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COMPENSATION SURVEY 2025

**A Review of Synagogue Professional Compensation and Benefits Packages
in the Conservative/Masorti Movement**

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SPECIAL THANKS

- Thank you to all the synagogue lay and professional leadership who took the time and made the effort to complete the survey.
- Thank you to Dr. Ray Goldstein of Knewmerology, who worked on the design and analysis of this survey.
- Thank you to Emily Neyor, Director of Career Services at the Rabbinical Assembly, and Hazzan Matt Axelrod, Executive Director of the Cantors Assembly, for their help in coordinating the results from the surveys done by their respective organizations.
- Thank you to Susan Kasper and David Polonsky of NAASE and Rabbi Robin Foonberg of the JEA for their help in coordinating the questions and data for their organizations.
- Thank you to Madeline Berger, USCJ Marketing Manager/Graphic Designer, and Andi Edwardson, USCJ Director of Marketing and Communications, for their efforts to put all of the data we compiled into helpful graphs, concise bullet points, and a beautiful presentation.

SURVEY STRUCTURE

THIS SURVEY INCLUDES DATA REGARDING:

This information excludes Rabbis and Cantors as they have conducted their own survey placed below

- Executive Directors
- Religious School Directors
- Directors of Congregational/Lifelong Learning
- Early Childhood/Preschool Directors
- Development Directors
- Youth Directors
- Program Directors
- Membership Engagement Directors

THE DATA REPORTED FOR EACH POSITION INCLUDES:

Answers shown by congregation size

- Full-time or part-time employment
- Length of tenure at current congregation
- Base Salary Compensation
- Total Compensation package
- Synagogue contribution towards retirement
- Benefits offered (separate section at end)

PLEASE NOTE

- **In the section on rabbinic data**, the compensation information uses base salary as the definition of compensation for the purposes of this survey. We requested total annual salary (pre-tax) paid directly to the rabbi, including the money received as a parsonage allowance as defined in IRS Publication 517, but not including the value of any other benefits.
- For the purposes of this document, “Rabbis” means Rabbinical Assembly (RA) members residing and working in the United States or Canada, currently employed in full-time pulpit positions. In addition, the RA survey results reflected a 40% response rate. This year, we also partnered with the Cantors Assembly (CA) which conducted its own salary survey in late 2024. The information provided in the cantorial section reflects the data collected by the CA.
- In the final sections of the report we provide data on benefits, health insurance, parsonage housing, and retirement contributions by synagogues.
- Many of these questions were developed based on questions and feedback supplied by synagogue lay and professional leaders over the years. We encourage your input and feedback as we develop surveys moving forward. Thank you for your past participation and we invite your participation in the future. We look forward to providing additional surveys and data to our affiliated synagogues.

METHODOLOGY

The Survey Construct

This survey was constructed utilizing questions from previous USCJ Compensation Surveys as the basis for questions on this survey. With input from USCJ staff and an outside consultant, the questions for this survey were finalized. A decision was made to increase the number of positions considered but the number of questions were reduced in order to minimize the daunting nature of previous surveys. Survey Monkey (SM) was used for delivery and analysis.

Response Rates

After duplicate responses from individual congregations were deleted, there were 140 responses or approximately 28% (excluding RA and CA individual survey responses). The results are always only as good as the data provided. Our hope is to survey compensation for various congregational positions on a regular rotation with the goal of 100% participation in the future.

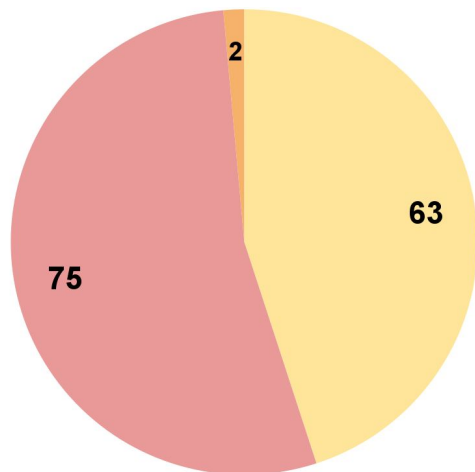
Analytic Tools

In most cases, analysis was provided by SurveyMonkey tools. In instances which required more granular analysis, standard statistical methodology was used to compute averages and ranges.

DEMOGRAPHICS

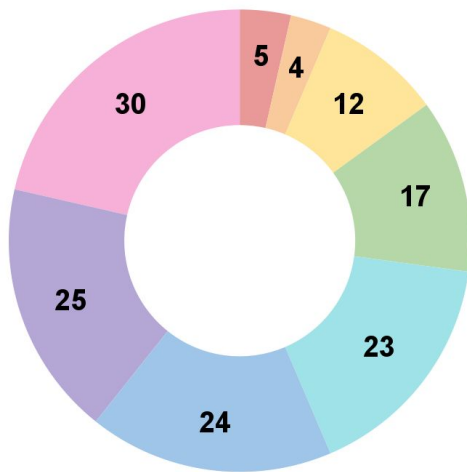
Statistical data relating to survey participants

NUMBER OF RESPONDENTS BY LOCATION/CONGREGATION SIZE



URBAN/RURAL

- Urban
- Suburban
- Exurban
- Rural



DISTRICT/REGION

- Unknown
- Northern Pacific Region
- METNY District
- Pacific Southwest Region
- Seaboard Region
- Central District
- Mid-Atlantic District
- Northeast District



MEMBERSHIP UNITS

- Fewer than 150 Member Units
- 150-300 Member Units
- 301-450 Member Units
- 451-600 Member Units
- 601-750 Member Units
- 751-999 Member Units
- 1000 or More Member Units



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RABBINICAL ASSEMBLY SURVEY

Based on the Most Recent Rabbinical Assembly Survey Completed in 2023

INTRODUCTION

The Rabbinical Assembly, via a confidential third party, emailed RA members engaged in pulpit work in both the United States and Canada to request a response to the 2023 Salary Survey using Survey Monkey. The survey was sent on October 29, 2023, and closed on December 5, 2023. We received 315 responses, which was approximately a 40% response rate. For senior, solo, and co-rabbi positions, we received enough responses to constitute meaningful data. For assistant and associate rabbis, we received 28 responses, and for rabbis in the pulpit in Canada, we received 8 responses. Both assistant/associate and Canadian categories do not have enough responses to be considered statistically significant data. The numbers and statistics on those positions are being presented below for informational and anecdotal purposes only.

DEFINITIONS

The definition of compensation for the purposes of this survey is base salary. We requested total annual salary, pre-tax, paid directly to the rabbi including the money received as a parsonage allowance, which is defined in [IRS Publication 517](#), but not including the value of any other benefits.

This year, for the first time we asked rabbis to estimate and report the value of their total compensation package, including all benefits paid by their employer (e.g., 100,000 pre-tax including parsonage + 15,000 pension contribution + 10,000 health insurance + 1,000 JCC membership + 5,000 car and cell phone allowance = 131,000).

RA EXECUTIVE SUMMARY

PULPIT RABBI SALARY VS. TOTAL COMPENSATION

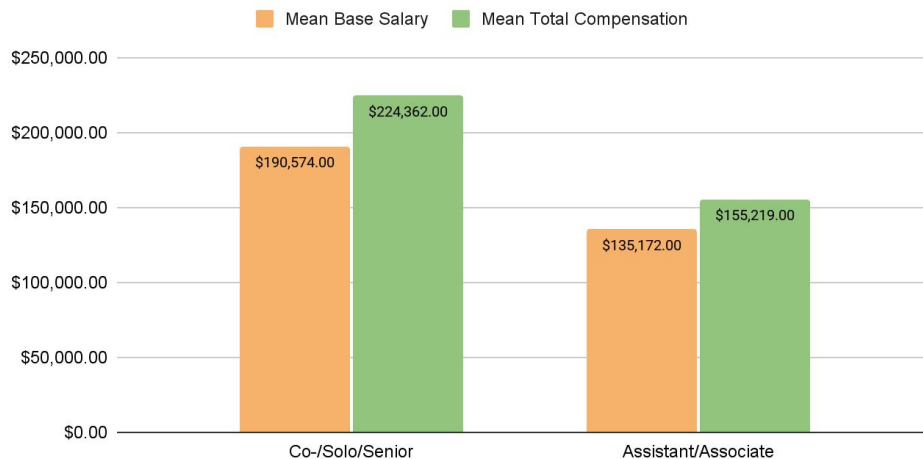
American Pulpit Rabbis Serving as a Co-, Solo, or Senior Rabbi:

- Mean Base Salary: \$190,574 USD
- Mean Total Compensation: \$224,362 USD

American Pulpit Rabbis Serving as Assistant or Associate Rabbis

- Mean Base Salary: \$135,172 USD
- Mean Total Compensation: \$155,219 USD

Salary vs. Total Compensation for Pulpit Rabbis (Co-, Solo, Senior) and Assistant/Associate Rabbis from US Congregations



EXECUTIVE SUMMARY CONTINUED

- **FICA/SECA AND EMPLOYMENT**

- 85% of rabbis surveyed responded that they were W2 employees with over half reporting that their congregation paid for the rabbi's portion of FICA/SECA.

- **RETIREMENT**

- 74% of rabbis receive additional funds as a contribution to their retirement.

- **SABBATICALS**

While sabbaticals were more likely to be granted the larger the synagogue size, there were respondents in every size synagogue above 100 member units who received a sabbatical benefit.

- 51% of senior/solo/co-rabbis surveyed receive a sabbatical benefit.
- 24% of assistant or associate rabbis received this benefit.
- 68% of Rabbis in synagogues above 400 member units receive a sabbatical benefit.

EXECUTIVE SUMMARY CONTINUED

- **HOUSING**

- 20% of senior/solo/co-rabbis surveyed live in a parsonage home or apartment owned by the synagogue.
- 24% of assistant/associate rabbis live in a parsonage home or apartment owned by the synagogue.

- **HEALTH INSURANCE**

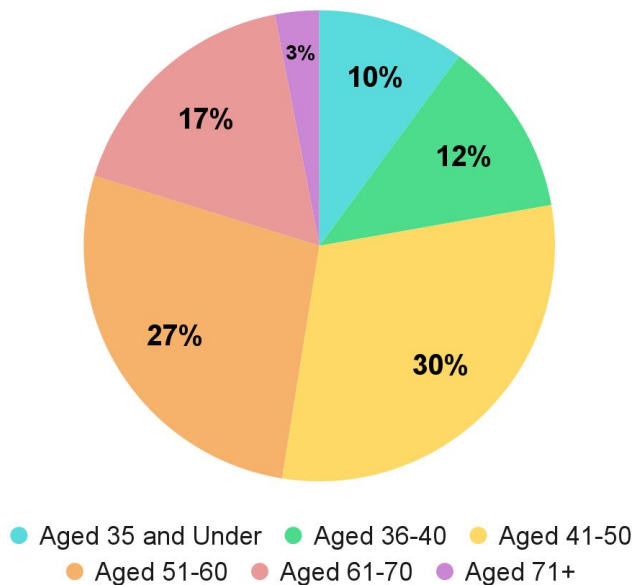
- In the United States, health insurance was provided in addition to base salary to 70% of rabbis employed by synagogues in pulpit positions, with 46% of rabbis receiving health insurance for both themselves and their families.
- In Canada, 57% of rabbis also received additional health insurance for themselves and their families. Disability insurance was provided in some form to approximately 56% of rabbis serving in pulpits in the United States, and for 57% of rabbis serving in pulpits in Canada.

The survey did not ask whether this was in the form of an allowance or a reimbursement but was clear that this was meant as an additional monetary benefit separate from base compensation.

