

2023 Salary Survey

conducted for



May 2023

Prepared by:



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Table of Contents

METHODOLOGY	1
Report Format	1
Terms & Definitions	1
Using This Report for Salary Comparison.....	2
HIGHLIGHTS	3
RESPONDENT CHARACTERISTICS.....	5
Respondent Background Summary.....	5
Individual Characteristics.....	6
Synagogue/Congregational Characteristics	11
COMPENSATION VARIABLES	16
By Individual Characteristics	16
By Synagogue/Congregational Characteristics	21
Retirement Plan Contributions	25
BENEFITS	26
STATISTICAL TABLES.....	APPENDIX A
SURVEY QUESTIONS.....	APPENDIX B

METHODOLOGY

Advancing Temple Institutional Development (ATID) contracted with Association Research, Inc., (ARI) to conduct its **2023 Salary Survey** in March and April 2023. A link to the online questionnaire was e-mailed to 92 members and nonmembers¹; 45 surveys were received, resulting in a response rate of 48.9%.

Association Research, Inc., an independent survey research firm specializing in research exclusively for trade associations, other non-profit organizations, and professional societies, carried out the survey and performed the analysis reported herein. Confidentiality was maintained throughout. No individual salary data is or will be identified.

Report Format

A summary of the findings of the 2023 survey is included in this report. The demographics of survey respondents and the congregations they are employed at are presented and graphically illustrated. Detailed annual compensation data as of January 1, 2023, and benefits offered are provided in the tables in the appendix. The salary data specifically are also illustrated based on various organizational and individual variables. A copy of the survey questions can also be found in the appendix.

Terms & Definitions

Many of the graphs and tables report **median** values along with the **mean** (average) values. The median salary is the value that is in the middle of all of the salaries, sorted from lowest to highest—higher than half of all salaries in the category and lower than half of the salaries. The mean, or simple average, is the sum of all salaries divided by the number of individuals reporting. The mean value can be distorted by unusually high or unusually low numbers. The median is not influenced by extreme values.

Another statistic used in the salary tables is the **quartile**. This statistic is similar to a median in that it is the salary that divides all salaries into two groups, one group containing 25 percent of the salaries and the other group containing the remaining 75 percent. The first quartile, therefore, is that salary that is higher than 25 percent of the salaries but lower than the remaining 75 percent. Similarly, the third quartile is that salary figure that is higher than 75 percent of the other salaries presented. In order to protect confidentiality, medians and quartiles are only presented when four or more individuals are included in a particular category and the mean value for three or more individuals.

¹ Respondents were asked on the survey about whether or not they are an ATID member; therefore, ATID membership status in the report tables is based on self-identification.

Using This Report for Salary Comparison

Note that no *one* benchmark is a sufficient basis for comparison. It is only by combining and considering the information available from a number of benchmarks that appropriate compensation determinations can be made.

More specifically, an individual's compensation depends on *numerous* factors, including job title, experience, education, certifications held, type of area that the synagogue serves, congregation size, and current operating budget. To illustrate this point, the average base salary in 2023 among all respondents is \$109,772; the median salary is \$102,619. One-quarter of all respondents earn less than \$80,747 (first quartile), and three-quarters earn less than \$146,250 (third quartile). Nevertheless, respondents who are employed by a synagogue with an operating budget of less than \$2,500,000 report an average base salary of \$83,032 while those at synagogues with an operating budget of \$5,000,000 or more average \$129,094.

HIGHLIGHTS

- Respondents' level of compensation varies by individual as well as by congregational characteristics, including type of position held, years in current position, job role as it relates to fundraising, gender, highest level of formal educational attained, certification, membership in ATID, region, type of location, congregation size (number of households), operating budget, size of endowment, and synagogue programs offered.
- More than half of respondents are Advancement/Development Directors (57.8%), although more than one-quarter are Executive Directors (28.9%). The average base salary among all respondents is \$109,772, with Advancement/Development Directors out earning Executive Directors (average of \$118,896 vs. \$107,955). Advancement/Development Managers and Other positions earn far less on average (\$68,513).
- On average, salaries increased by 6.0% among those who were in the same position in January 2022 compared with January 2023.
- Respondents are more than twice as likely to be female (71.1%) than they are to be male (28.9%), yet female respondents' average salary is approximately \$8,000 less than their male counterparts (\$107,622 versus \$115,832).
- Average earnings peak among those respondents who have been in their position between 5 and 9 years (\$129,007) while those with less than five years in their position earn more, on average, than those who have 10 or more years of tenure (\$104,350 versus \$80,854, respectively). However, there were five respondents in the 10 or more years of tenure category so caution should be exercised when interpreting those results.
- Greater educational attainment does not necessarily correspond with a higher salary; respondents with a master's degree earn an average of \$98,971 compared to those with a bachelor's degree reporting an average base salary of \$121,351.
- Certifications seem to correlate with a higher average base salary; those with a certification average \$116,581 compared to \$108,852 among those who do not hold a certification.
- ATID members earn an average of \$110,801 compared with \$106,223 among nonmembers.

- Respondents in larger congregation sizes (in terms of number of households), and in synagogues with higher operating budgets and endowments all report higher base salaries than cohorts in smaller, less funded congregations.
- Congregations in urban settings offer higher base salaries than those in the suburbs (\$116,533 versus \$98,786), and respondents in the West command higher salaries than those in other regions.
- Respondents who are eligible to participate in their employer's retirement plan reported that they contribute an average of 7.0% of base salary. Those who report that their employer contributes to their plan indicate that the average contribution is 5.9% of their salary.
- Most often, respondents report health insurance as a benefit offered to them (88.9%), and eight in 10 also indicate that they are entitled to professional development and dental.
- Most respondents are entitled to receive vacation leave (86.7%) with an average of 20.5 days a year.
- Sick leave is available to 73.3% of all respondents with an average of 10.0 days a year. Fewer than half of all respondents (46.7%) are entitled to parental leave, but for those who have it, the average number of days available for this type of leave is 76.4 days.

RESPONDENT CHARACTERISTICS

The report uses two types of demographic questions to understand and identify factors correlated with compensation levels. **Individual characteristics** used for breakouts in the report tables include job title, whether or not the respondent’s job role is primarily fundraising, years in current position, highest level of formal education completed, whether certifications are held (e.g., CFRE, SHRM, Certificate in Non-Profit Management/Leadership), gender and ATID membership. **Congregation/ Synagogue characteristics** used for breakouts in the tables are type of area where the synagogue is located, number of households belonging to the synagogue, operating budget, current endowment total, major programs/services offered, and region.

Other demographic data are included in the report that also help to better define respondents including membership in NATA, congregational affiliation, number of full-time employees at the synagogue as well number of development staff (full-time and part-time).

2023 Respondent Background Summary *(45 Respondents)*

Typical Individual Characteristics:

Job Title: Advancement/Development Director	57.8%
Job Role Primarily Fundraising	66.7%
Average Number of Years in Current Position	5.1
Highest Level of Education Completed: Bachelor’s	43.2%
Member of ATID	53.5%

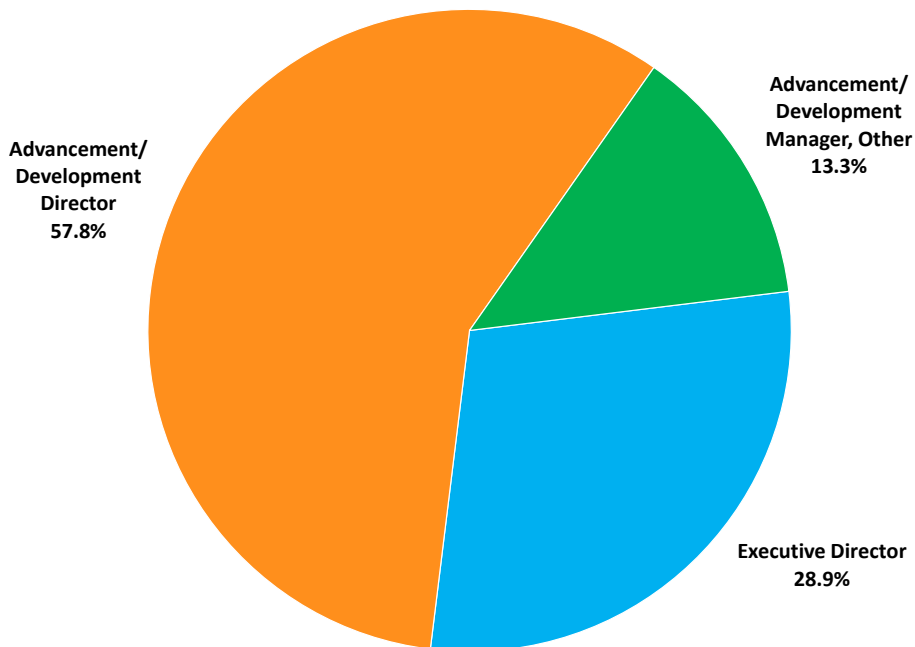
Typical Congregation/Synagogue Characteristics:

Average Number of Full-Time Synagogue Employees	24.2
Average Number of Full-Time Development Staff	1.6
Average Number of Part-Time Development Staff	1.3
Average Number of Households that Belong	1,065
Average Operating Budget	\$5,569,122
Has an Endowment	88.9%
Average Endowment Total	\$9,613,235
Offers Religious School	95.6%
Location: Northeast	31.1%
Type of Area: Urban	60.0%

Individual Characteristics

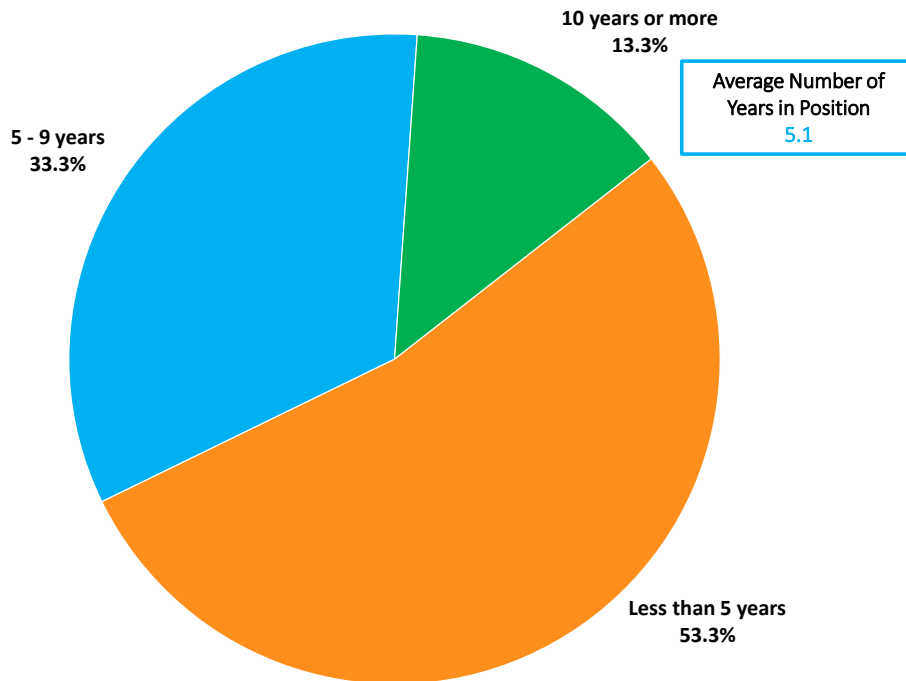
More than half (57.8%) of respondents are Advancement/Development Directors, and over one-quarter (28.9%) are Executive Directors. More than one in 10 are either Advancement/Development Managers or fall into the category of “Other.” On average, respondents report being in their positions for 5.1 years, with more than eight in 10 possessing either a master’s degree (40.9%) or a bachelor’s degree (43.2%). The majority (86.7%) do not hold certifications, and just over half (53.5%) are ATID members, while just over one-fifth (22.7%) claim NATA membership. Females are represented in the sample more than twice as often as males (71.1% versus 28.9%). Two-thirds of respondents (66.7%) indicate that fundraising is their primary role.

