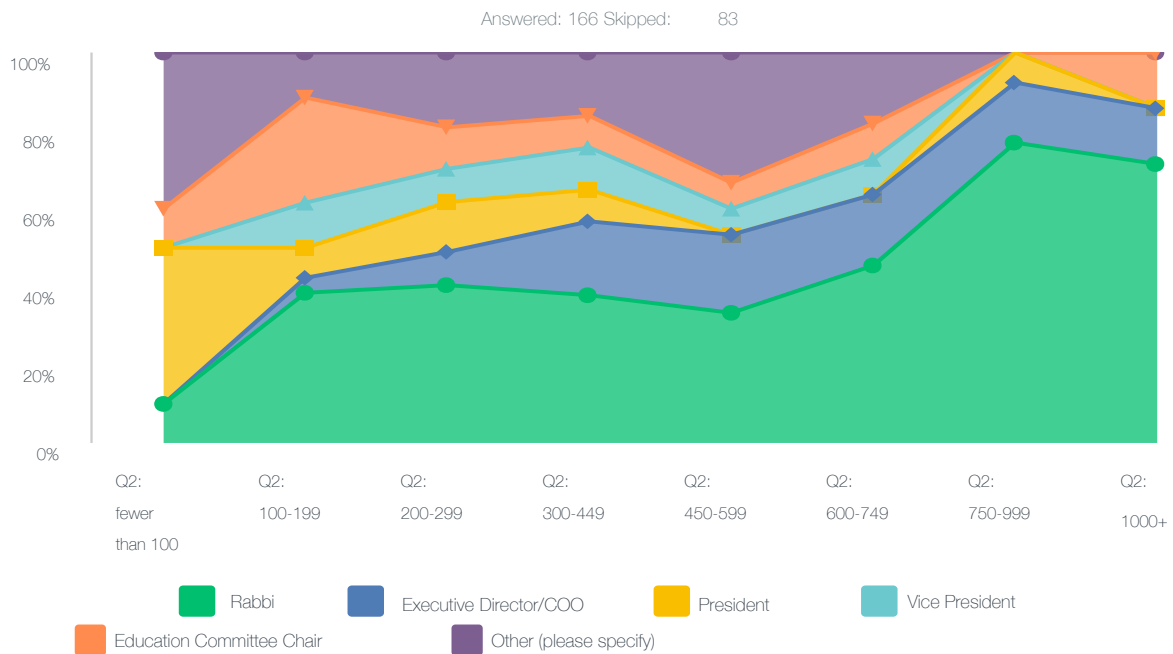
Q18 If you have a rabbi (senior or only) or co-rabbis to whom do they report?



Who does the rabbi report to? – The primary person the Rabbi still reports to is the President.

	PRESIDENT	VICE PRESIDENT	EXECUTIVE COMMITTEE	RITUAL COMMITTEE CHAIR	OTHER (PLEASE SPECIFY)	TOTAL
Q2: fewer than 100 (A)	80.00% 20	0.00% 0	12.00% 3	4.00% 1	4.00% 1	11.06% 25
Q2: 100-199 (B)	71.74% 33	2.17% 1	13.04% 6	2.17% 1	10.87% 5	20.35% 46
Q2: 200-299 (C)	70.18% 40	0.00% 0	17.54% 10	1.75% 1	10.53% 6	25.22% 57
Q2: 300-449 (D)	76.60% 36	2.13% 1	14.89% 7	2.13% 1	4.26% 2	20.80% 47
Q2: 450-599 (E)	64.71% 11	0.00% 0	29.41% 5	0.00% 0	5.88% 1	7.52% 17
Q2: 600-749 (F)	76.92% 10	0.00% 0	15.38% 2	0.00% 0	7.69% 1	5.75% 13
Q2: 750-999 (G)	69.23% 9	0.00% 0	15.38% 2	0.00% 0	15.38% 2	5.75% 13
Q2: 1000+ (H)	75.00% 6	0.00% 0	12.50% 1	12.50% 1	0.00% 0	3.54% 8
Total Respondents	165	2	36	5	18	226

Q19 If you have an education director, director of congregational learning or director of lifelong learning, to whom do they report?