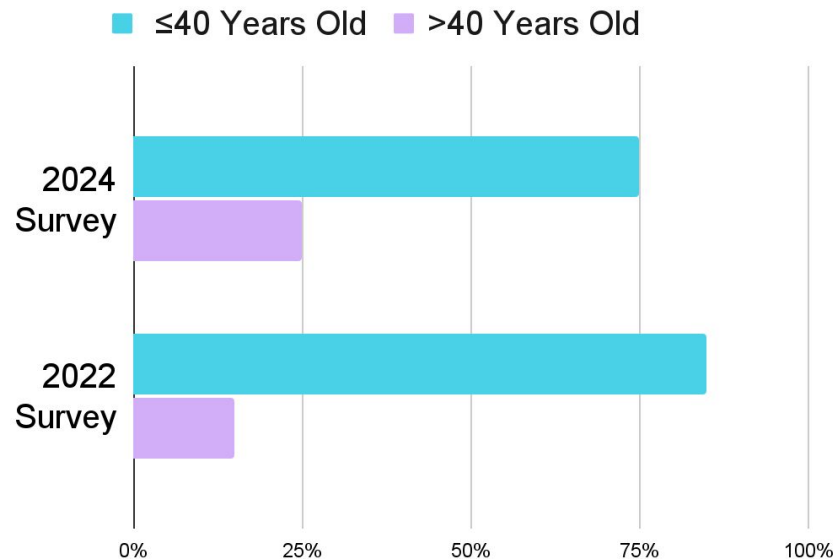
DEMOGRAPHIC INFORMATION

DEMOGRAPHICS: AGE

Co-/Solo/Senior Rabbi Survey Participant Ages



Age of Assistant/Associate Rabbi Survey Participants



CANADIAN COMPENSATION AND CONTRACT LENGTH & REQUIREMENT RESULTS



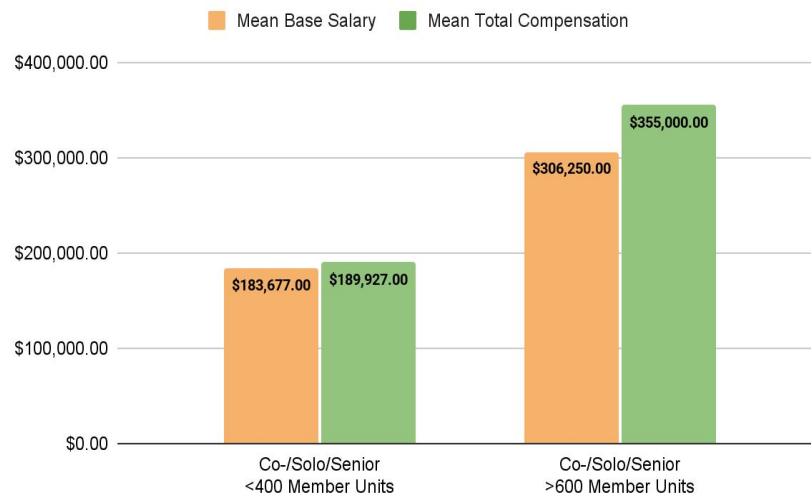
Canadian Pulpit Rabbis Serving as a Co-, Solo, or Senior Rabbi:

- The range of base salaries, pre-tax, was \$159,708 - \$365,000 CAD
 - The average base salary was \$244,963 CAD
 - The median base salary was \$250,000 CAD
- The range of total compensation package (including the value of benefits) was \$160,000 - \$450,000 CAD
 - The average total compensation was \$272,464 CAD
 - The median total compensation was \$285,000 CAD

**There were only 8 respondents in Canada. Due to the sample size this information does not include assistant/associate positions and is organized by congregations with <400 member units and >600 member units.*

- **In Congregations with < 400 member units:**
 - Base Salary: \$183,677 CAD
 - Total Compensation: \$189,927 CAD
- **In Congregations with > 600 member units:**
 - Mean Base Salary: \$306,250 CAD
 - Mean Total Compensation: \$355,000 CAD

Salary vs. Total Compensation for Pulpit Rabbis (Co-, Solo, Senior) from Canadian Congregations

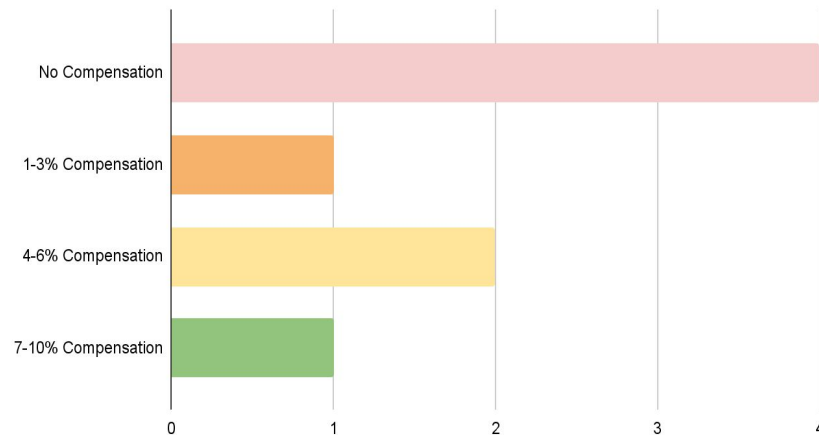


CANADIAN RETIREMENT CONTRIBUTION

Percentage of salary, apart from Canadian Pension Plan (CPP) employer contributes on an annual basis to your retirement

- 50% (4/8 respondents) none
- For the 4 respondents receiving a contribution:
 - 1 respondent received 1-3%
 - 2 respondents received 4-6%
 - 1 respondent receiving 7-10%.

Canadian Respondents To Retirement Contributions



US BASE SALARY AND TOTAL COMPENSATION BY CONGREGATIONAL SIZE FOR CO-/SOLO/SENIOR RABBIS

	Minimum Base Salary	Maximum Base Salary	Minimum Total Compensation	Maximum Total Compensation
0-99 Member Units	\$48,000.00	\$215,000.00	\$52,000.00	\$217,000.00
100-199 Member Units	\$73,000.00	\$175,000.00	\$105,000.00	\$210,000.00
200-299 Member Units	\$90,000.00	\$115,000.00	\$130,000.00	\$285,000.00
300-399 Member Units	\$115,000.00	\$249,000.00	\$130,000.00	\$303,000.00
400-499 Member Units	\$147,000.00	\$320,000.00	\$170,000.00	\$380,000.00
500-599 Member Units	\$175,000.00	\$303,000.00	\$210,000.00	\$408,000.00
600-699 Member Units	\$175,000.00	\$448,000.00	\$176,000.00	\$580,000.00
700-799 Member Units	\$156,000.00	\$700,000.00	\$175,000.00	\$800,000.00
800-899 Member Units	\$238,000.00	\$280,000.00	\$290,000.00	\$320,000.00
900+ Member Units	\$220,000.00	\$800,000.00	\$250,000.00	\$900,000.00



US BASE SALARY VS. TOTAL COMPENSATION- INCLUDING VALUE OF BENEFITS FOR CO-/SOLO/SENIOR RABBIS



	Average Base Salary	Average Total Compensation	Average Value of Benefits
0-99 Member Units	\$98,825.00	\$105,657.00	\$6,832.00
100-199 Member Units	\$120,274.00	\$143,797.00	\$23,523.00
200-299 Member Units	\$145,878.00	\$173,477.00	\$27,599.00
300-399 Member Units	\$175,337.00	\$204,708.00	\$29,371.00
400-499 Member Units	\$213,002.00	\$251,083.00	\$38,081.00
500-599 Member Units	\$236,421.00	\$288,337.00	\$52,916.00
600-699 Member Units	\$263,857.00	\$310,143.00	\$46,286.00
700-799 Member Units	\$273,498.00	\$329,545.00	\$56,047.00
800-899 Member Units	\$263,250.00	\$302,500.00	\$39,250.00
900+ Member Units	\$347,734.00	\$401,016.00	\$53,282.00



The value of benefits packages was analyzed by percentage of base salary. While the smallest congregations offered benefits averaging less than 10%, all other sizes of congregations had benefits packages valued at 15-22% of the base salary. The average percentage value of benefits of all congregation sizes was 17%.

Note: Small sample sizes may skew averages

To see the rest of the Rabbinical Assembly report visit

<https://bit.ly/RabbinicalAssembly2023-2024SalarySurvey>



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CANTORS ASSEMBLY SURVEY

Based on the Most Recent Cantors Assembly Survey Conducted in 2025



CANTORS ASSEMBLY
Every Jewish Soul Has A Voice

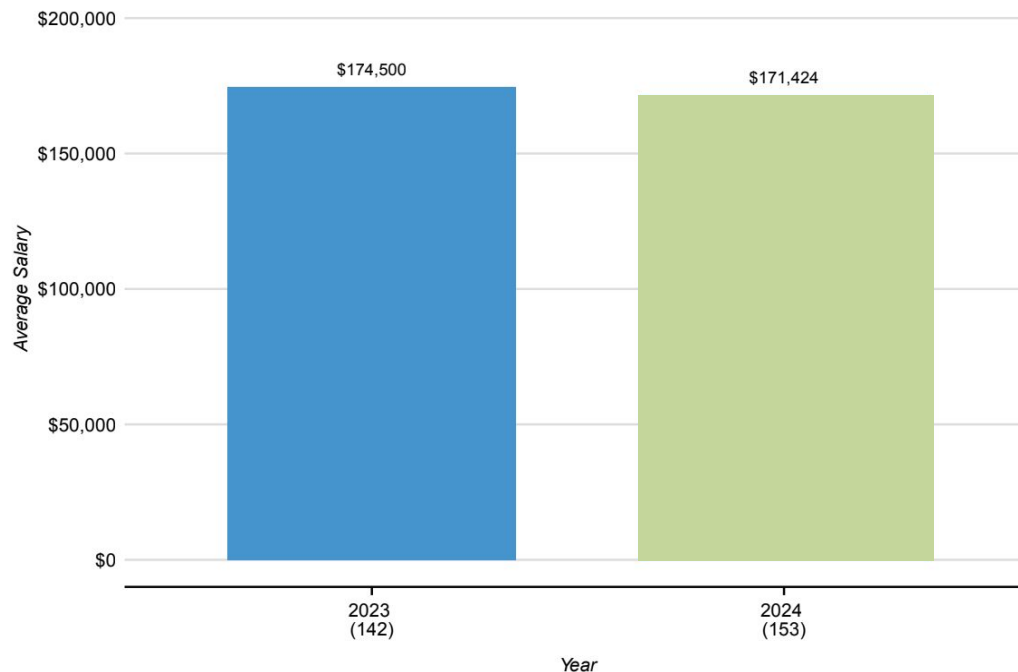
INTRODUCTION

Contained herein is a summary of the Cantors Assembly Salary Survey, conducted in the fall of 2024 and early winter of 2025. These figures represent total package compensation, excluding honoraria, for full-time Hazzanim during that period. The Statistics Department at the University of Akron was engaged by the Cantors Assembly to analyze the data and prepare the figures used in this study. Salaries have been rounded off to the nearest \$500. As you can see from the data, 153 colleagues serving as full-time pulpit cantors returned surveys to us.



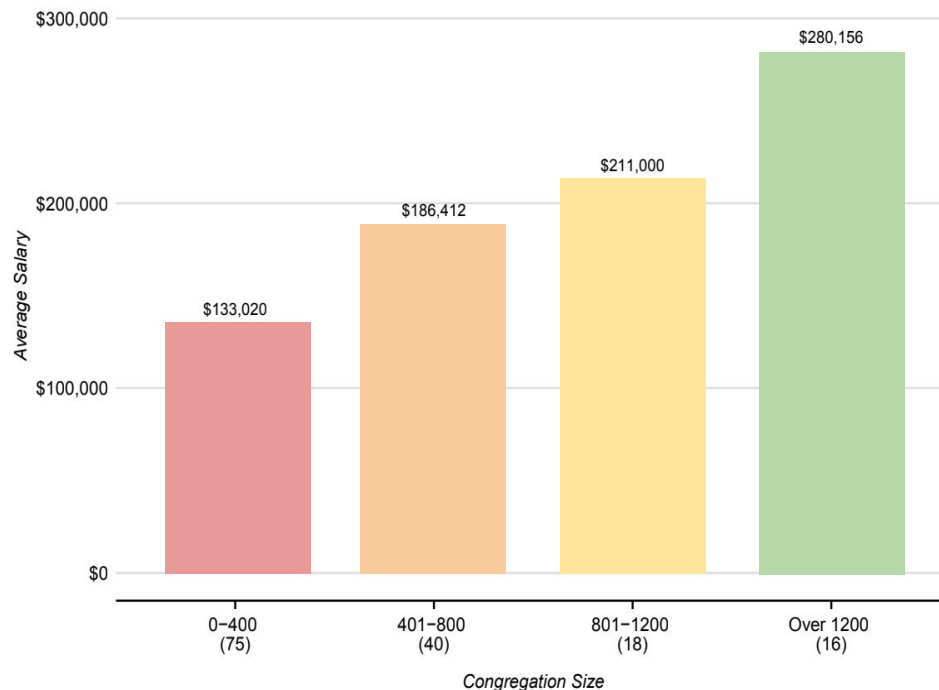
2024 FULL-TIME TOTAL PACKAGE COMPENSATION

Total Compensation Average – 2023 vs. 2024



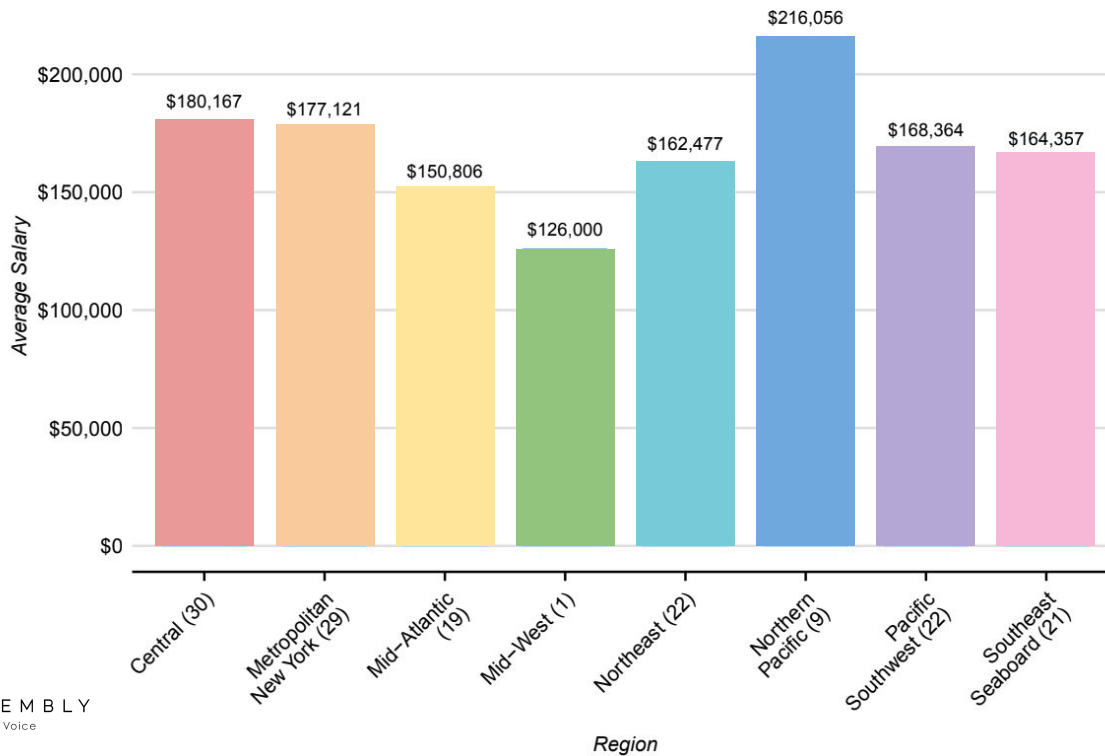
2024 AVERAGE SALARIES BY CONGREGATION SIZE