JOB TITLE



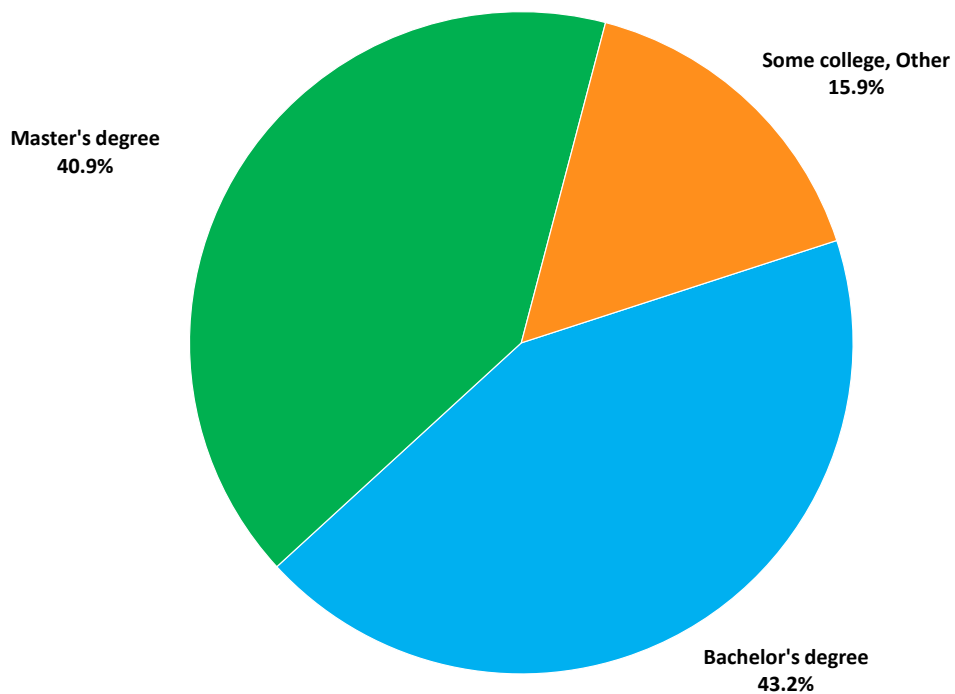
Source: 2023 ATID Salary Survey

YEARS IN CURRENT POSITION



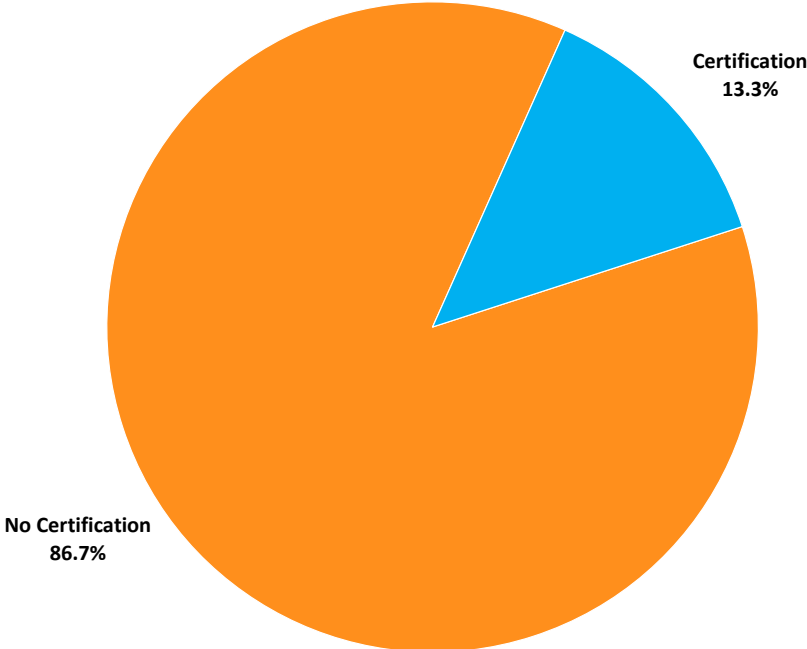
Source: 2023 ATID Salary Survey

HIGHEST LEVEL OF FORMAL EDUCATION COMPLETED



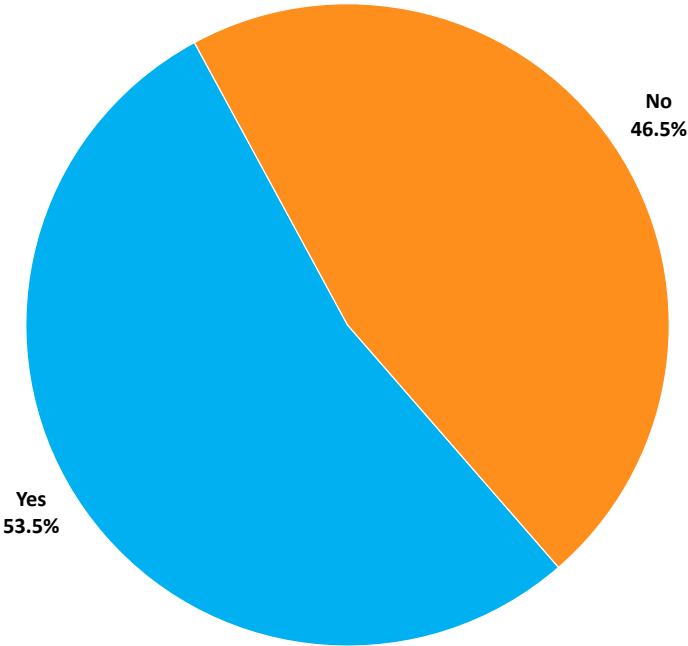
Source: 2023 ATID Salary Survey

CERTIFICATIONS HELD



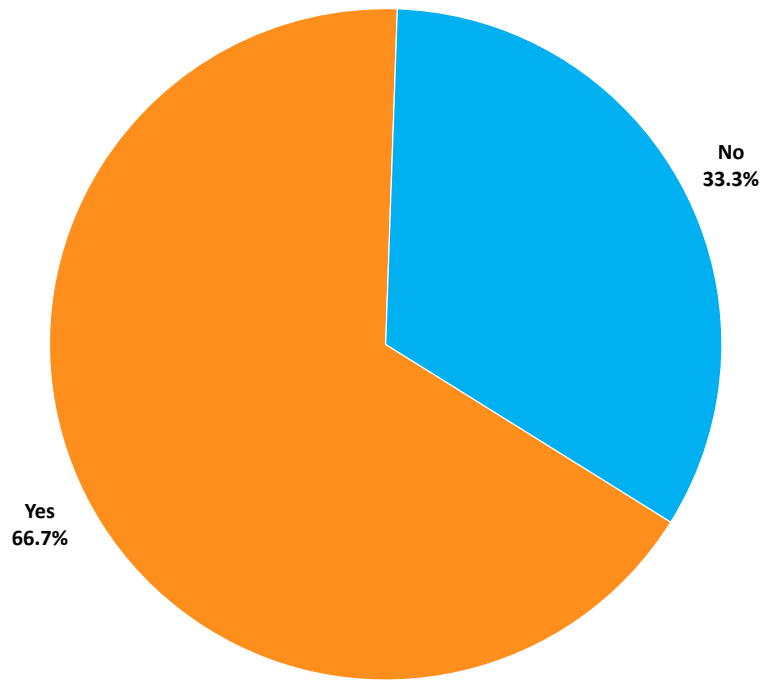
Source: 2023 ATID Salary Survey

MEMBER OF ATID



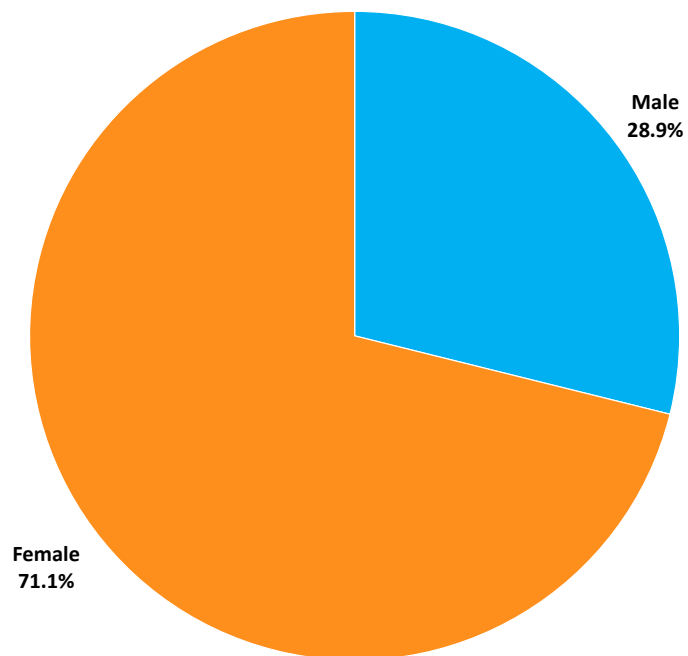
Source: 2023 ATID Salary Survey

FUNDRAISING IS PRIMARY JOB ROLE



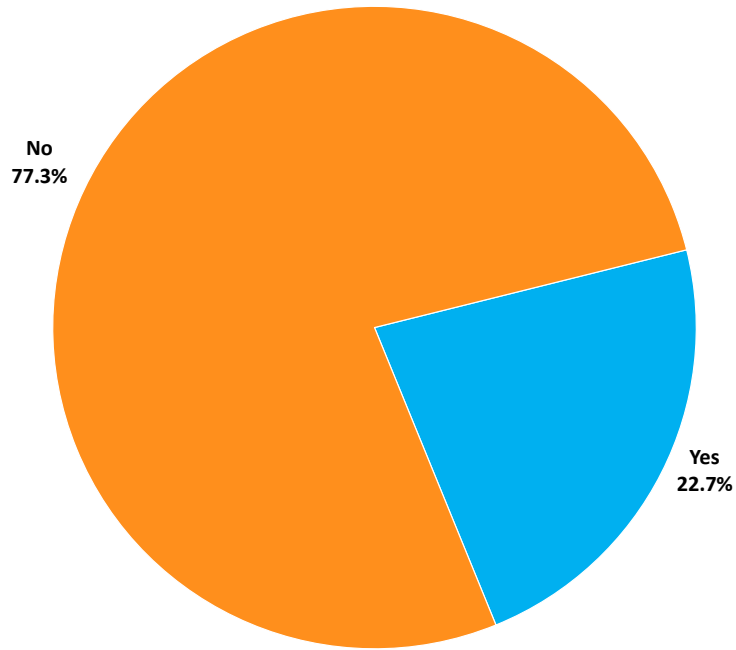
Source: 2023 ATID Salary Survey

GENDER



Source: 2023 ATID Salary Survey

MEMBER OF NATA

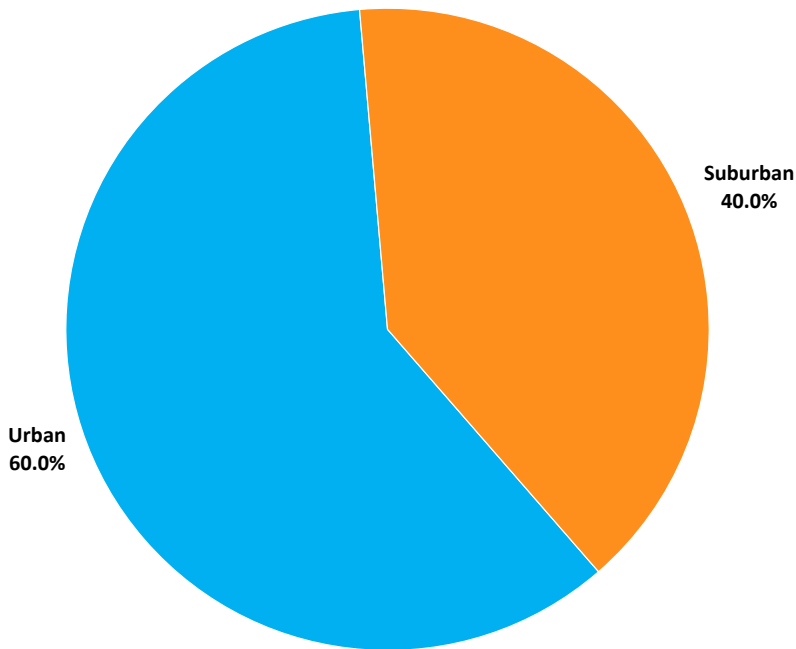


Source: 2023 ATID Salary Survey

Synagogue/Congregational Characteristics

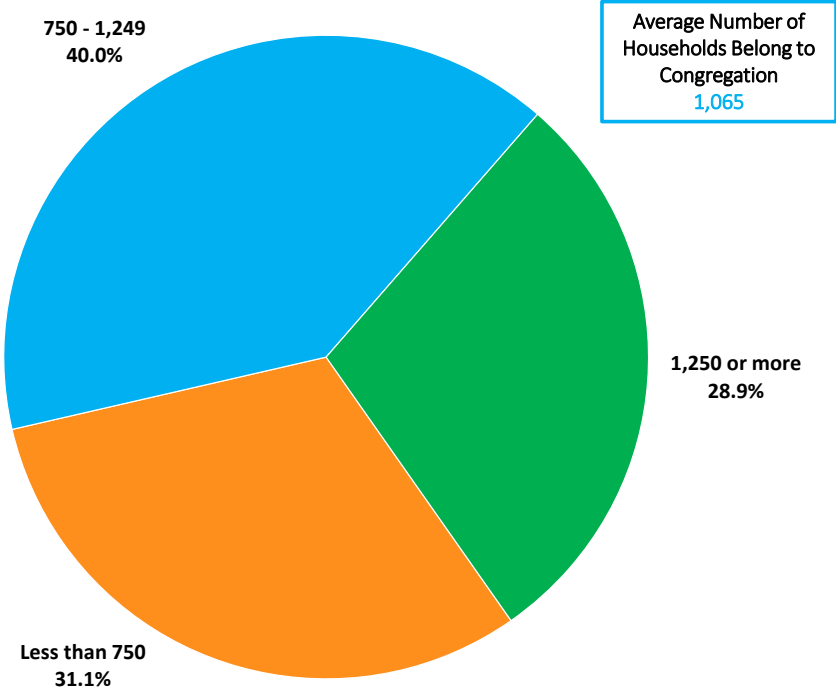
Respondents' employers are somewhat more likely to be in an urban location (60.0%) than suburban (40.0%). On average, 1,065 households belong to the respondent's congregation, and the average total operating budget is \$5,569,122. Nearly all respondents report that their synagogue offers a religious school (95.6%) although approximately two-thirds (66.7%) also indicate that their synagogue offers an early childhood center/pre-school/day care center. Just over six in 10 (62.2%) have a cemetery. Most often, respondents' congregations are located in the Northeast (31.1%), although they are nearly as likely to be located in the West (26.7%). A robust majority (86.7%) is affiliated with the Union for Reform Judaism (URJ). Nearly nine in 10 (88.9%) report that their synagogue has an endowment, the average total of which is \$9,613,235. The typical respondent indicates that their synagogue employs an average of 24.2 full-time employees and 1.6 full-time development staff.