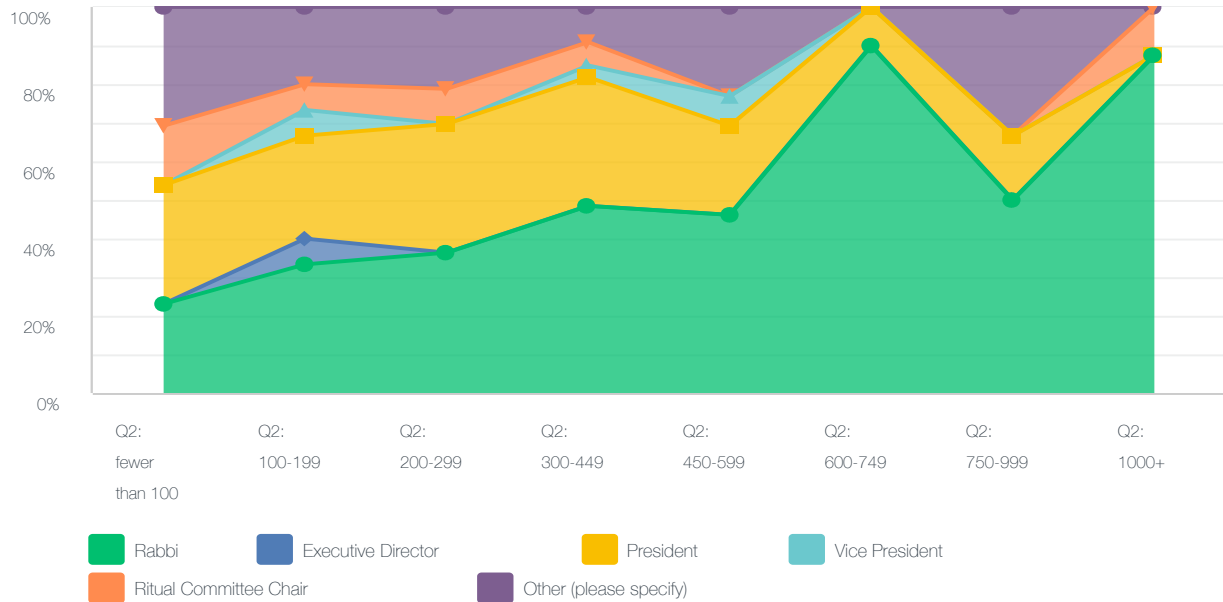


Education director report - The main report for Education directors is the Rabbi. My sense this is primarily regarding content and curriculum as opposed to operations & budget.

	RABBI	EXECUTIVE DIRECTOR/COO	PRESIDENT	VICE PRESIDENT	EDUCATION COMMITTEE CHAIR	OTHER (PLEASE SPECIFY)	TOTAL
Q2: fewer than 100 (A)	10.00% 1	0.00% 0	40.00% 4	0.00% 0	10.00% 1	40.00% 4	6.02% 10
Q2: 100-199 (B)	38.46% 10	3.85% 1	7.69% 2	11.54% 3	26.92% 7	11.54% 3	15.66% 26
Q2: 200-299 (C)	40.43% 19	8.51% 4	12.77% 6	8.51% 4	10.64% 5	19.15% 9	28.31% 47
Q2: 300-449 (D)	37.84% 14	18.92% 7	8.11% 3	10.81% 4	8.11% 3	16.22% 6	22.29% 37
Q2: 450-599 (E)	33.33% 5	20.00% 3	0.00% 0	6.67% 1	6.67% 1	33.33% 5	9.04% 15
Q2: 600-749 (F)	45.45% 5	18.18% 2	0.00% 0	9.09% 1	9.09% 1	18.18% 2	6.63% 11
Q2: 750-999 (G)	76.92% 10	15.38% 2	7.69% 1	0.00% 0	0.00% 0	0.00% 0	7.83% 13
Q2: 1000+ (H)	71.43% 5	14.29% 1	0.00% 0	0.00% 0	14.29% 1	0.00% 0	4.22% 7
Total Respondents	69	20	16	13	19	29	166

Q20 If you have a cantor, to whom do they report?