TOTAL PACKAGE COMPENSATION



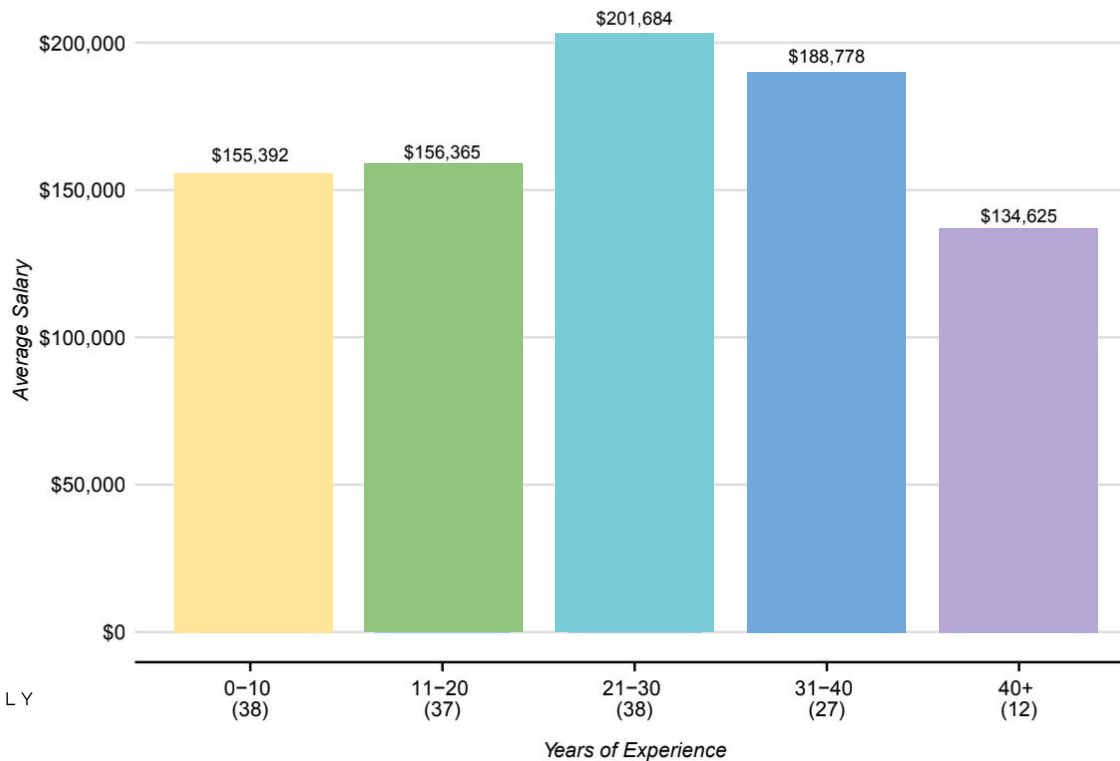
2024 AVERAGE SALARIES BY REGION

TOTAL PACKAGE COMPENSATION



2024 AVERAGE SALARIES BY CANTOR EXPERIENCE

TOTAL PACKAGE COMPENSATION





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USCJ 2025 SURVEY

Information Pertaining to Non-Clergy Professionals

EXECUTIVE DIRECTORS

This section of the survey was developed in
partnership with NAASE

UNDERSTANDING OUR FIELD. ELEVATING OUR WORK.

Reflections from NAASE, the professional association of Conservative/Masorti movement synagogue Executive Directors

This is more than a series of charts and spreadsheets. It's a reflection—of where we are, how far we've come, and the work still ahead to build thriving, equitable, and professional synagogue communities. Built from the participation of 140+ congregations across North America, this survey captures the evolving shape of synagogue leadership—and the real-world conditions shaping it.

If you're a President, Rabbi, Executive Director, board/committee member, or staff member, there's something in here you need to see. This report helps us move beyond anecdotes and assumptions. It gives us a shared language for talking about compensation, value, and leadership in ways that are honest, respectful, and grounded in reality.

As Executive Directors, we affirm this work is sacred—and it is also strategic. If we want our congregations to attract and retain top-tier talent, if we want our leadership structures to be fair and future-ready, we need tools like this. Use it. Share it. Build with it.

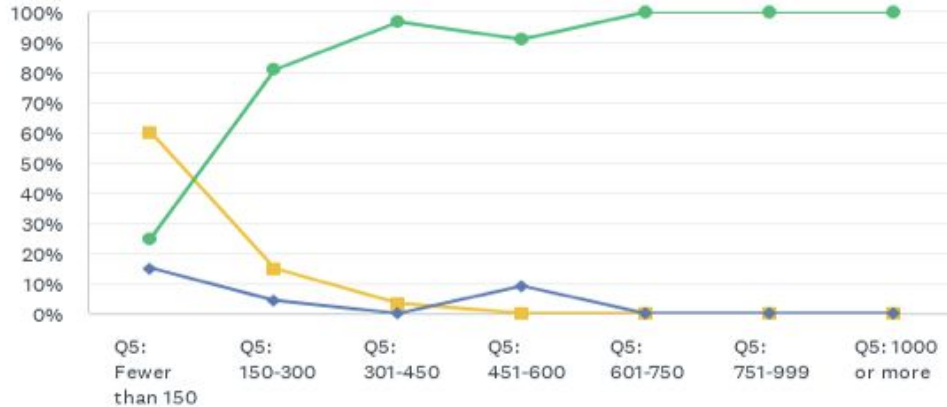
Together, let's lead and build our Jewish future.

KEY TAKEAWAYS

- **140+ congregations contributed**, spanning all sizes, budgets, and regions across the USCJ network.
- **Tracks real trends** in salary, PTO, retirement, and professional development—giving leaders data they can act on.
- **Exposes wide variation** by title, location, experience, and gender—highlighting urgent needs around equity and clarity.
- **Elevates the field**—offering benchmarks and shared language to support fair hiring, smart succession, and long-term talent retention.

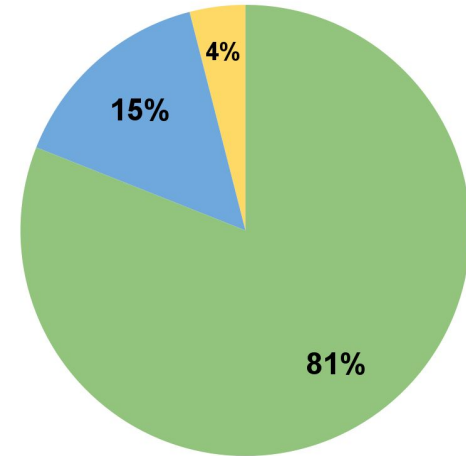
EXECUTIVE DIRECTORS: PART TIME OR FULL TIME EMPLOYMENT

BY CONGREGATION SIZE



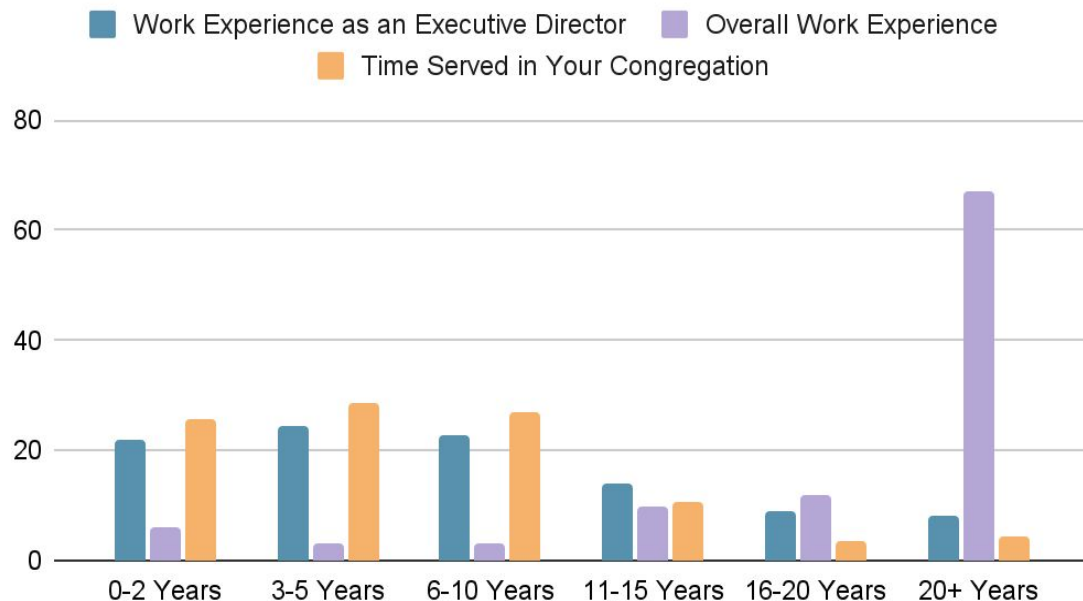
- Full Time
- Part Time
- We Don't Have One

OVERALL



EXECUTIVE DIRECTORS: WORK SUMMARY

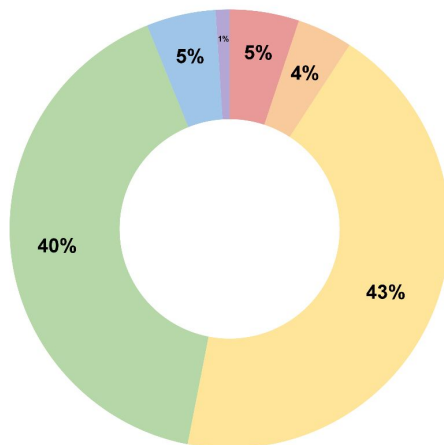
Years Worked	Work Experience as an Executive Director	Overall Work Experience	Time Served in Your Congregation
0-2 Years	22%	6%	25.89%
3-5 Years	25%	3%	28.57%
6-10 Years	23%	3%	26.79%
11-15 Years	14%	10%	10.71%
16-20 Years	9%	12%	3.57%
20+ Years	8%	67%	4.46%



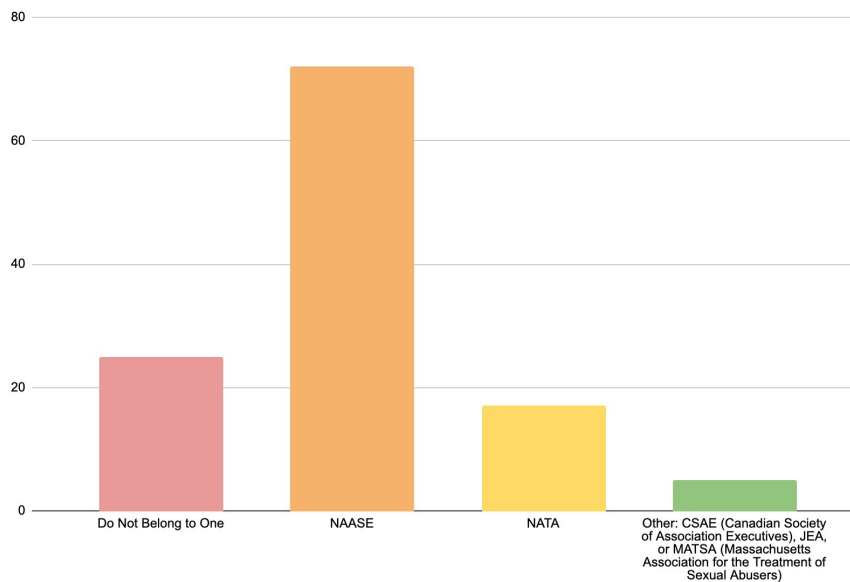
EXECUTIVE DIRECTOR DETAILS

HIGHEST EDUCATION LEVEL

- High School
- Associate Degree
- Bachelor's Degree
- Master's Degree
- Doctorate
- Other Advanced Degree