TYPE OF AREA EMPLOYER LOCATED



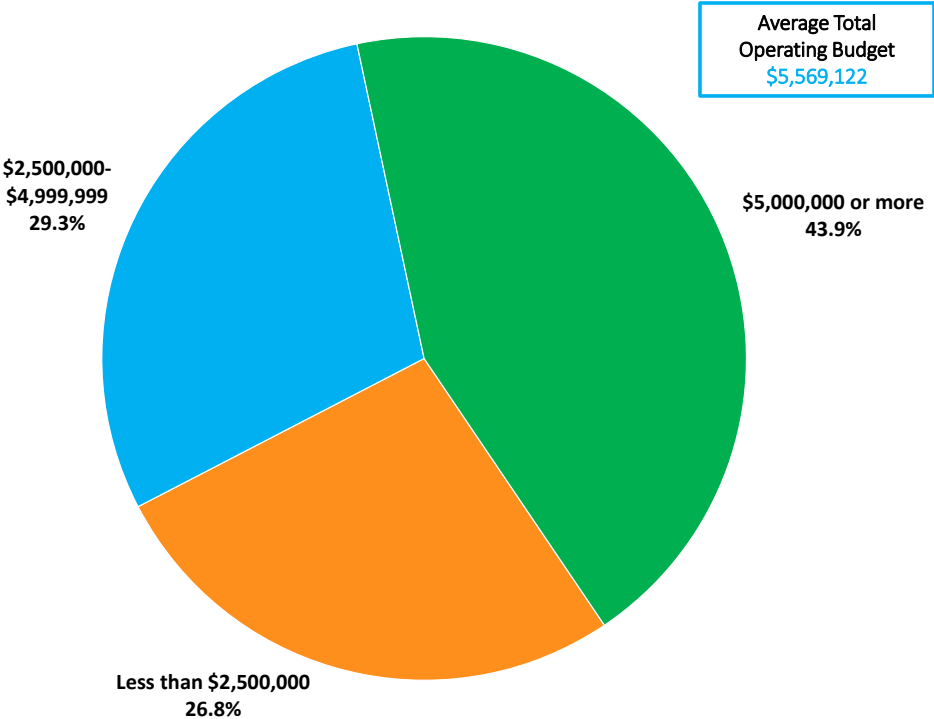
Source: 2023 ATID Salary Survey

NUMBER OF HOUSEHOLDS BELONG TO CONGREGATION



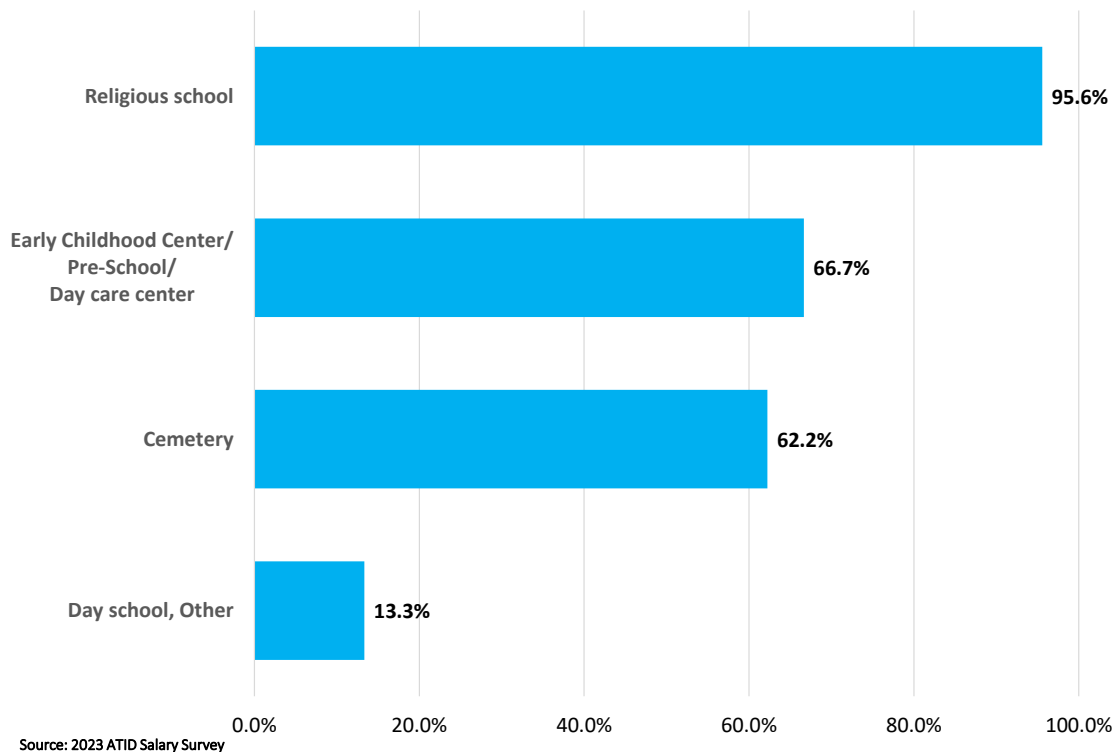
Source: 2023 ATID Salary Survey

TOTAL CURRENT OPERATING BUDGET

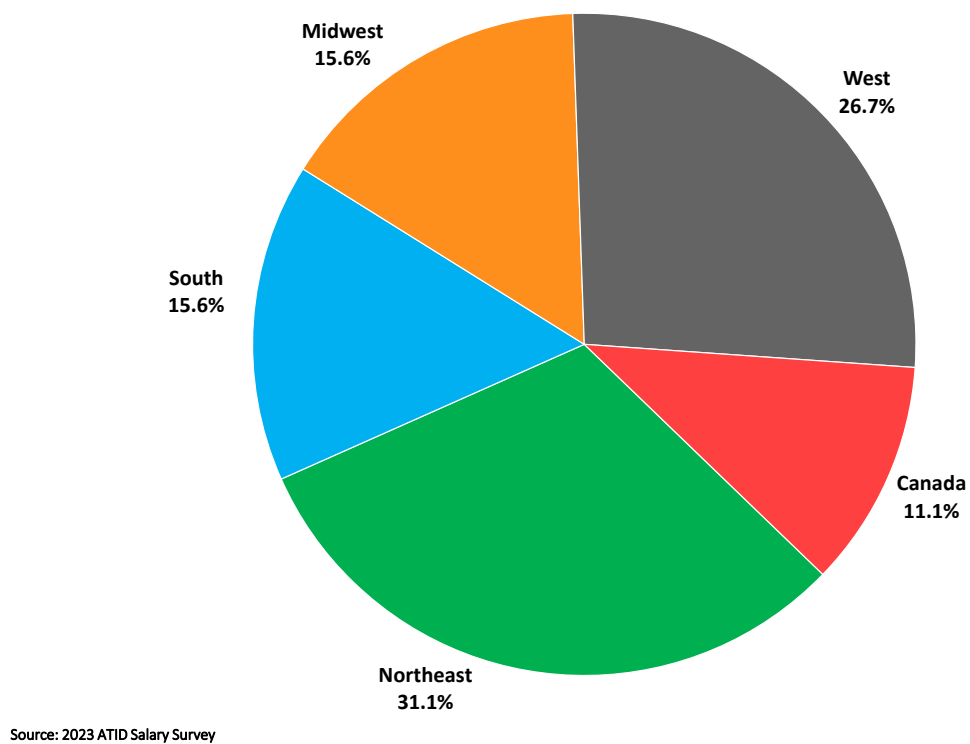


Source: 2023 ATID Salary Survey

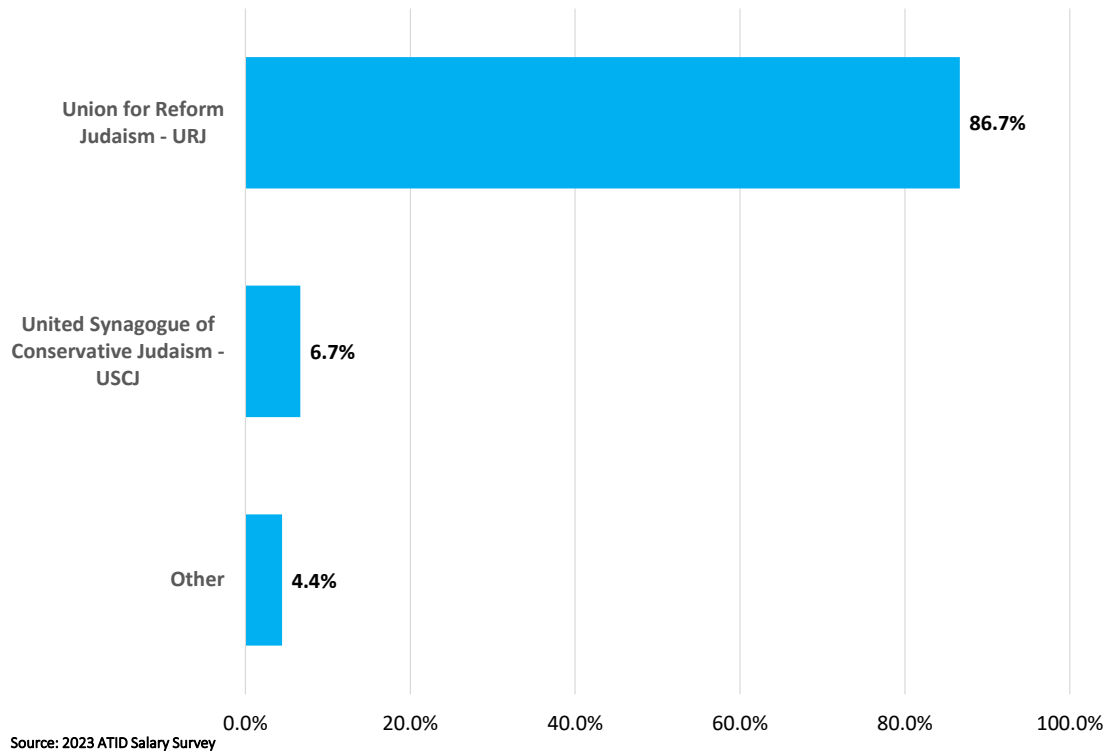
MAJOR PROGRAMS/SERVICES OFFERS



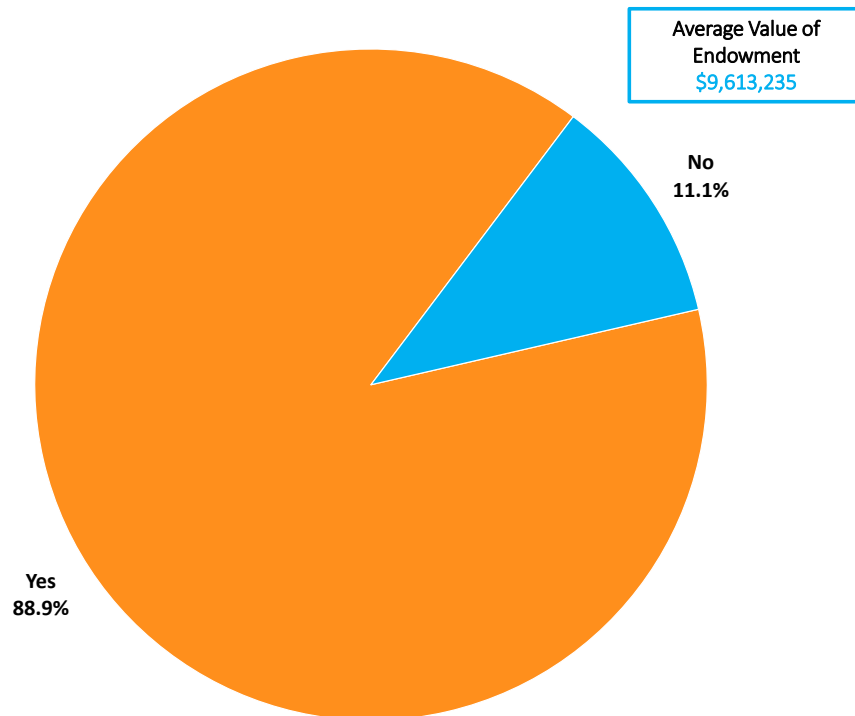
REGION



CONGREGATION AFFILIATION

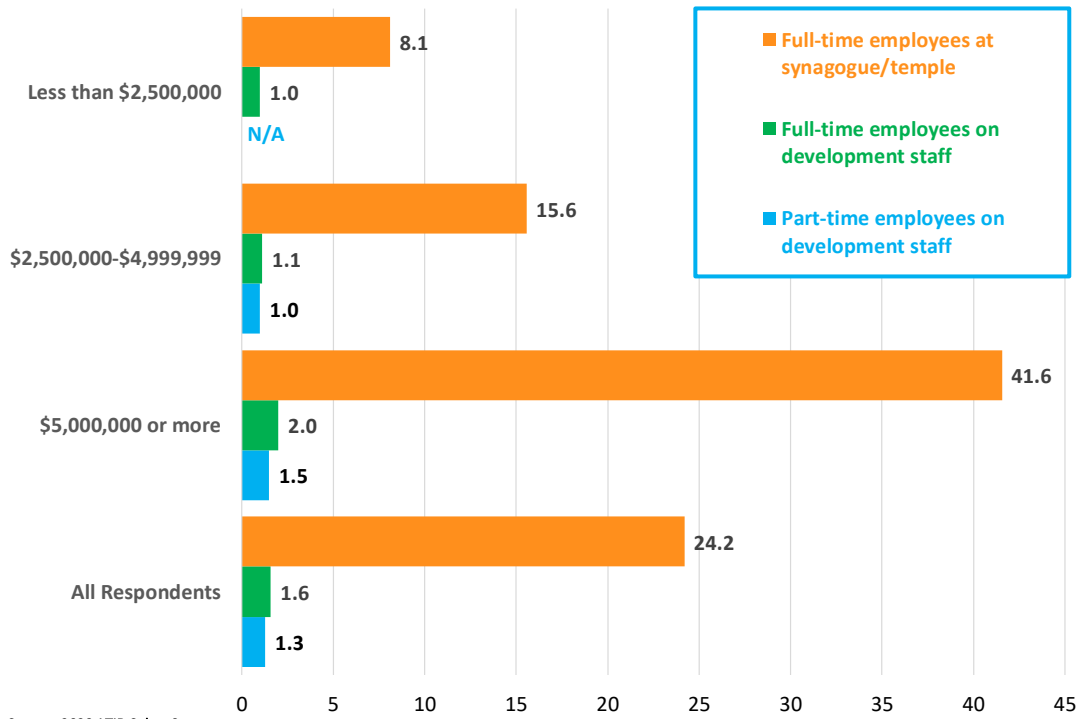


SYNAGOGUE HAS ENDOWMENT



Source: 2023 ATID Salary Survey

AVERAGE NUMBER OF EMPLOYEES BY OPERATING REVENUE



COMPENSATION VARIABLES

Almost all demographic variables—individual and congregational characteristics—exert some influence on compensation levels. Therefore, it is important to analyze various characteristics to understand the degree to which they impact the average salary, as illustrated in the following graphs.

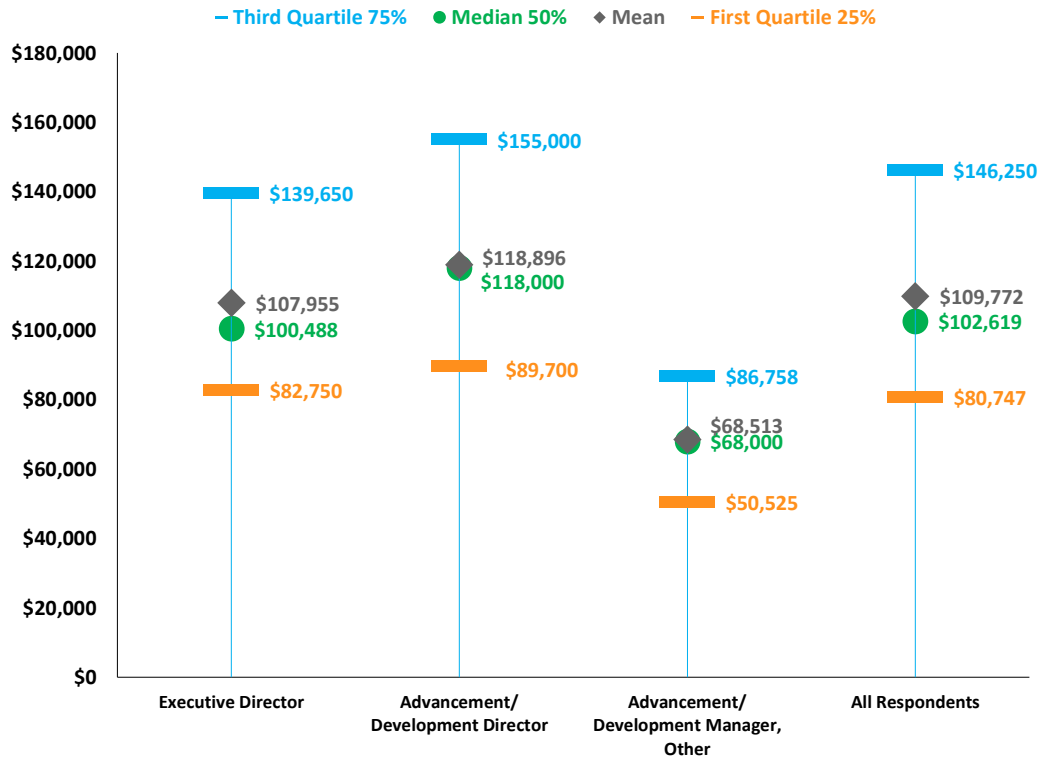
By Individual Characteristics

Overall, the average base salary among all respondents is \$109,772. For respondents who were in the same position at the same time in 2022, and provided a salary value for both years, the average salary increase was 6.0%.