Answered: 137 Skipped: 112

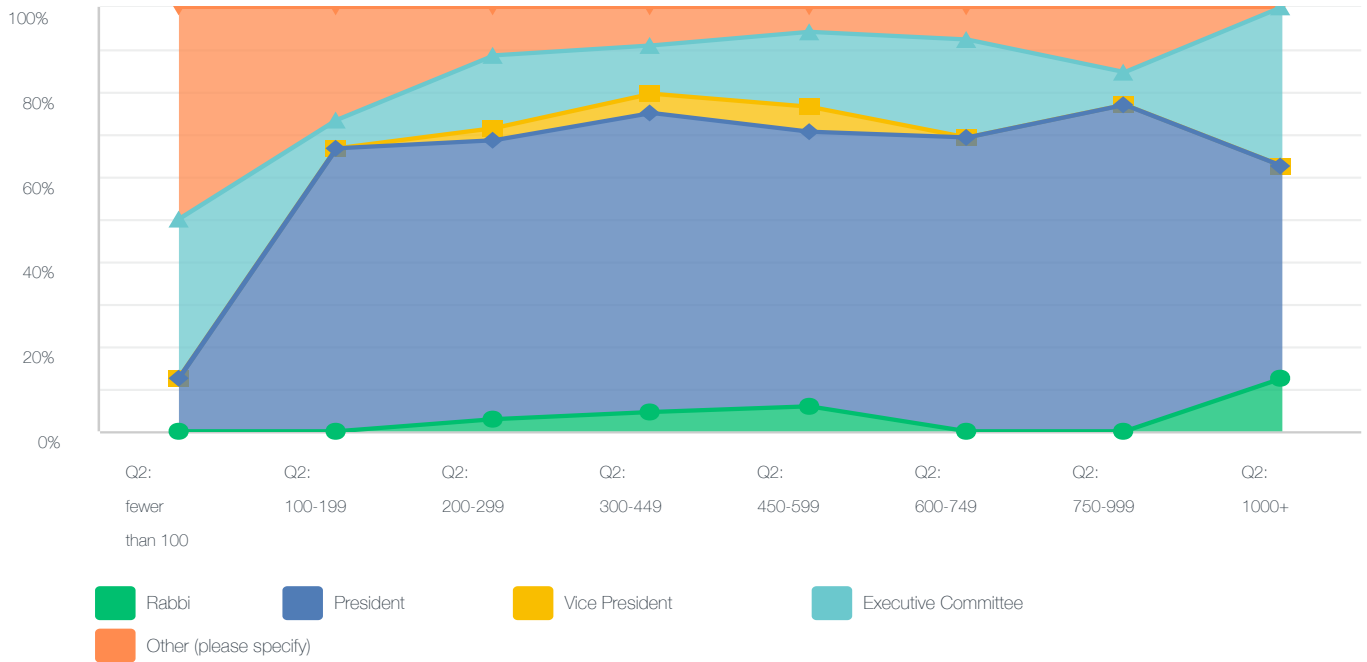


Cantor report - The majority of Cantors report to the Rabbi but there is also a significant percentage reporting to the president.

	RABBI	EXECUTIVE DIRECTOR	PRESIDENT	VICE PRESIDENT	RITUAL COMMITTEE CHAIR	OTHER (PLEASE SPECIFY)	TOTAL
Q2: fewer than 100 (A)	23.08% 3	0.00% 0	30.77% 4	0.00% 0	15.38% 2	30.77% 4	9.49% 13
Q2: 100-199 (B)	33.33% 5	6.67% 1	26.67% 4	6.67% 1	6.67% 1	20.00% 3	10.95% 15
Q2: 200-299 (C)	36.36% 12	0.00% 0	33.33% 11	0.00% 0	9.09% 3	21.21% 7	24.09% 33
Q2: 300-449 (D)	48.48% 16	0.00% 0	33.33% 11	3.03% 1	6.06% 2	9.09% 3	24.09% 33
Q2: 450-599 (E)	46.15% 6	0.00% 0	23.08% 3	7.69% 1	0.00% 0	23.08% 3	9.49% 13
Q2: 600-749 (F)	90.00% 9	0.00% 0	10.00% 1	0.00% 0	0.00% 0	0.00% 0	7.30% 10
Q2: 750-999 (G)	50.00% 6	0.00% 0	16.67% 2	0.00% 0	0.00% 0	33.33% 4	8.76% 12
Q2: 1000+ (H)	87.50% 7	0.00% 0	0.00% 0	0.00% 0	12.50% 1	0.00% 0	5.84% 8
Total Respondents	64	1	36	3	9	24	137

Q21 If you have an Executive Director/COO to whom do they report?