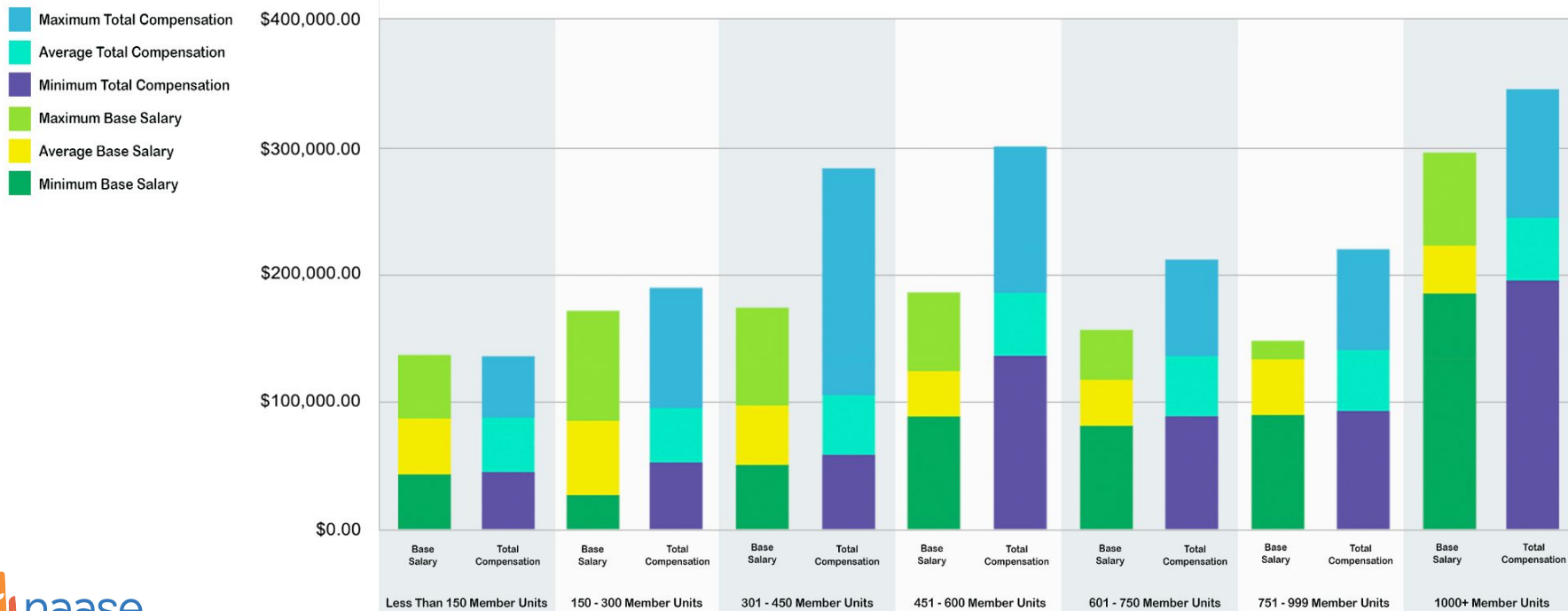


ASSOCIATION MEMBERSHIPS



EXECUTIVE DIRECTORS

SALARY/TOTAL COMPENSATION BY SIZE OF CONGREGATION



EXECUTIVE DIRECTORS

SALARY/TOTAL COMPENSATION BY SIZE OF CONGREGATION



	Minimum Base Salary	Average Base Salary	Maximum Base Salary	Total Compensation Minimum	Average Total Compensation	Total Compensation Maximum
Less than 150 Member Units	\$43,500.00	\$87,804.00	\$137,000.00	\$47,000.00	\$88,350.00	\$137,000.00
150-300 Member Units	\$30,000.00	\$89,172.00	\$175,000.00	\$55,000.00	\$96,365.00	\$190,000.00
301-450 Member Units	\$54,000.00	\$99,963.00	\$177,000.00	\$61,500.00	\$107,264.00	\$285,000.00
451-600 Member Units	\$90,000.00	\$125,649.00	\$187,000.00	\$188,833.00	\$138,862.00	\$303,000.00
601-750 Member Units	\$85,000.00	\$121,605.00	\$160,000.00	\$92,897.00	\$139,856.00	\$215,000.00
751-999 Member Units	\$93,000.00	\$136,646.00	\$152,000.00	\$99,000.00	\$146,065.00	\$225,000.00
1000+ Member Units	\$189,000.00	\$225,853.00	\$300,000.00	\$201,000.00	\$249,750.00	\$350,000.00

EXECUTIVE DIRECTORS

PAID TIME OFF (PTO) | PROFESSIONAL DEVELOPMENT | PENSION CONTRIBUTION

By Level of work experience



	0-2 Years			3-5 Years			6-10 Years			11-15 Years			16-20 Years			20+ Years		
	Min	Av	Max	Min	Av	Max	Min	Av	Max	Min	Av	Max	Min	Av	Max	Min	Av	Max
Prof. Dev. Allowance	\$0	\$1,573	\$3,750	\$0	\$1,690	\$5,000	\$0	\$2,250	\$5,000	\$0	\$2,750	\$5,000	\$0	\$1,600	\$2,500	\$0	\$368	\$750
Pension Contribution	0%	1%	5%	0%	2%	11%	0%	4%	14%	0%	2%	4%	0%	20%	45%	0%	4%	10%
PTO	14 Days	20 Days	30 Days	0 Days	20 Days	30 Days	0 Days	20 Days	35 Days	14 Days	23 Days	30 Days	20 Days	21 Days	49 Days	25 Days	31 Days	40 Days

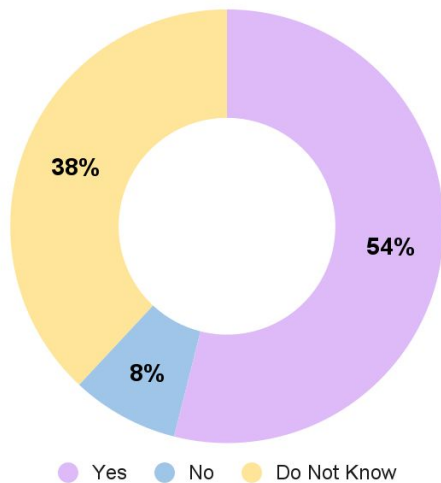
Note: Small sample sizes may skew averages

EDUCATION DIRECTORS

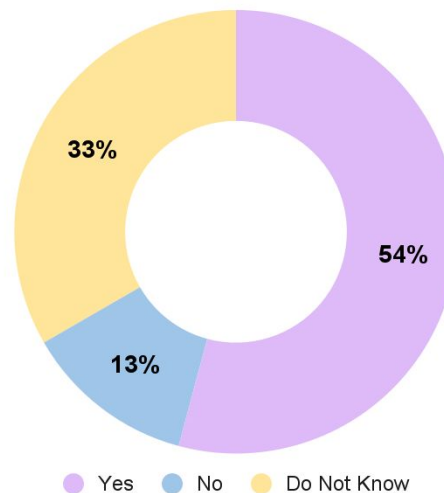
This section of the survey was developed in
partnership with JEA



JEA MEMBERSHIPS



DIRECTOR OF CONGREGATIONAL / LIFELONG LEARNING



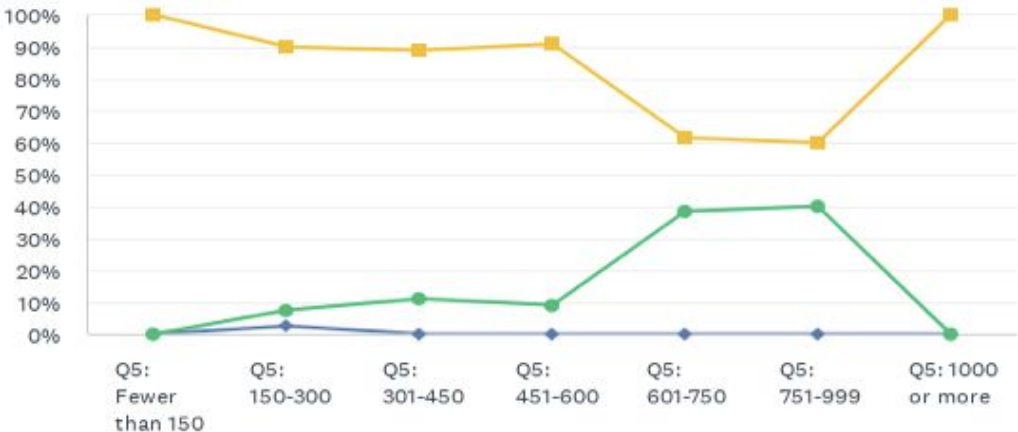
RELIGIOUS SCHOOL DIRECTOR

DIRECTOR OF CONGREGATIONAL / LIFELONG LEARNING

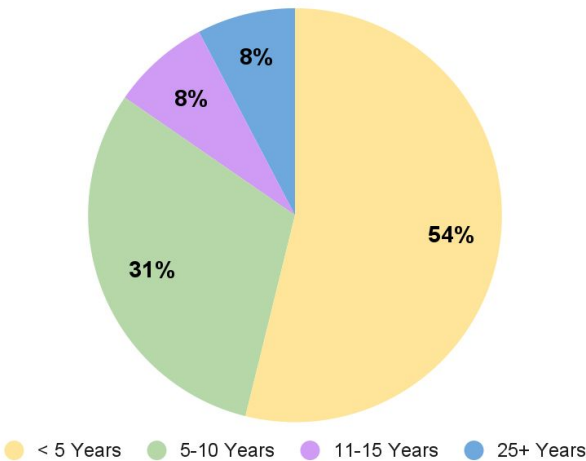
PART-TIME OR FULL-TIME AND TENURE



BY CONGREGATION SIZE



TENURE



- Full Time
- Part Time
- We Don't Have One



DIRECTOR OF CONGREGATIONAL / LIFELONG LEARNING

SALARY | PAID TIME OFF (PTO) | PROFESSIONAL DEVELOPMENT | PENSION CONTRIBUTION



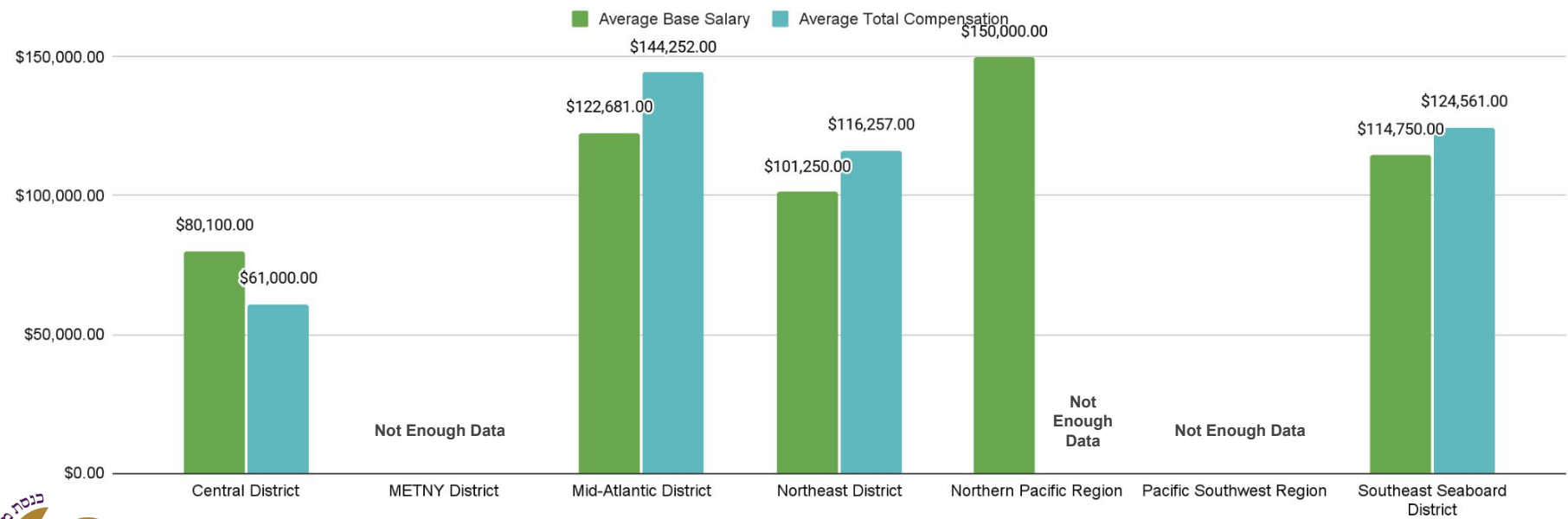
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Since there was only a single Part-Time Director of Congregational/Lifelong Learning reported, all following data is for full-time positions.