In terms of job title, the average base salary is highest among Advancement/ Development Directors (\$118,896). When looking at salaries based on the number of years in current position, the average annual salary peaks among those respondents with 5-9 years of experience (\$129,007). The average salary of those who indicate that their job is primarily fundraising is slightly higher than those whose primary job is not (\$110,766 vs. \$107,287). The average salary in terms of gender was higher for males than for females - \$115,832 compared to \$107,622.

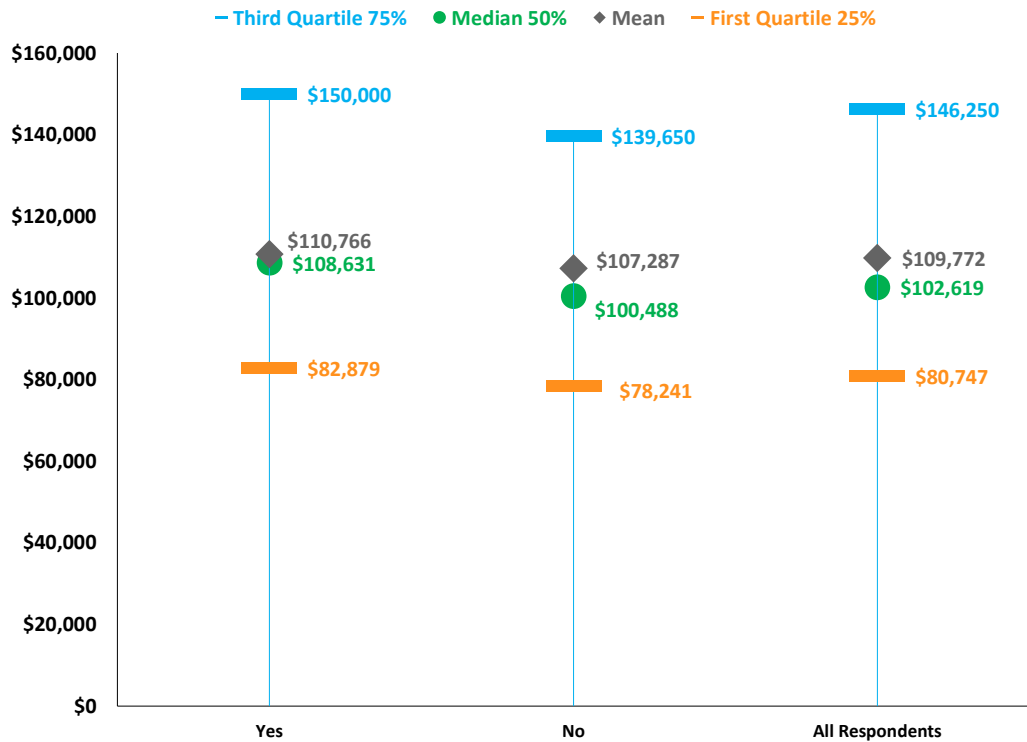
Respondents with a bachelor's degree earn more, on average, than those with some college/other education (\$121,351 versus \$109,425). Salaries are lowest, however, among those with a master's degree (\$98,971). Certification seems to have a positive correlation with a higher average salary, with certified respondents outearning their non-certified peers (\$116,581 versus \$108,852), as does membership in ATID (\$110,801 among ATID members versus \$106,223 among nonmembers).