Answered: 153 Skipped: 96



Exec director report – Executive Directors ,as a rule, report to the President.

	RABBI	PRESIDENT	VICE PRESIDENT	EXECUTIVE COMMITTEE	OTHER (PLEASE SPECIFY)	TOTAL
Q2: fewer than 100 (A)	0.00% 0	12.50% 1	0.00% 0	37.50% 3	50.00% 4	5.23% 8
Q2: 100-199 (B)	0.00% 0	66.67% 10	0.00% 0	6.67% 1	26.67% 4	9.80% 15
Q2: 200-299 (C)	2.86% 1	65.71% 23	2.86% 1	17.14% 6	11.43% 4	22.88% 35
Q2: 300-449 (D)	4.55% 2	70.45% 31	4.55% 2	11.36% 5	9.09% 4	28.76% 44
Q2: 450-599 (E)	5.88% 1	64.71% 11	5.88% 1	17.65% 3	5.88% 1	11.11% 17
Q2: 600-749 (F)	0.00% 0	69.23% 9	0.00% 0	23.08% 3	7.69% 1	8.50% 13
Q2: 750-999 (G)	0.00% 0	76.92% 10	0.00% 0	7.69% 1	15.38% 2	8.50% 13
Q2: 1000+ (H)	12.50% 1	50.00% 4	0.00% 0	37.50% 3	0.00% 0	5.23% 8
Total Respondents	5	99	4	25	20	153

Covid impact on Staffing by Synagogue size

Below are a few anecdotes from respondents based on congregation size.

Fewer than 100

~Laid off almost all of our staff and all of our ECC teachers. Have brought them mostly back
 ~Since everything went online, we cut back on Security and Custodian. Our Exec Director's part time hours were also cut slightly.
 ~Lowered the hours for custodian.

100-199

~We had employees "on hold", positions were available as soon as possible after restrictions lifted.
 ~We have not used security, which is outsourced since we have not had services in the building.
 ~Our teaching was not as utilized as in normal conditions as our nursery numbers were less

200-299

~For first 3 months of pandemic, reduced kitchen manager and security personnel employment hour requirements. From that point on, all at pre-COVID employment hours restored.
 ~We had to close our early childhood center, so we eliminated our ECC staff.
 ~We initially had to cut back considerably on our PT staffing hours, but benefitted from the PPP loans for staffing so we were able to bring everyone back to regular hours

300-449

~Our staff was already pretty small when the pandemic hit. We did furlough two staff positions for one month over the summer of 2020. Our kitchen staff was most effected as we have been all remote since this started.
 ~At first, our staff with the exception of clergy and the Executive Director, went to hourly employment. By October 1st everyone was back to full time. Two of our Religious School teachers chose not to return.

450-599

~We had an effective clergy assistant working 30 hours a week. We expanded the PT RS admin assistant to FT as Executive Administrative Assistant (which has made the position far more efficient).
 ~ Yes, we needed to add a Zoom coordinator.
 ~ Reduced hours of preschool and religious school teachers (w/reduced enrollment)

600-749

~ We laid off 3 FT staff and almost all facilities and kitchen assistance.
 ~ We have significantly reduced our staff. Doing more outsourcing.
 ~ Staff Reduction - 5 maintenance and 5 religious school teachers eliminated
 ~ When a staff person voluntarily left or reduced hours, we waited to rehire

750-999

~People worked more hours than if they were on site. We downsized our custodians by 2 part timers. We outsourced social media and communications. We outsourced work to a production company for High Holy Days. Increased online presence = increase on staff time.
 ~ We went without a marketing director for a year and just rehired the position.

1000+

~ The amount of staff members has stayed the same but we've added some new positions to cope with our increased AV/IT needs and digital marketing needs. And through consolidation we've been able to eliminate some positions.
 ~ Had to cut a few positions and give pay decreases