	150 - 300			301 - 450			451 - 600			601 - 750			751 - 999		
	Min	Av	Max	Min	Av	Max	Min	Av	Max	Min	Av	Max	Min	Av	Max
Base Salary	\$97,400	\$105,100	\$150,000	\$70,000	\$95,833	\$120,000	N/A	\$85,000	\$85,000	\$97,400	\$123,100	\$150,000	\$100,000	\$120,108	\$132,000
Total Compensation	\$61,000	\$61,000	\$61,000	\$76,116	\$108,246	\$138,000	\$91,972	\$91,972	\$91,972	\$117,000	\$149,000	\$170,000	\$138,600	\$142,178	\$145,755
Prof. Dev. Allowance	\$0	\$1,500	\$3,000	\$500	\$2,500	\$5,000	N/A	N/A	N/A	\$2,000	\$3,167	\$5,000	\$2,500	\$3,167	\$4,000
Pension Contribution	0%	0%	0%	0%	0%	2.5%	N/A	N/A	N/A	0%	3.5%	7%	0%	5%	10%
PTO	28 Days	28 Days	28 Days	15 Days	18 Days	20 Days	10 Days	10 Days	10 Days	15 Days	20 Days	24 Days	15 Days	25 Days	30 Days

Note: Small sample sizes may skew averages

FULL-TIME DIRECTOR OF CONGREGATIONAL / LIFELONG LEARNING SALARIES AND TOTAL COMPENSATION BY USCJ REGION



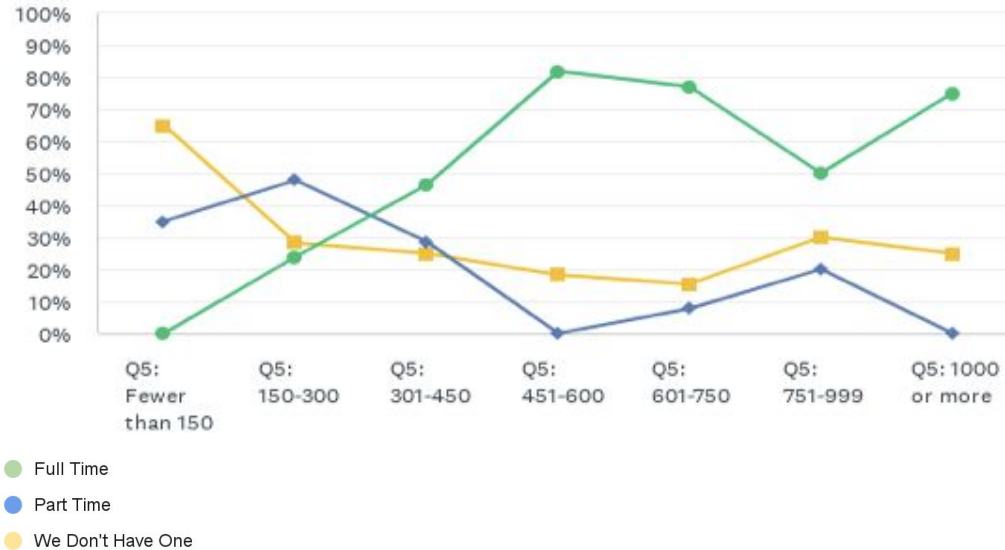
Note: Small sample sizes may skew averages

RELIGIOUS SCHOOL DIRECTOR

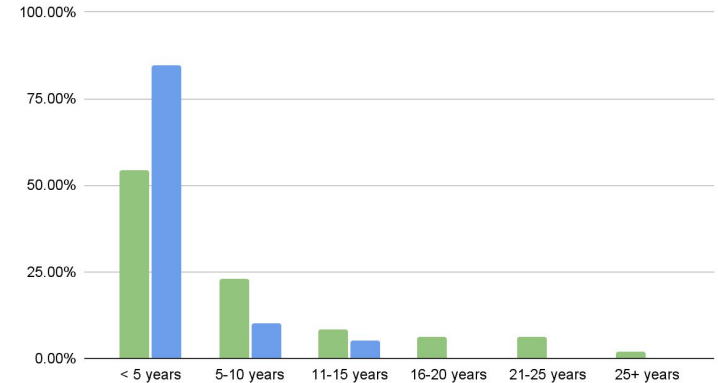
PART-TIME OR FULL-TIME AND TENURE



BY CONGREGATION SIZE



TENURE



RELIGIOUS SCHOOL DIRECTOR - FULL TIME

SALARY | PAID TIME OFF (PTO) | PROFESSIONAL DEVELOPMENT | PENSION CONTRIBUTION

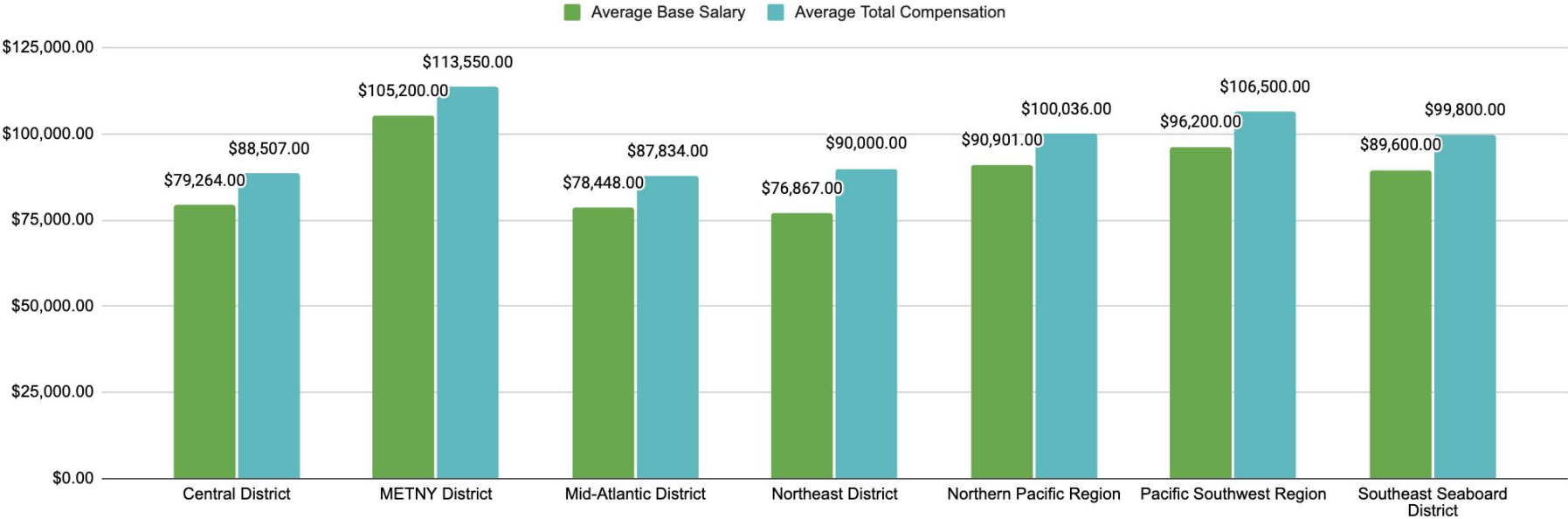


Contribution by years at congregation for Full-Time Religious School Directors

	150 - 300			301 - 450			451 - 600			601 - 750			751 - 999			1000+		
	Min	Av	Max	Min	Av	Max	Min	Av	Max	Min	Av	Max	Min	Av	Max	Min	Av	Max
Base Salary	\$32,603	\$74,210	\$106,000	\$57,000	\$84,278	\$120,000	\$52,000	\$95,839	\$129,802	\$55,000	\$83,481	\$125,000	\$76,200	\$88,838	\$117,250	\$86,000	\$103,000	\$120,000
Total Compensation	\$32,603	\$84,278	\$128,000	\$59,640	\$90,793	\$145,000	\$70,270	\$107,213	\$140,000	\$75,000	\$93,683	\$125,000	\$82,000	\$101,750	\$130,000	\$93,000	\$113,000	\$130,000
Prof. Dev. Allowance	\$0	\$1,813	\$5000	\$0	\$1,504	\$1,900	\$0	\$1,778	\$3,000	\$1,500	\$2,311	\$5,000	\$1,000	\$2,333	\$3,000	\$3,000	\$3,000	\$3,000
Pension Contribution	0%	0%	0%	0%	1%	5%	0%	1%	6%	0%	1%	3%	0%	0%	0%	4%	4.5%	5%
PTO	10 Days	14 Days	20 Days	10 Days	17 Days	25 Days	14 Days	20 Days	35 Days	10 Days	20 Days	25 Days	14 Days	24 Days	40 Days	20 Days	20 Days	20 Days

Note: Small sample sizes may skew averages

FULL-TIME RELIGIOUS SCHOOL DIRECTOR AVERAGE SALARIES AND TOTAL COMPENSATION BY USCJ REGION



RELIGIOUS SCHOOL DIRECTOR - PART TIME

SALARY | PAID TIME OFF (PTO) | PROFESSIONAL DEVELOPMENT | PENSION CONTRIBUTION

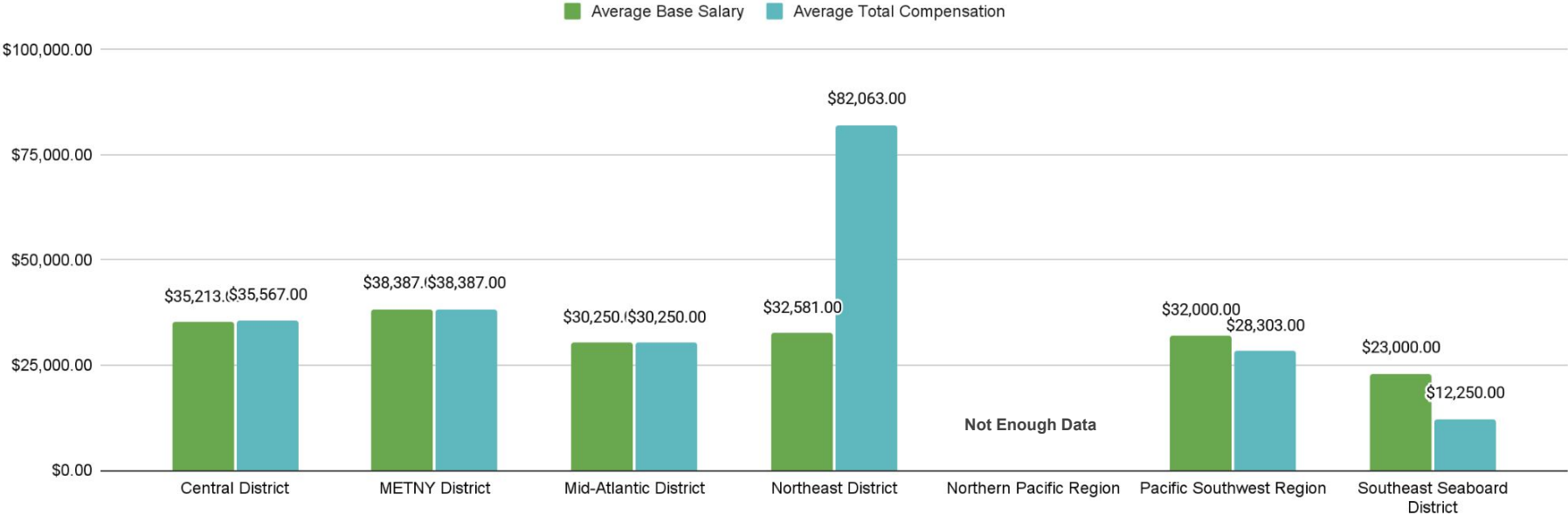


Contribution by years at congregation for Part-Time Religious School Directors

	150 or Less			150 - 300			301 - 450			601 - 750			751 - 999		
	Min	Av	Max	Min	Av	Max	Min	Av	Max	Min	Av	Max	Min	Av	Max
Base Salary	\$0	\$19,214	\$58,000	\$10,000	\$30,053	\$72,800	\$15,000	\$39,508	\$64,063	\$36,000	\$36,000	\$36,000	\$25,000	\$35,500	\$46,000
Total Compensation	\$0	\$12,917	\$50,500	\$10,000	\$31,931	\$72,800	\$15,000	\$41,211	\$67,208	\$36,000	\$36,000	\$36,000	\$25,000	\$25,000	\$25,000
Prof. Dev. Allowance	\$0	\$600	\$2,000	\$0	\$986	\$5,500	\$0	\$500	\$1,500	\$0	\$0	\$0	N/A	N/A	N/A
Pension Contribution	0%	0%	0%	0%	0%	0%	0%	1%	5%	0%	0%	0%	N/A	N/A	N/A
PTO	0 Days	0 Days	10 Days	0 Days	4 Days	25 Days	0 Days	12 Days	28 Days	N/A	N/A	N/A	N/A	N/A	N/A

Note: Small sample sizes may skew averages

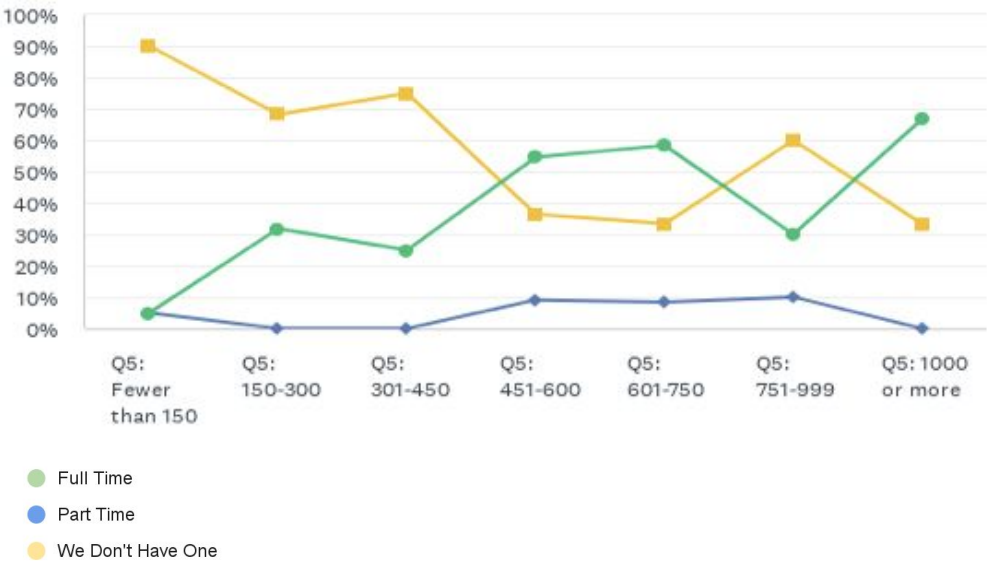
PART-TIME RELIGIOUS SCHOOL DIRECTOR AVERAGE SALARIES AND TOTAL COMPENSATION BY USCJ REGION