AVERAGE ANNUAL BASE SALARY AS OF JANUARY 1, 2023 BY JOB TITLE



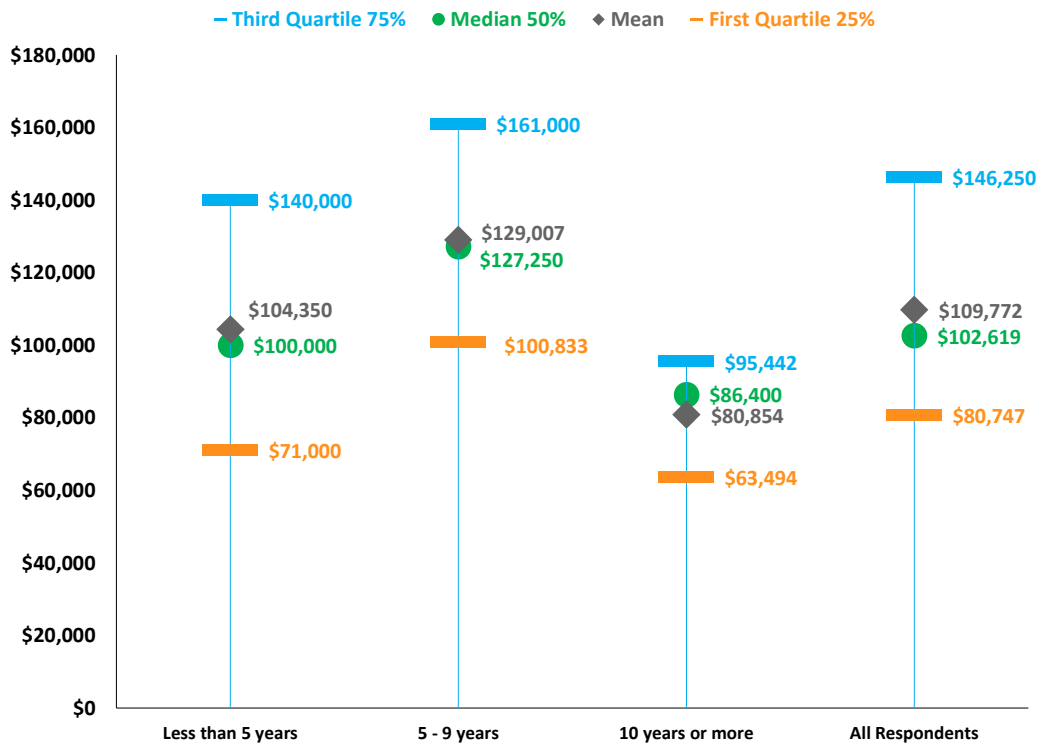
Source: 2023 ATID Salary Survey

AVERAGE ANNUAL BASE SALARY AS OF JANUARY 1, 2023 BY JOB PRIMARILY FUNDRAISING



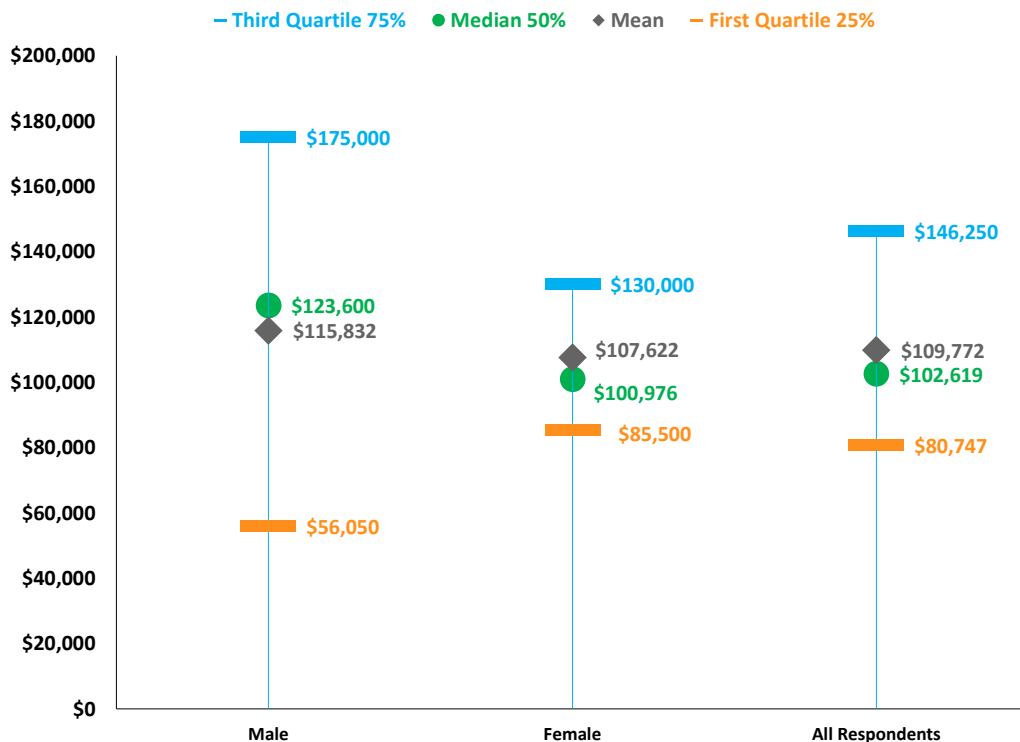
Source: 2023 ATID Salary Survey

AVERAGE ANNUAL BASE SALARY AS OF JANUARY 1, 2023 BY YEARS IN CURRENT POSITION



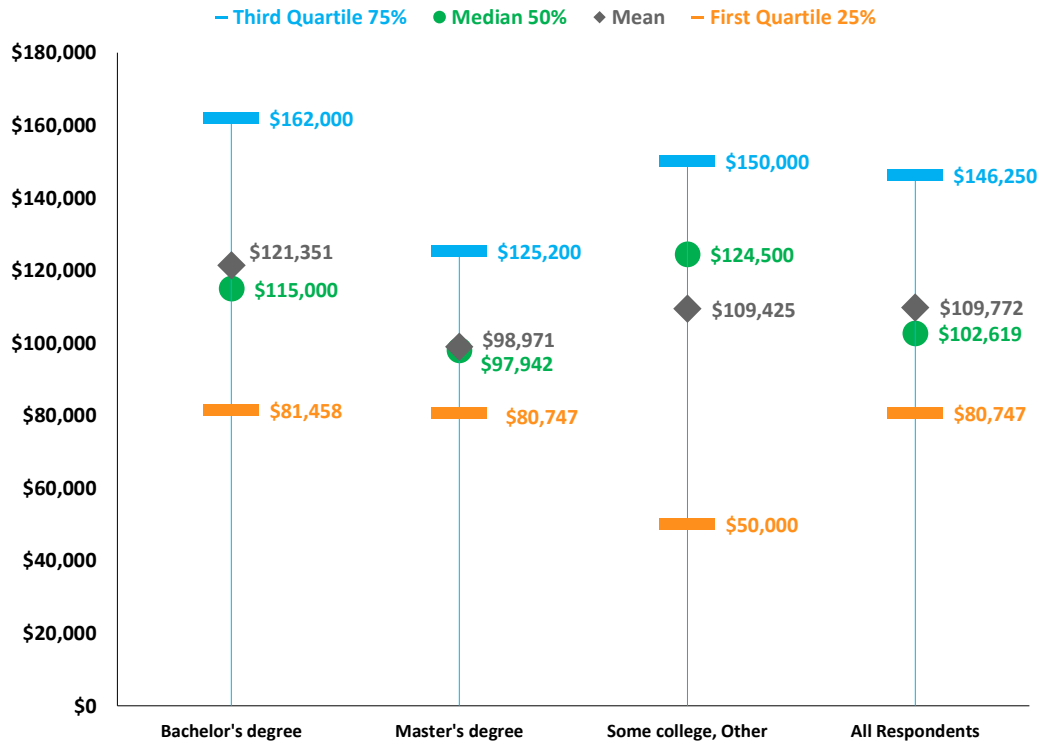
Source: 2023 ATID Salary Survey

AVERAGE ANNUAL BASE SALARY AS OF JANUARY 1, 2023 BY GENDER



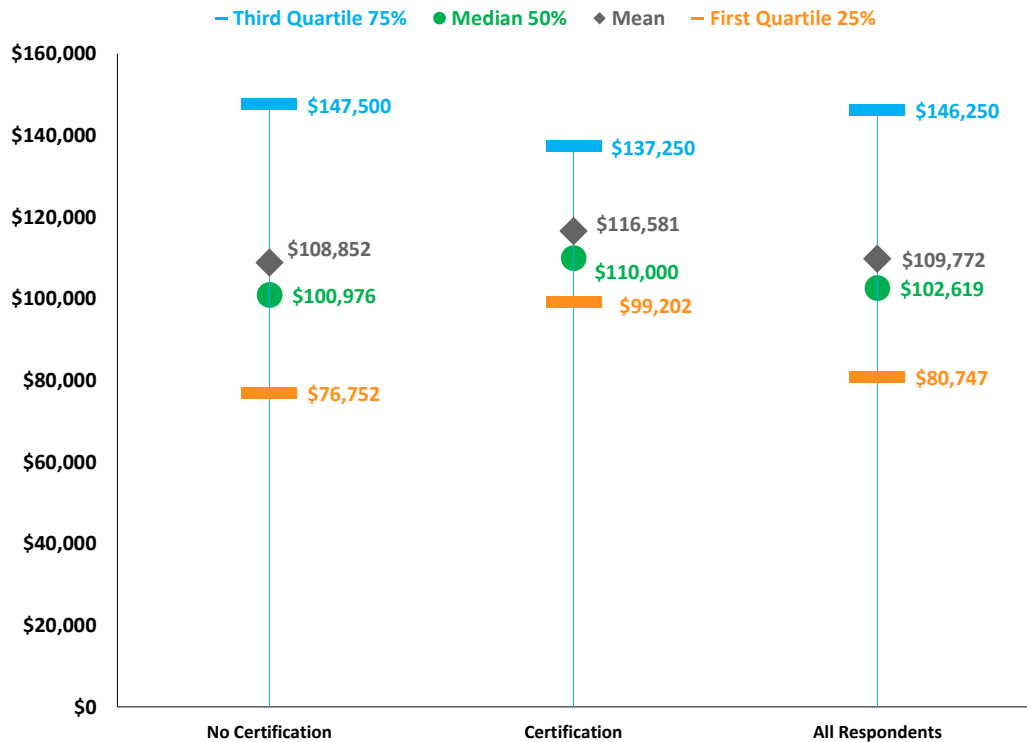
Source: 2023 ATID Salary Survey

AVERAGE ANNUAL BASE SALARY AS OF JANUARY 1, 2023 BY HIGHEST LEVEL OF FORMAL EDUCATION COMPLETED



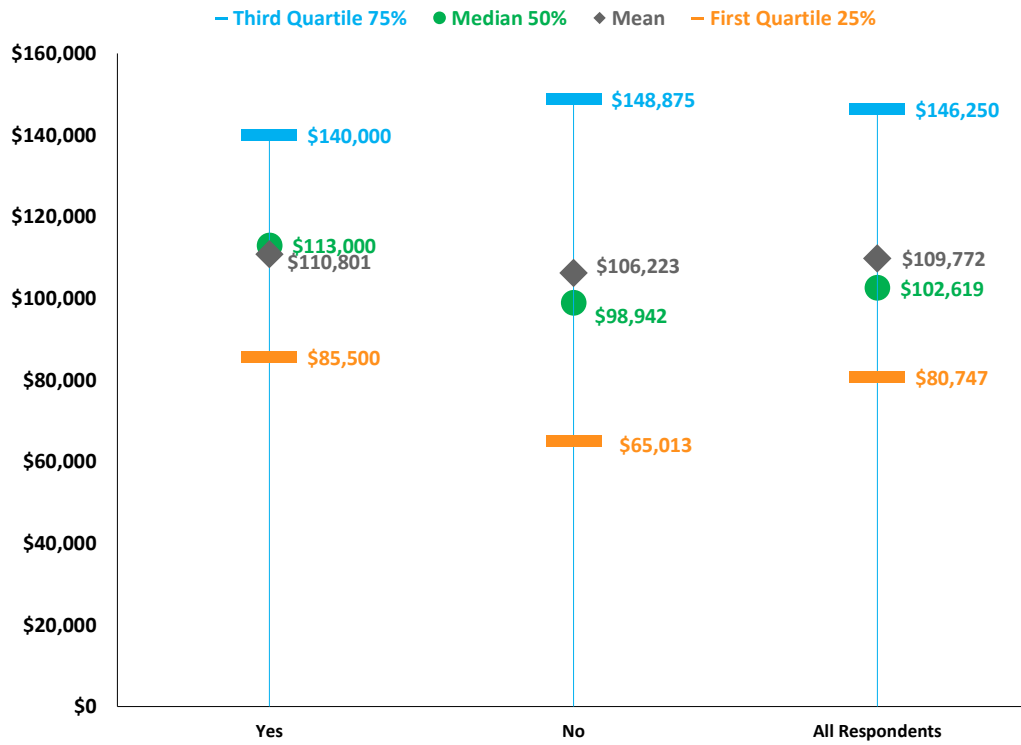
Source: 2023 ATID Salary Survey

AVERAGE ANNUAL BASE SALARY AS OF JANUARY 1, 2023 BY CERTIFICATION HELD



Source: 2023 ATID Salary Survey

AVERAGE ANNUAL BASE SALARY AS OF JANUARY 1, 2023 BY MEMBER OF ATID



Source: 2023 ATID Salary Survey

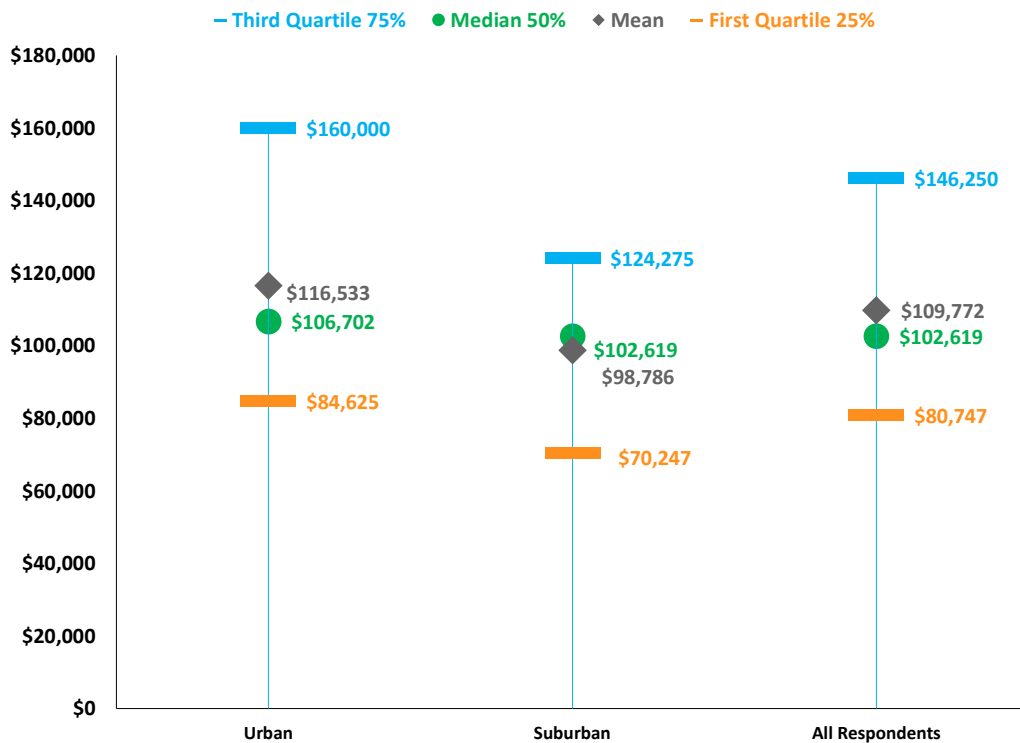
By Synagogue/Congregational Characteristics