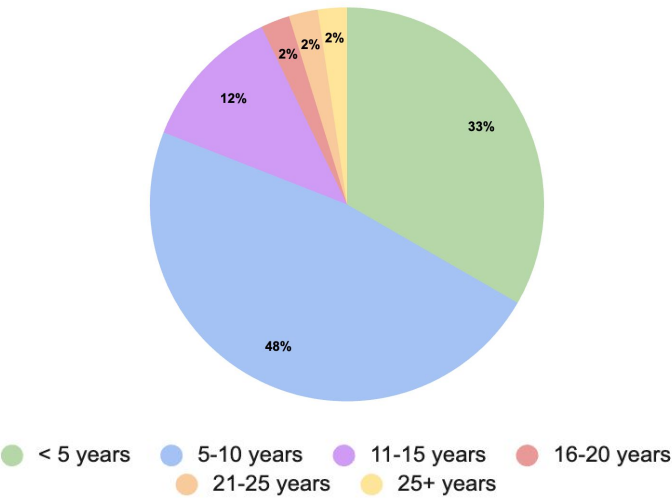
PART-TIME OR FULL-TIME AND TENURE



BY CONGREGATION SIZE



TENURE



EARLY CHILDHOOD / PRESCHOOL DIRECTOR

SALARY | PAID TIME OFF (PTO) | PROFESSIONAL DEVELOPMENT | PENSION CONTRIBUTION



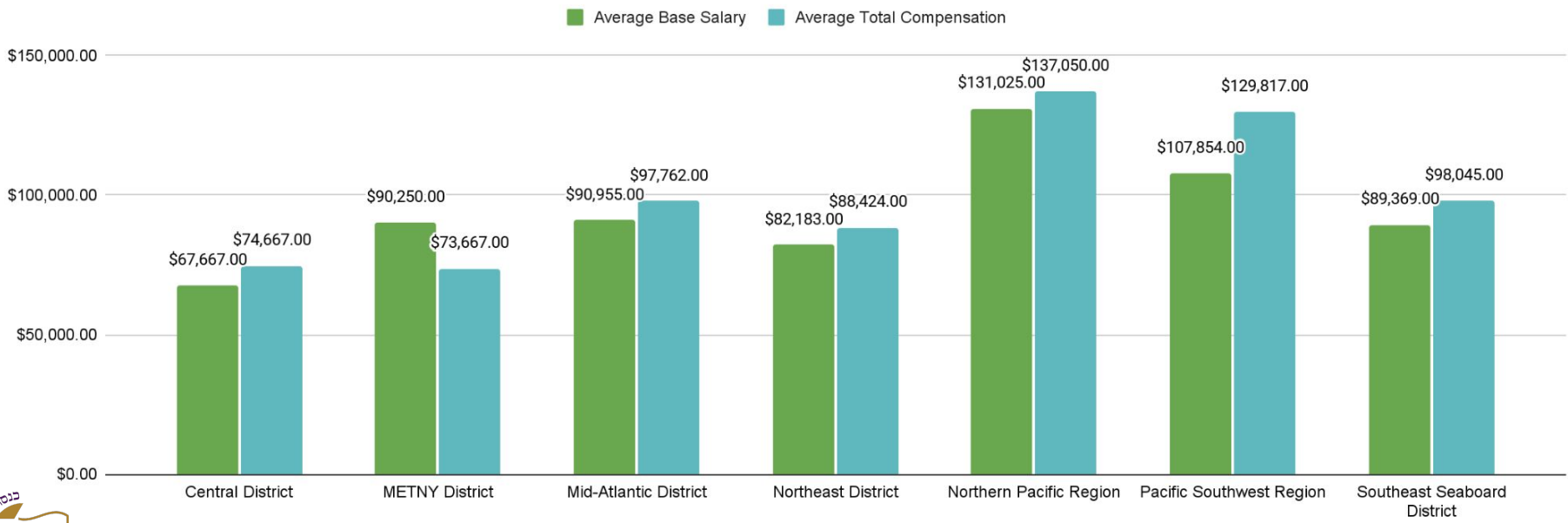
USCJ Seek meaning together

Since there were only 4 reported Part-Time Early Childhood / Preschool Director reported, all following data is only for Full-Time positions.

	<150			150 - 300			301 - 450			451 - 600			601 - 750			751 - 999			1000+		
	Min	Av	Max	Min	Av	Max	Min	Av	Max	Min	Av	Max	Min	Av	Max	Min	Av	Max	Min	Av	Max
Base Salary	\$101,920	\$101,920	\$101,920	\$55,000	\$78,761	\$130,000	\$55,000	\$81,129	\$140,000	\$81,000	\$105,130	\$137,050	\$70,000	\$92,731	\$114,000	\$68,289	\$96,916	\$147,500	\$78,000	\$164,000	\$250,000
Total Compensation	N/A	N/A	N/A	\$56,000	\$130,000	\$130,000	\$55,000	\$74,443	\$86,780	\$87,928	\$105,130	\$150,000	\$70,000	\$96,188	\$114,000	\$88,490	\$113,563	\$150,000	\$99,000	\$187,000	\$275,000
Prof. Dev. Allowance	N/A	N/A	N/A	\$0	\$725	\$2000	\$0	\$2,250	\$3,500	\$1,500	\$2,250	\$3,000	\$1,300	\$1,900	\$2,500	\$500	\$3,333	\$7,500	\$3,000	\$3,000	\$3,000
Pension Contribution	N/A	N/A	N/A	0%	1%	5%	0%	0%	1%	0%	3%	7.5%	0%	1%	3%	0%	0%	10%	2%	N/A	4%
PTO	10 Days	10 Days	10 Days	0 Days	11 Days	20 Days	15 Days	19 Days	22 Days	15 Days	20 Days	30 Days	13 Days	18 Days	20 Days	20 Days	24 Days	30 Days	20 Days	21 Days	22 Days

Note: Small sample sizes may skew averages

FULL-TIME EARLY CHILDHOOD / PRESCHOOL DIRECTOR AVERAGE SALARIES AND TOTAL COMPENSATION BY USCJ REGION

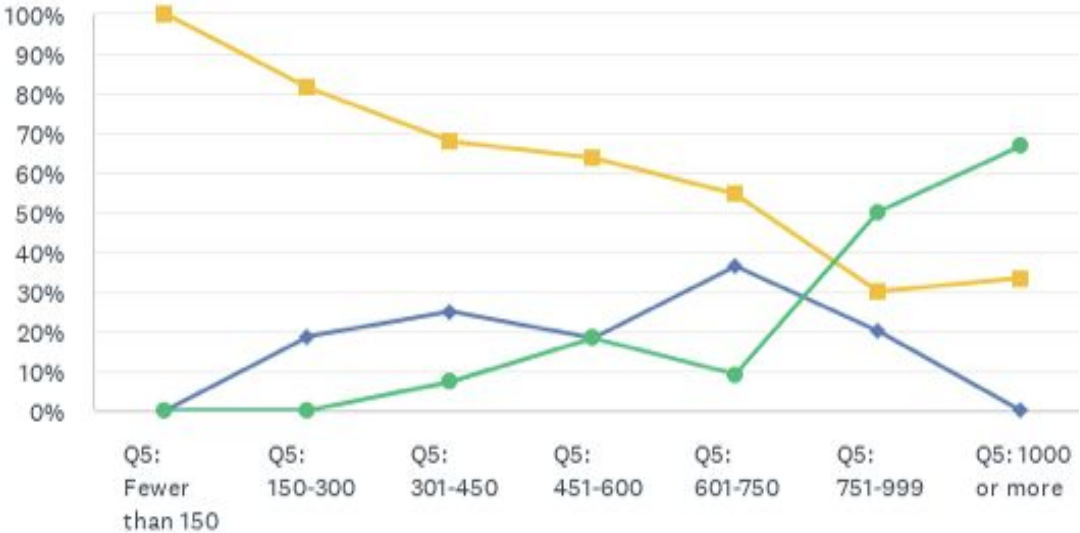


YOUTH DIRECTORS

PART-TIME OR FULL-TIME AND TENURE

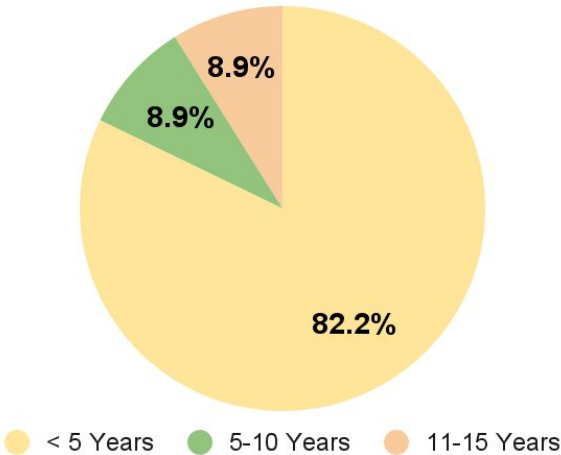


BY CONGREGATION SIZE



- Full Time
- Part Time
- We Don't Have One

TENURE



YOUTH DIRECTORS

SALARY | PAID TIME OFF (PTO) | PROFESSIONAL DEVELOPMENT | PENSION CONTRIBUTION



Contribution by size of congregation for Full Time Youth Directors

	150 – 300			301 – 450			451-600			601 - 750			751 - 999		
	Min	Av	Max	Min	Av	Max	Min	Av	Max	Min	Av	Max	Min	Av	Max
Base Salary	\$2,500	\$16,071	\$50,000	\$9,400	\$29,765	\$78,000	\$42,000	\$55,925	\$71,000	\$2,400	\$22,927	\$45,000	\$7,000	\$51,133	\$113,000
Total Compensation	\$3,600	\$20,853	\$50,000	\$9,400	\$38,370	\$85,000	\$42,000	\$66,975	\$85,000	\$2,400	\$22,927	\$85,000	\$7,000	\$53,755	\$119,600
Prof. Dev. Allowance	\$0	\$167	\$1,000	\$0	\$250	\$750	\$0	\$875	\$2,000	\$0	\$0	\$0	\$0	\$1,221	\$3,000
Pension Contribution	0%	0%	0%	0%	1%	3%	0%	0%	1%	0%	0%	0%	0%	0%	0%
PTO	0 Days	4 Days	10 Days	0 Days	9 Days	20 Days	14 Days	16 Days	20 Days	0 Days	3 Days	10 Days	10 Days	17 Days	30 Days

Note: Small sample sizes may skew averages

YOUTH DIRECTORS

SALARY | PAID TIME OFF (PTO) | PROFESSIONAL DEVELOPMENT | PENSION CONTRIBUTION



Contribution by size of congregation for Part Time Youth Directors

	150 – 300			301 – 450			451-600			601 - 750			751 - 999		
	Min	Av	Max	Min	Av	Max	Min	Av	Max	Min	Av	Max	Min	Av	Max
Base Salary	\$2,500	\$16,071	\$50,000	\$9,400	\$19,754	\$42,000	\$42,000	\$51,000	\$60,000	\$2,400	\$17,408	\$37,233	\$7,000	\$13,500	\$20,000
Total Compensation	\$2,500	\$17,794	\$50,000	\$9,400	\$38,370	\$24,956	\$42,000	\$63,500	\$85,000	\$2,400	\$17,401	\$37,233	\$7,000	\$13,500	\$20,000
Prof. Dev. Allowance	\$0	\$143	\$1,000	\$0	\$0	\$0	\$1,500	\$1,750	\$2,000	\$0	\$0	\$0	\$0	\$500	\$1,000
Pension Contribution	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
PTO	0 Days	4 Days	10 Days	0 Days	3 Days	10 Days	14 Days	15 Days	15 Days	0 Days	0 Days	0 Days	15 Days	15 Days	15 Days