When reviewing the salary data by the synagogue characteristics one finds that respondents in urban settings reported having higher annual salaries, on average, than those who are in suburban settings (\$116,533 versus \$98,786). Additionally, respondents at synagogues with 1,250 member households or more out-earn those at smaller synagogues; \$135,325, compared with \$100,409 among those with 750-1,249 member households and \$98,429 among those at synagogues with fewer than 750 households.

The average salary also rises with larger operating budgets and larger endowments. For example, respondents at synagogues with an operating budget of less than \$2,500,000 had an average base salary of \$83,032 while those at synagogues with the largest operating budgets (\$5,000,000 or more) reported an average base salary of \$129,094.

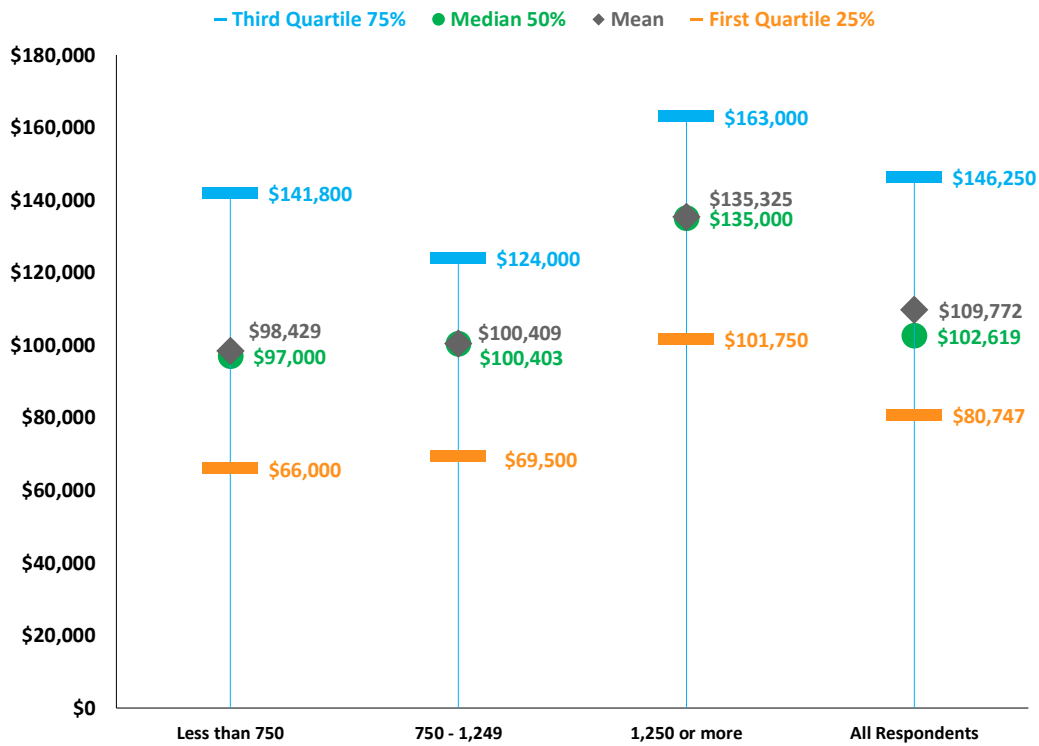
Respondents at synagogues located in the West report an average salary of \$121,082, which is higher than those in all other regions.