Note: Small sample sizes may skew averages

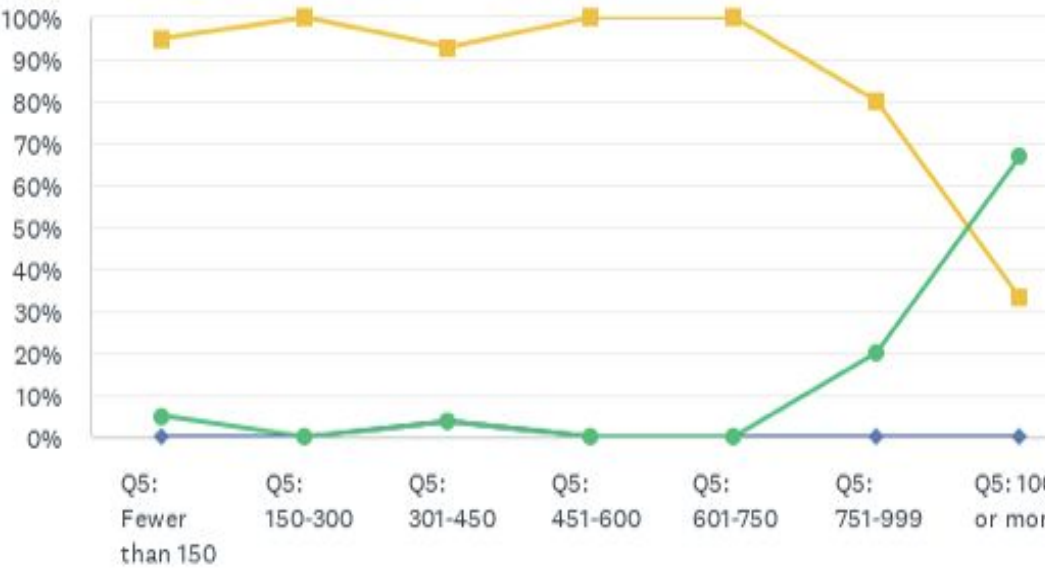
DEVELOPMENT DIRECTORS

DEVELOPMENT DIRECTORS

PART TIME OR FULL TIME AND TENURE

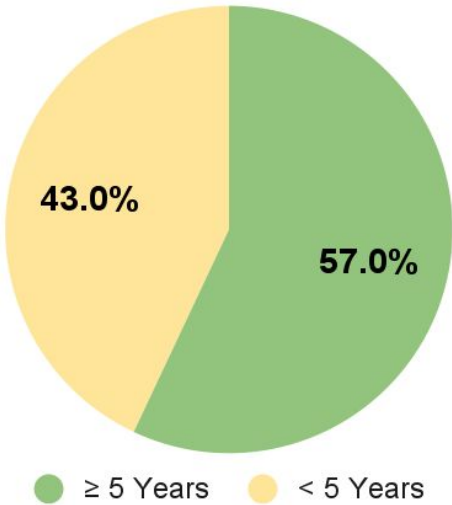


BY CONGREGATION SIZE



- Full Time
- Part Time
- We Don't Have One

TENURE



DEVELOPMENT DIRECTORS

SALARY | PAID TIME OFF (PTO) | PROFESSIONAL DEVELOPMENT | PENSION CONTRIBUTION



Contribution by size of congregation for Full-Time Development Directors

	301 – 450		751 - 999		1000+	
	Min	Max	Min	Max	Min	Max
Base Salary	\$62,500	\$80,000	\$50,000	\$83,200	\$127,000	\$133,000
Total Compensation	\$62,500	N/A	N/A	\$85,000	\$185,000	\$200,000
Prof. Dev. Allowance	N/A	\$0	N/A	\$0	As Needed	N/A
Pension Contribution	N/A	0%	N/A	0%	4%	50% up to \$4,000
PTO	10 Days	18 Days	15 Days	20 Days	15 Days	20 Days

The sample of full-time Development Directors from the conducted survey only showed enough information for congregations with between 301 - 450 Member Units, 751 - 999 Member Units, and 1000+ Member Units. There is also very limited information for several categories resulting in non-usable data.

There was only one part-time Development Director listed in the survey results. Their salary was \$18,000 with no other information listed.

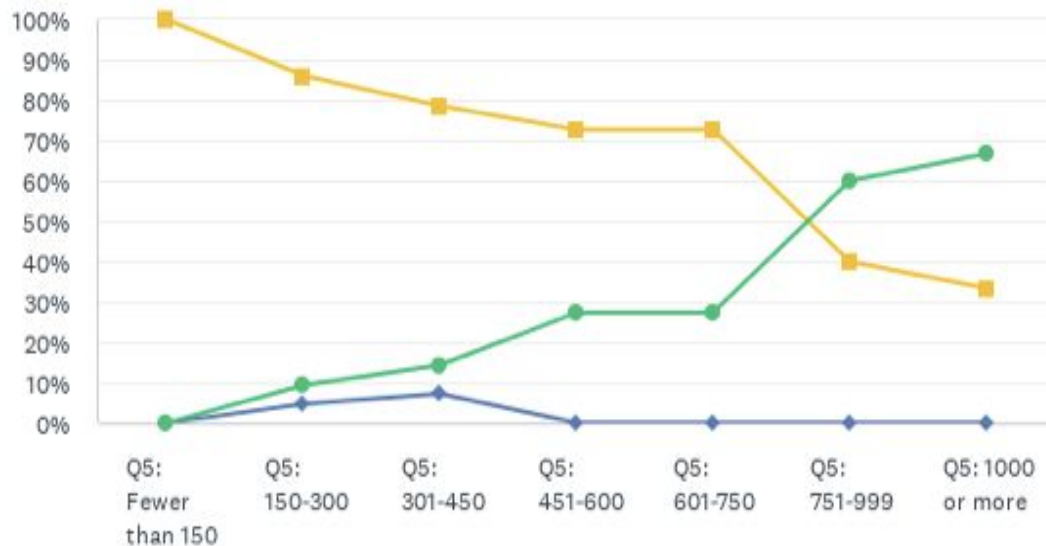
PROGRAM DIRECTORS

PROGRAM DIRECTORS

PART-TIME OR FULL-TIME AND TENURE

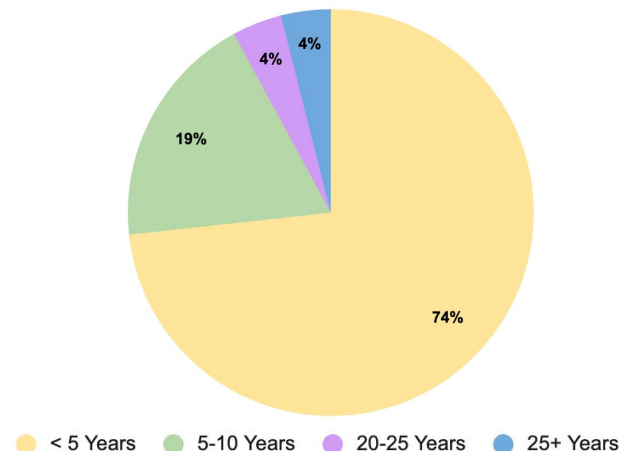


BY CONGREGATION SIZE



- Full Time
- Part Time
- We Don't Have One

TENURE



PROGRAM DIRECTORS

SALARY | PAID TIME OFF (PTO) | PROFESSIONAL DEVELOPMENT | PENSION CONTRIBUTION



Average contribution by years at congregation for Full-Time Program Directors

	150 – 300			301 – 450			451-600			601 - 750			751 - 999			1000+		
	Min	Av	Max	Min	Av	Max	Min	Av	Max	Min	Av	Max	Min	Av	Max	Min	Av	Max
Base Salary	\$32,000	\$52,500	\$73,000	\$58,000	\$66,375	\$75,000	\$54,500	\$60,167	\$66,000	\$50,000	\$65,422	\$90,089	\$42,000	\$57,341	\$76,000	\$90,000	\$112,500	\$135,000
Total Compensation	\$34,265	\$64,188	\$83,300	\$58,000	\$69,075	\$75,000	\$60,300	\$69,150	\$78,000	\$50,000	\$68,744	\$92,189	\$52,085	\$66,986	\$80,000	\$97,000	\$123,500	\$150,000
Prof. Dev. Allowance	\$0	\$667	\$2,000	\$0	\$1000	\$2,000	\$1,500	\$1000	\$2,000	\$0	\$500	\$1,000	\$0	\$683	\$2,000	\$0	\$0	\$0
Pension Contribution	0%	0%	0%	0%	1%	3%	1%	4%	6%	0%	2%	3%	0%	2%	3%	N/A	N/A	N/A
PTO	10 Days	13 Days	20 Days	15 Days	16 Days	20 Days	15 Days	15 Days	15 Days	10 Days	14 Days	20 Days	15 Days	18 Days	20 Days	20 Days	20 Days	20 Days

Note: Small sample sizes may skew averages

PROGRAM DIRECTORS

SALARY | PAID TIME OFF (PTO) | PROFESSIONAL DEVELOPMENT | PENSION CONTRIBUTION



Contribution by size of congregation for Part-Time Program Directors

	150 – 300		301 – 450	
	Min	Max	Min	Max
Base Salary	\$15,700	\$34,000	\$8,000	\$25,000
Total Compensation	\$15,700	\$34,000	\$8,000	\$25,000
Prof. Dev. Allowance	\$0	\$0	N/A	N/A
Pension Contribution	0%	0%	0%	0%
PTO	N/A	10 Days	N/A	20 Days

The sample of part-time Program Directors from the conducted survey only showed enough information for congregations with between 150 - 300 Member Units and 301 - 450 Member Units. There is also very limited information for several categories resulting in non-usable data.

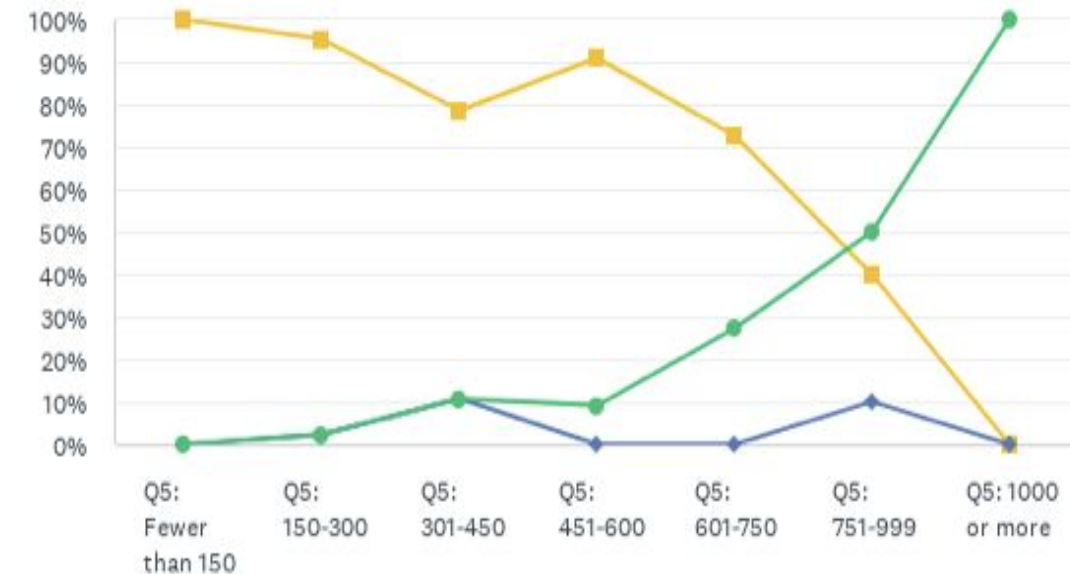
MEMBERSHIP ENGAGEMENT DIRECTORS

MEMBERSHIP ENGAGEMENT DIRECTORS

PART TIME OR FULL TIME AND TENURE

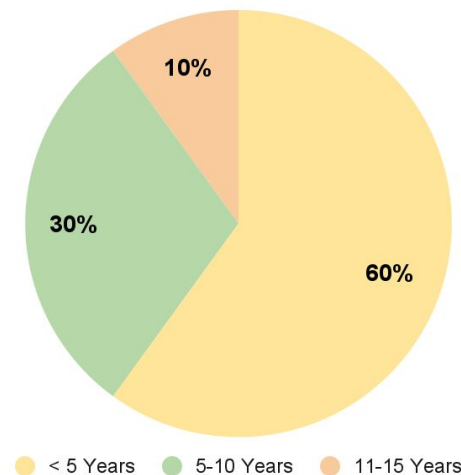


BY CONGREGATION SIZE



- Full Time
- Part Time
- We Don't Have One

TENURE



MEMBERSHIP ENGAGEMENT DIRECTORS

SALARY | PAID TIME OFF (PTO) | PROFESSIONAL DEVELOPMENT | PENSION CONTRIBUTION



USCJ Seek meaning together

Contribution by years at congregation for Full-Time Membership Engagement Directors

	301 – 450			451-600			601 - 750			751 - 999			1000+		
	Min	Av	Max	Min	Av	Max	Min	Av	Max	Min	Av	Max	Min	Av	Max
Base Salary	\$58,000	\$63,800	\$75,000	\$54,500	\$85,000	\$66,000	\$50,000	\$97,890	\$90,089	\$42,000	\$65,977	\$76,000	\$90,000	\$103,000	\$135,000
Total Compensation	\$58,000	\$112,000	\$75,000	\$60,300	\$95,000	\$78,000	\$50,000	\$108,342	\$92,189	\$52,085	\$71,732	\$80,000	\$97,000	\$121,333	\$150,000
Prof. Dev. Allowance	\$0	\$3,000	\$3,000	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$950	\$2000	\$0	\$2,500	\$2,500
Pension Contribution	0%	0%	0%	0%	0%	0%	0%	4%	7%	0%	1%	3%	2%	3%	4%
PTO	15 Days	15 Days	20 Days	15 Days	20 Days	15 Days	10 Days	15 Days	20 Days	15 Days	21 Days	20 Days	20 Days	20 Days	20 Days

Note: Small sample sizes may skew averages

MEMBERSHIP ENGAGEMENT DIRECTORS

SALARY | PAID TIME OFF (PTO) | PROFESSIONAL DEVELOPMENT | PENSION CONTRIBUTION



Average contribution by size of congregation for Part-Time Membership Engagement Directors