AVERAGE ANNUAL BASE SALARY AS OF JANUARY 1, 2023 BY TYPE OF AREA SYNAGOGUE LOCATED



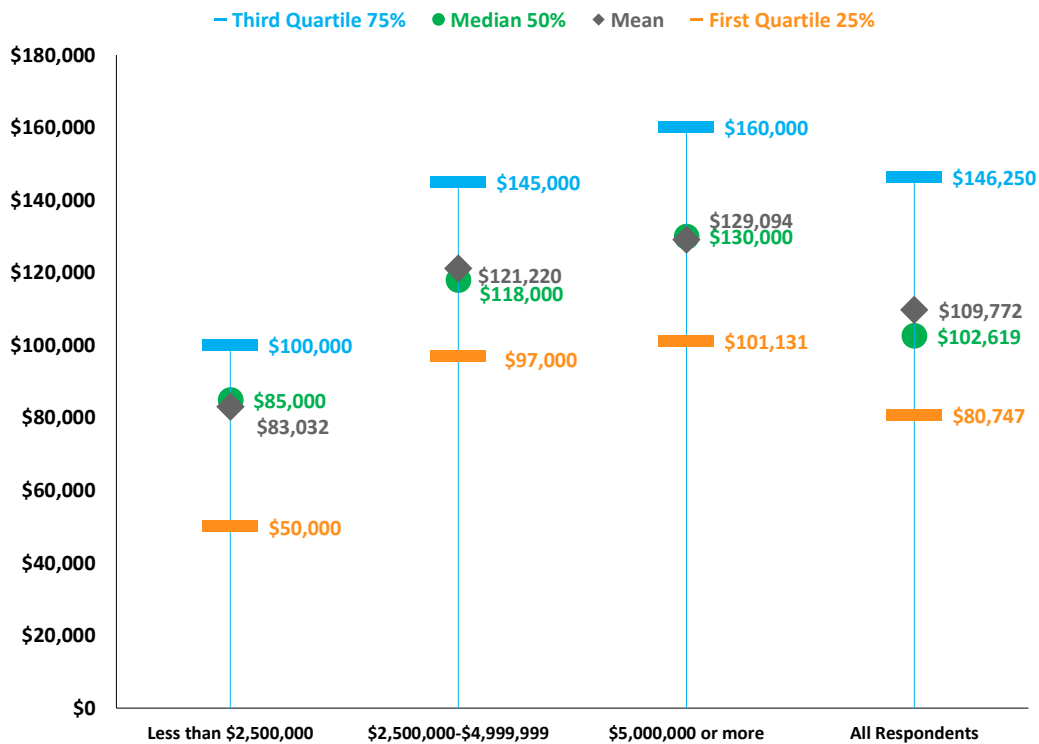
Source: 2023 ATID Salary Survey

AVERAGE ANNUAL BASE SALARY AS OF JANUARY 1, 2023 BY NUMBER OF HOUSEHOLDS BELONG TO SYNAGOGUE



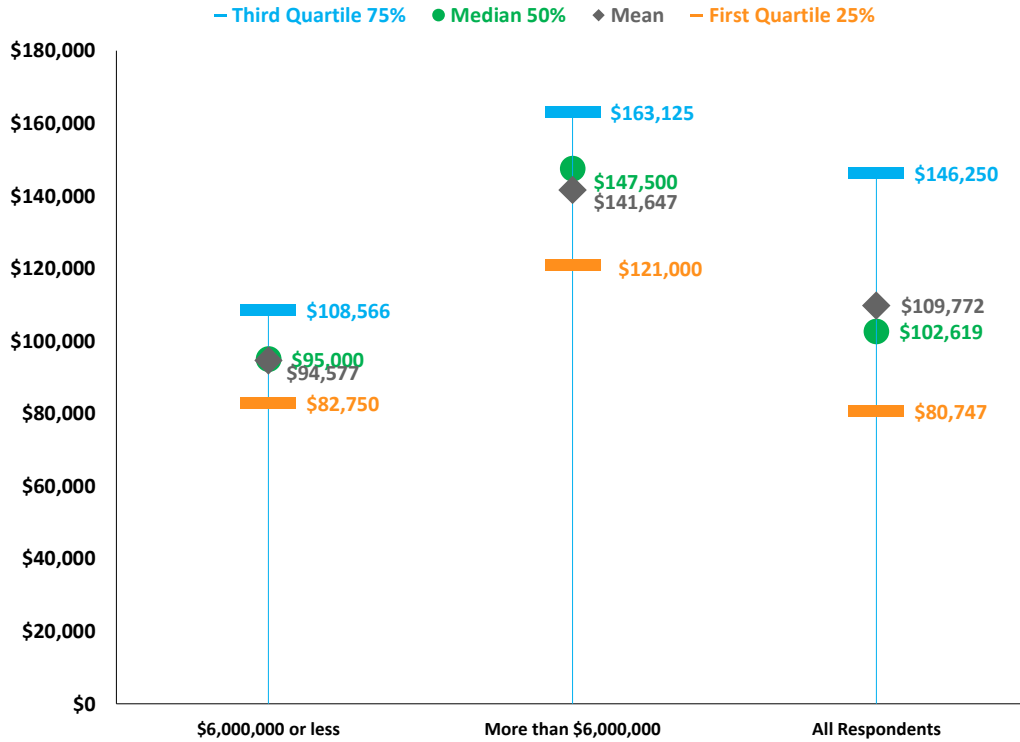
Source: 2023 ATID Salary Survey

AVERAGE ANNUAL BASE SALARY AS OF JANUARY 1, 2023 BY TOTAL CURRENT OPERATING BUDGET



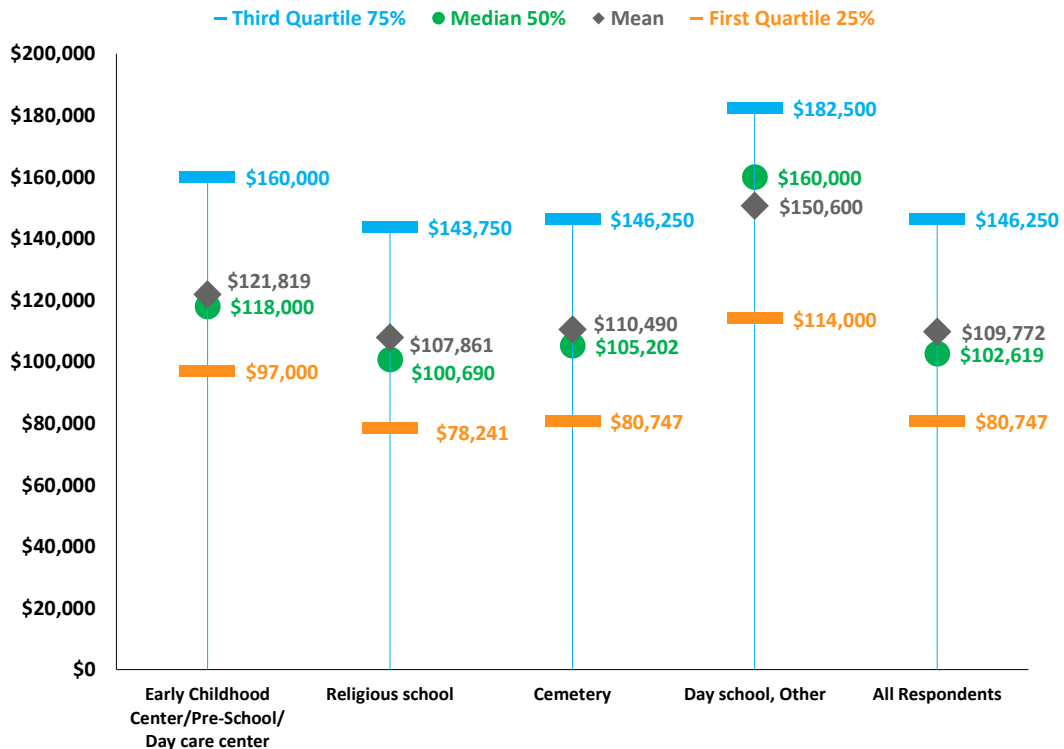
Source: 2023 ATID Salary Survey

AVERAGE ANNUAL BASE SALARY AS OF JANUARY 1, 2023 BY ENDOWMENT TOTAL



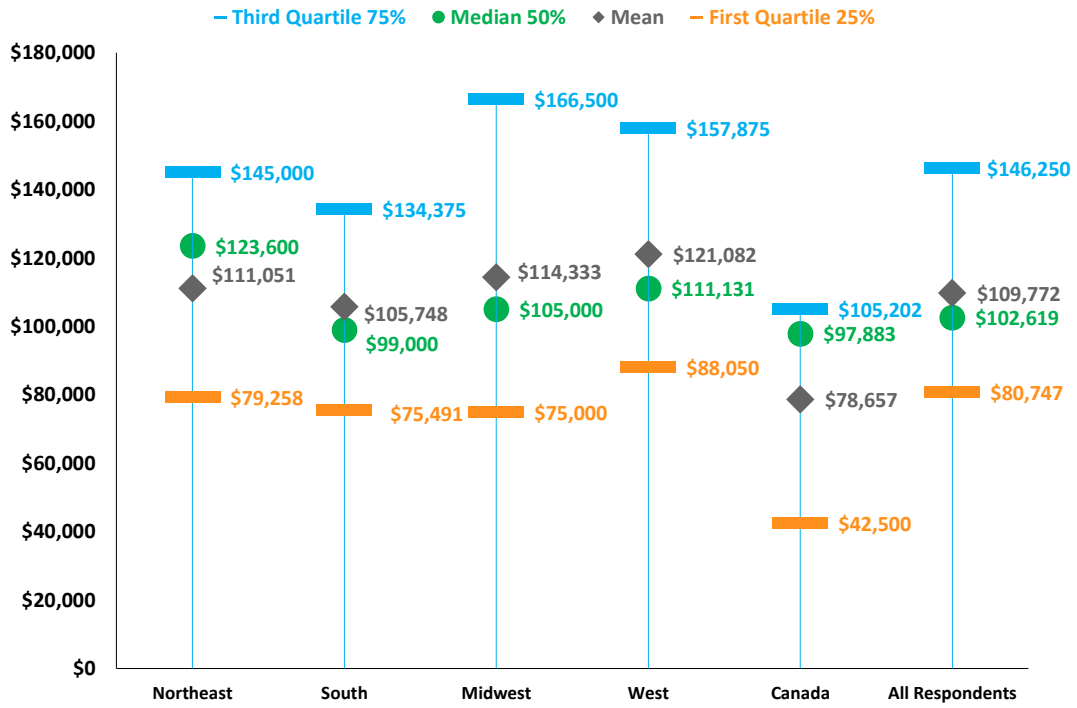
Source: 2023 ATID Salary Survey

AVERAGE ANNUAL BASE SALARY AS OF JANUARY 1, 2023 BY PROGRAMS/SERVICES



Source: 2023 ATID Salary Survey

AVERAGE ANNUAL BASE SALARY AS OF JANUARY 1, 2023 BY REGION

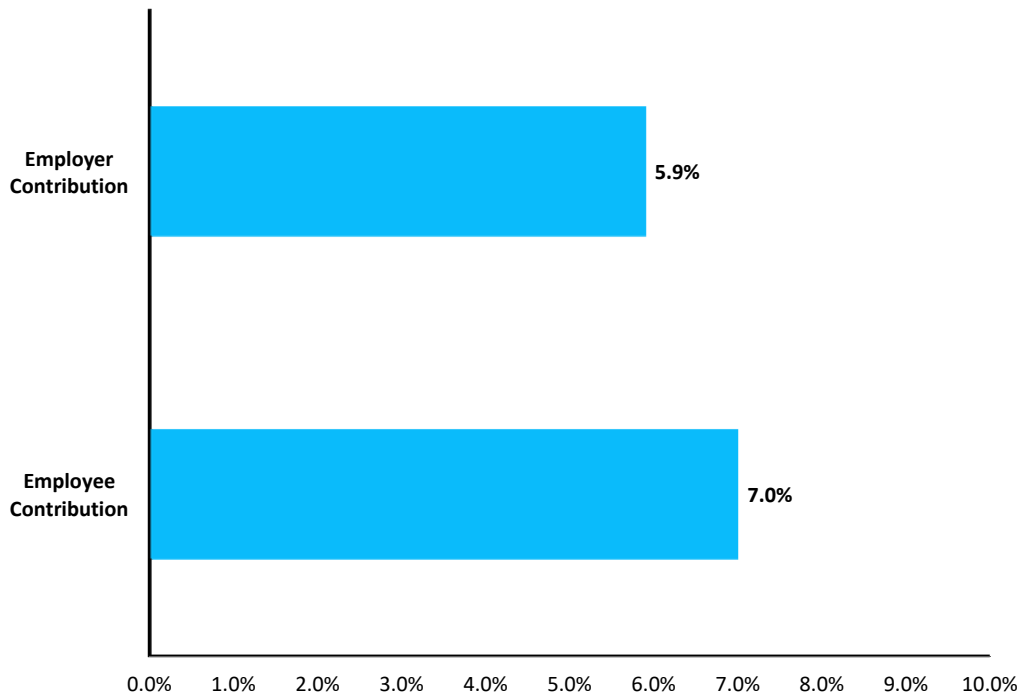


Source: 2023 ATID Salary Survey

Retirement Plan Contributions

Respondents who are eligible to participate in their employer's retirement plan contribute an average of 7.0% of their base salary, while their employers contribute an average of 5.9% of salary.

AVERAGE CONTRIBUTION TO RETIREMENT PLAN AS A PERCENTAGE OF BASE SALARY



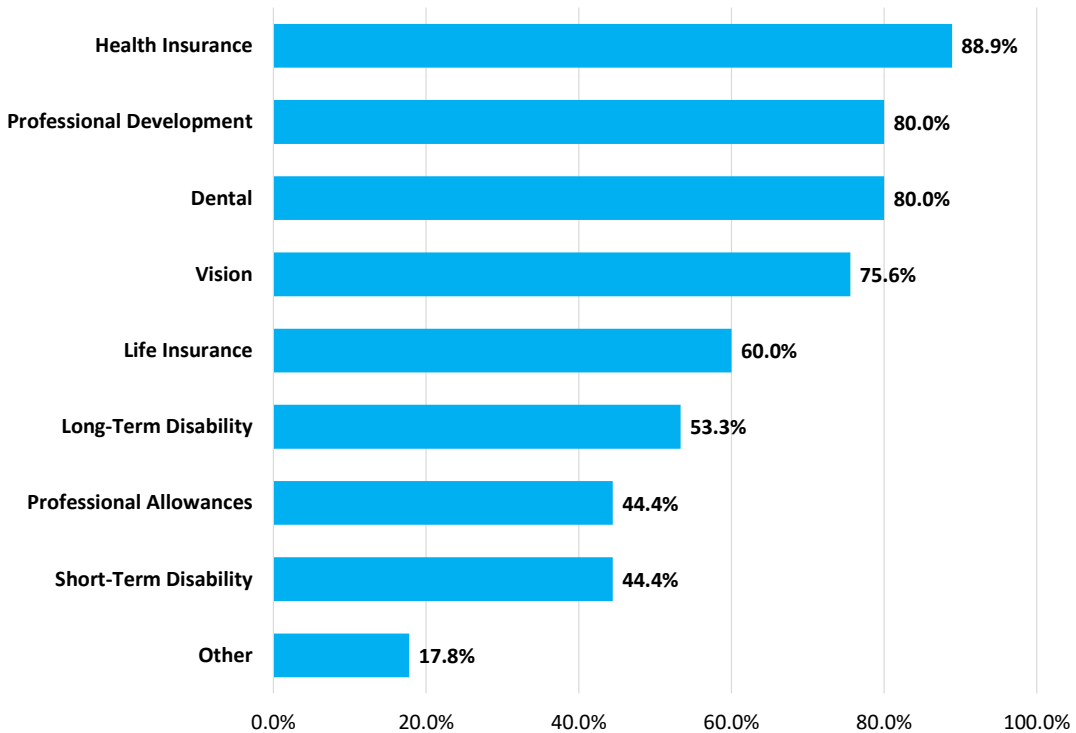
Source: 2023 ATID Salary Survey

BENEFITS

Benefits are part of the compensation package that respondents are offered by their employer.

Nearly nine in 10 respondents (88.9%) report being offered health insurance by their employer and eight in 10 claim that their synagogue offers them professional development and dental. More than three-quarters (75.6%) are entitled to vision. Professional allowances and short-term disability are the least offered benefits, at 44.4% each.

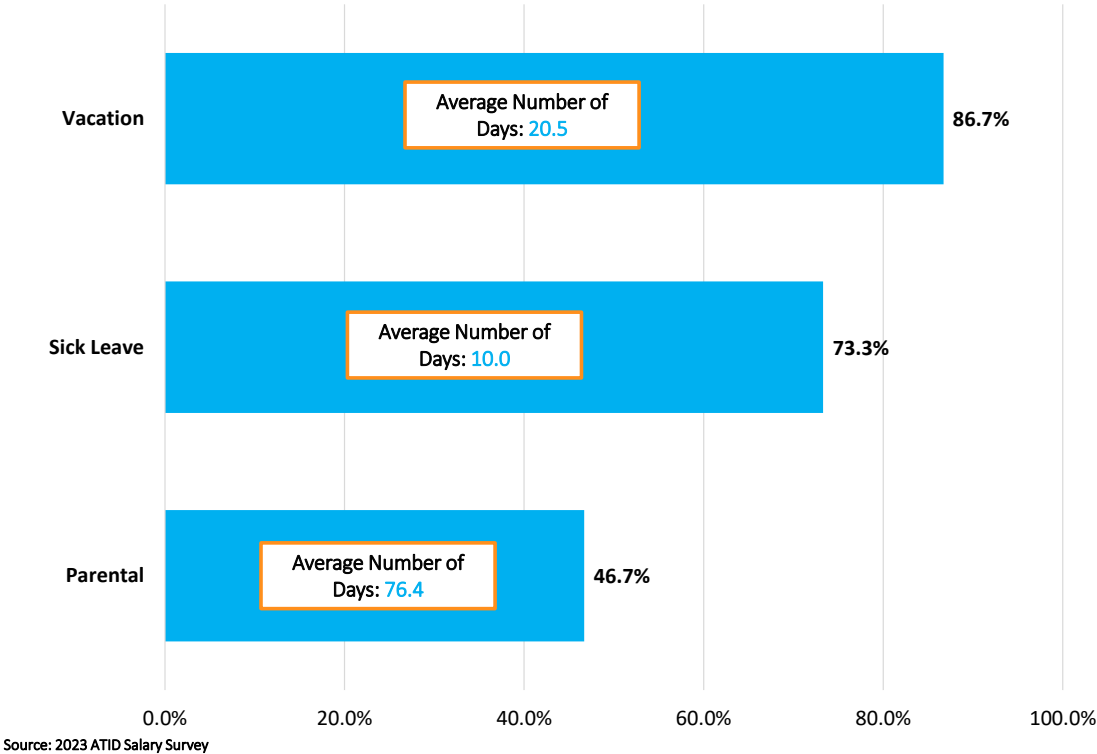
BENEFITS EMPLOYEE ENTITLED TO RECEIVE



Source: 2023 ATID Salary Survey

The majority of respondents (86.7%) are entitled to vacation. On average, they are allowed 20.5 days of vacation. Nearly three-quarters (73.3%) receive sick leave (an average of 10.0 days), but fewer than half (46.7%) receive parental leave (an average of 76.4 days).