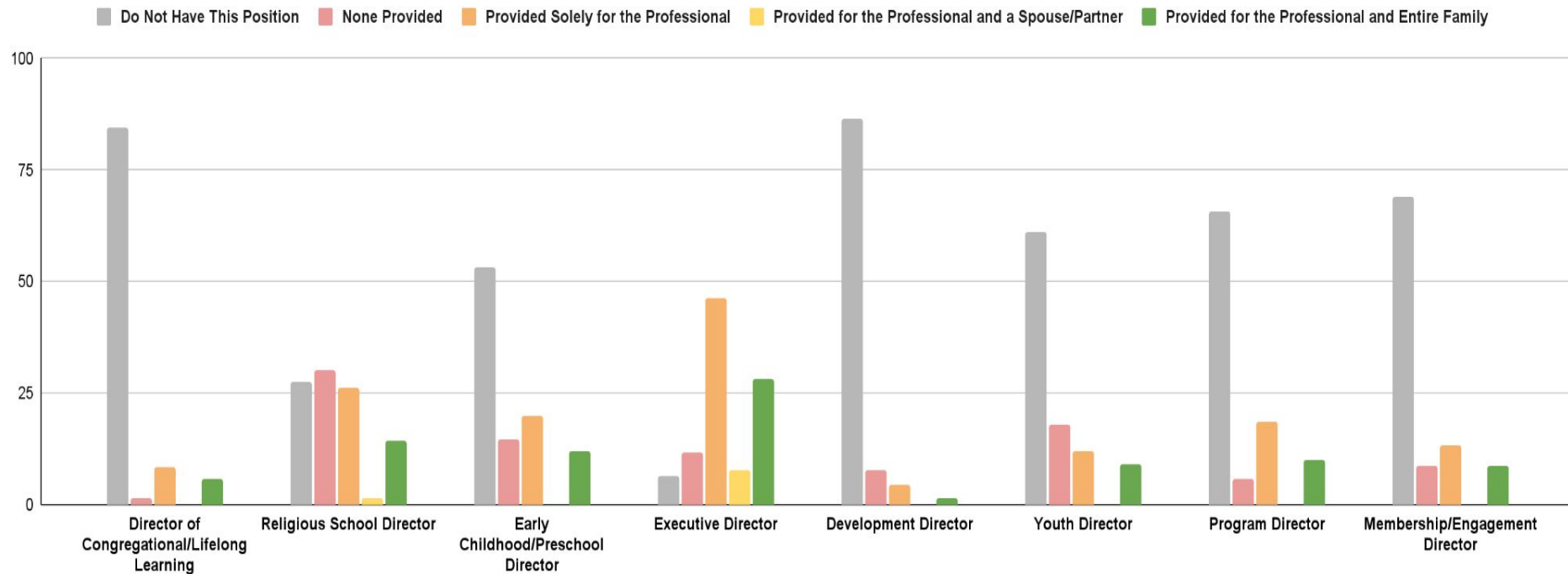
	150 – 300		301 – 450		751 - 999	
	Min	Max	Min	Max	Min	Max
Base Salary	N/A	\$34,000	\$35,500	\$48,000	N/A	\$25,000
Total Compensation	N/A	\$34,000	N/A	\$48,000	N/A	N/A
Prof. Dev. Allowance	\$0	\$0	N/A	\$1,000	N/A	N/A
Pension Contribution	0%	0%	0%	0%	N/A	N/A
PTO	0 Days	14 Days	10 Days	15 Days	N/A	N/A

The sample of part-time Membership Engagement Directors from the conducted survey only showed enough information for congregations with between 150 - 300 Member Units, 301 - 450 Member Units, and 751 - 999 Member Units. There is also very limited information for several categories resulting in non-usable data.

BENEFITS

Insurance, PTO, Retirement Contributions

DOES YOUR CONGREGATION PROVIDE HEALTH INSURANCE?



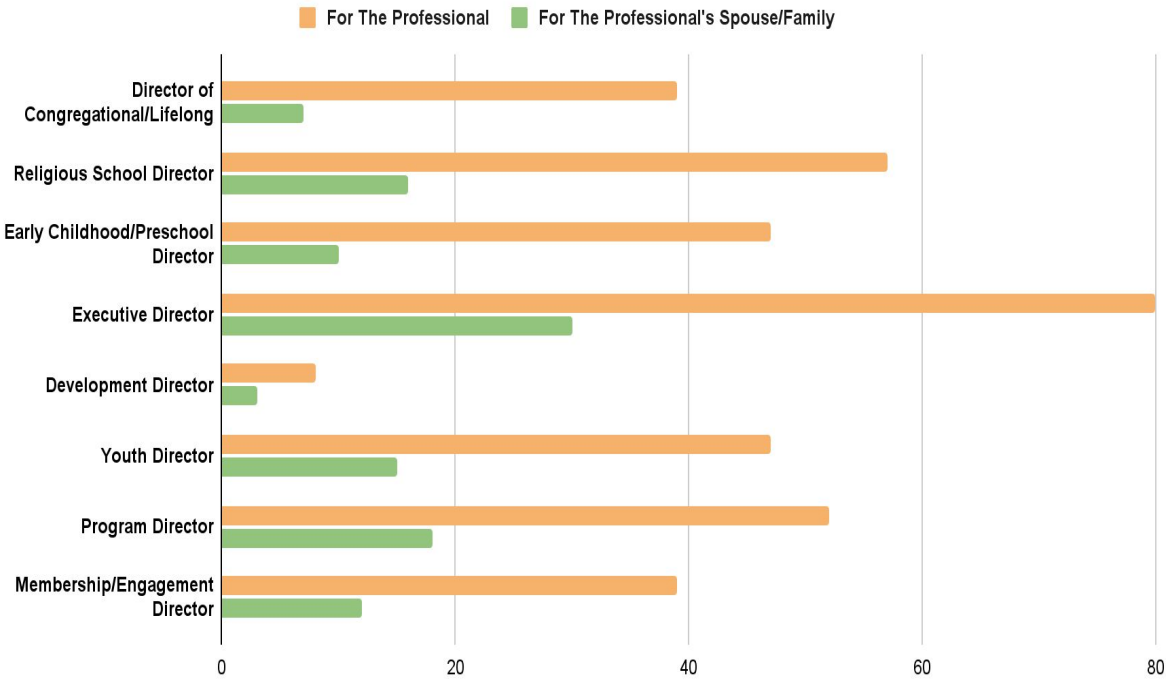
DOES YOUR CONGREGATION PROVIDE HEALTH INSURANCE?



	Do Not Have This Position	None Provided	Provided Solely for the Professional	Provided for the Professional and a Partner	Provided for the Professional and Their Entire Family
Director of Congregational/Lifelong Learning	84.51%	1.41%	8.45%	0%	5.63%
Religious School Director	27.63%	30.26%	26.32%	1.32%	14.47%
Early Childhood/Preschool Director	53.33%	14.61%	20%	0%	12%
Executive Director	6.41%	11.54%	46.15%	7.69%	28.21%
Development Director	86.36%	7.58%	4.55%	0.00%	1.52%
Youth Director	61.19%	17.91%	11.94%	0.00%	8.96%
Program Director	65.71%	5.71%	18.57%	0.00%	10.00%
Membership/Engagement Director	69.12%	8.82%	13.24%	0.00%	8.82%

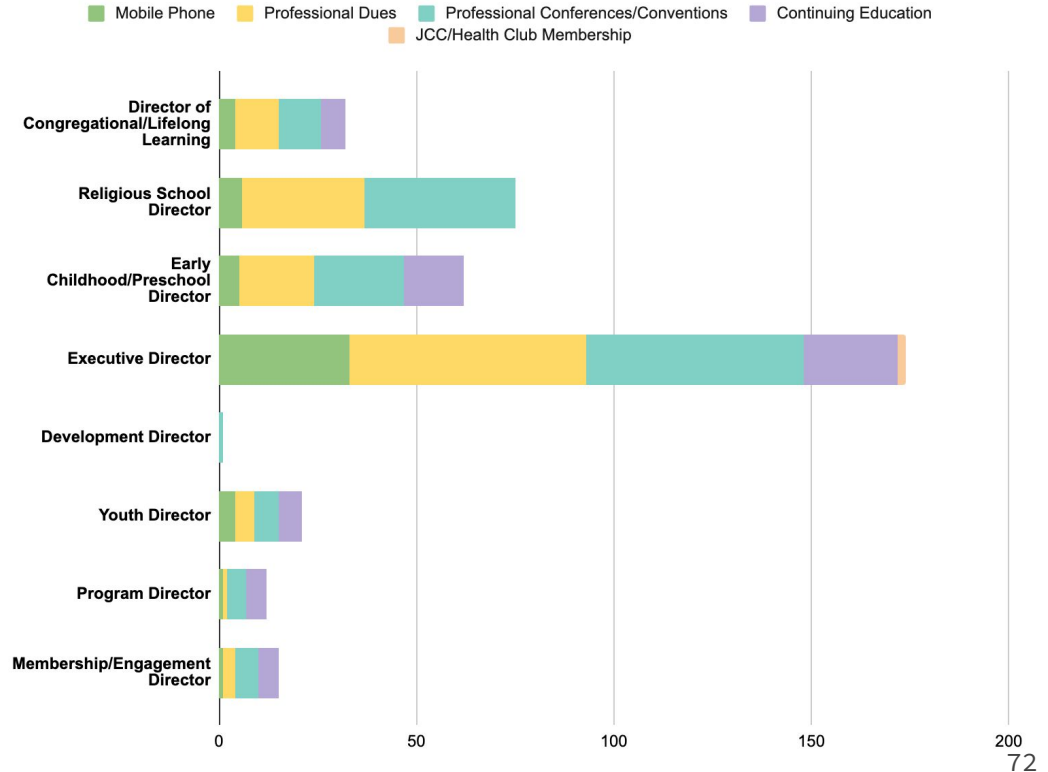
PERCENTAGE OF HEALTH INSURANCE PAID BY CONGREGATION

	For The Professional	For The Professional's Spouse/Family
Director of Congregational/Lifelong Learning	39.00%	7.00%
Religious School Director	57.00%	16.00%
Early Childhood/Preschool Director	47.00%	10.00%
Executive Director	80.00%	30.00%
Development Director	8.00%	3.00%
Youth Director	47.00%	15.00%
Program Director	52.00%	18.00%
Membership/Engagement Director	39.00%	12.00%



ADDITIONAL BENEFITS PROVIDED TO STAFF

	Mobile Phone	Professional Dues	Professional Conferences/Conventions	Continuing Education	JCC/Health Club Membership
Director of Congregational/Lifelong Learning	4%	11%	11%	6%	0%
Religious School Director	6%	31%	38%	0%	0%
Early Childhood/Preschool Director	5%	19%	23%	15%	0%
Executive Director	33%	60%	55%	24%	2%
Development Director	0%	0%	1%	0%	0%
Youth Director	4%	5%	6%	6%	0%
Program Director	1%	1%	5%	5%	0%
Membership/Engagement Director	1%	3%	6%	5%	0%



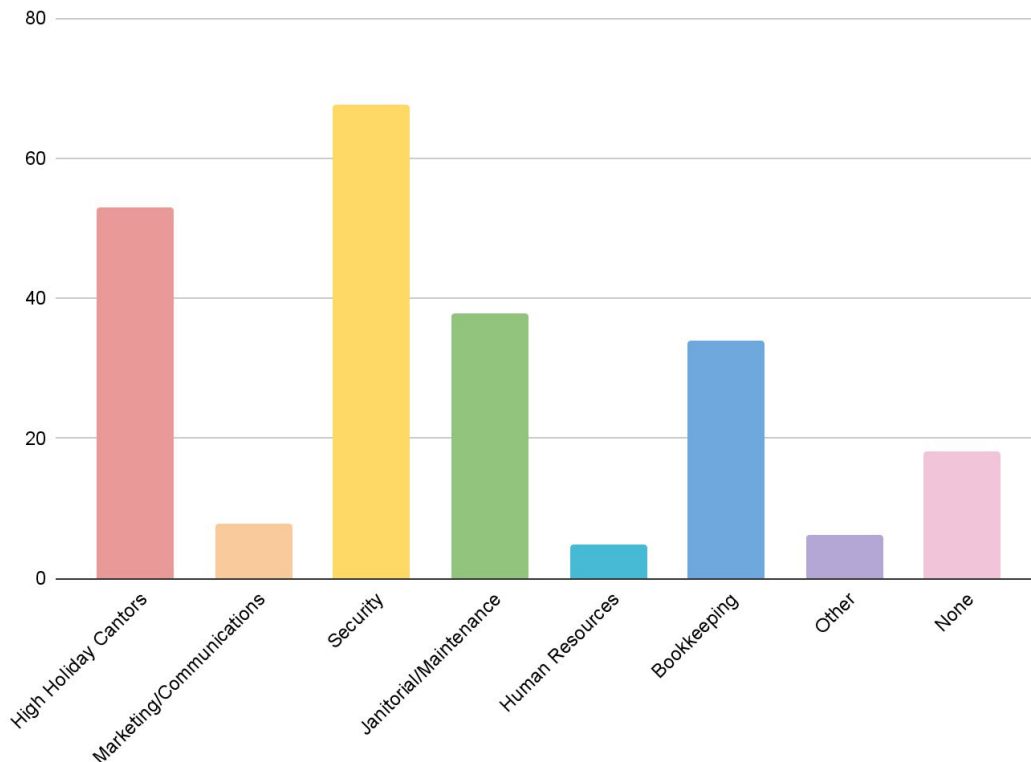
OUTSOURCED POSITIONS

OUTSOURCED POSITIONS

High Holiday Cantors	53%
Marketing/Communications	7.87%
Security	67.72%
Janitorial/Maintenance	37.80%
Human Resources	4.72%
Bookkeeping	33.86%
Other	6.30%
None	18.11%

Reported "Other" Positions:

- Accountant
- Auditor
- Bulletin
- Catering
- IT
- Religious School Admin Assistant



THANK YOU

If you would like to see the results of the previous survey please visit:

<https://uscj.org/wp-content/uploads/2025/06/USCJ-Compensation-Survey-2022.pdf>

For additional information and resources please visit [USCJ.org](https://uscj.org)

For a list of our Marketplace vendors please visit [marketplace.USCJ.org](https://marketplace.uscj.org)

For additional Jewish content please visit exploringjudaism.org