TYPE OF LEAVE ENTITLED TO RECEIVE



APPENDIX A

Respondent Background

Individual Characteristics		Total		Gender			
				Male		Female	
			Count		Count		Count
All Respondents		100.0%	45	100.0%	13	100.0%	32
Job Title	Executive Director	28.9%	13	53.8%	7	18.8%	6
	Advancement/ Development Director	57.8%	26	23.1%	3	71.9%	23
	Advancement/ Development Manager, Other	13.3%	6	23.1%	3	9.4%	3
Is your job role primarily fundraising?	Yes	66.7%	30	38.5%	5	78.1%	25
	No	33.3%	15	61.5%	8	21.9%	7
Years in Current Position	Less than 5 years	53.3%	24	61.5%	8	50.0%	16
	5 - 9 years	33.3%	15	30.8%	4	34.4%	11
	10 years or more	13.3%	6	7.7%	1	15.6%	5
Highest Level of Formal Education Completed	Bachelor's degree	43.2%	19	58.3%	7	37.5%	12
	Master's degree	40.9%	18	16.7%	2	50.0%	16
	Some college, Other	15.9%	7	25.0%	3	12.5%	4
Certification	No Certification	86.7%	39	100.0%	13	81.2%	26
	Certification	13.3%	6	0.0%	0	18.8%	6
Member of ATID	Yes	53.5%	23	16.7%	2	67.7%	21
	No	46.5%	20	83.3%	10	32.3%	10

Respondent Background

Congregation Characteristics		Total		Gender			
				Male		Female	
			Count		Count		Count
All Respondents		100.0%	45	100.0%	13	100.0%	32
Type of Area	Urban	60.0%	27	61.5%	8	59.4%	19
	Suburban	40.0%	18	38.5%	5	40.6%	13
Number of Households	Less than 750	31.1%	14	46.2%	6	25.0%	8
	750 - 1,249	40.0%	18	46.2%	6	37.5%	12
	1,250 or more	28.9%	13	7.7%	1	37.5%	12
Operating Budget	Less than \$2,500,000	26.8%	11	30.0%	3	25.8%	8
	\$2,500,000-\$4,999,999	29.3%	12	50.0%	5	22.6%	7
	\$5,000,000 or more	43.9%	18	20.0%	2	51.6%	16
Current Endowment Total	\$6,000,000 or less	52.9%	18	63.6%	7	47.8%	11
	More than \$6,000,000	47.1%	16	36.4%	4	52.2%	12
Programs/Services	Early Childhood Center/ Pre-School/ Day care center	66.7%	30	76.9%	10	62.5%	20
	Religious school	95.6%	43	92.3%	12	96.9%	31
	Cemetery	62.2%	28	53.8%	7	65.6%	21
	Day school, Other	13.3%	6	15.4%	2	12.5%	4
U.S. Census Region	Northeast	31.1%	14	38.5%	5	28.1%	9
	South	15.6%	7	7.7%	1	18.8%	6
	Midwest	15.6%	7	23.1%	3	12.5%	4
	West	26.7%	12	23.1%	3	28.1%	9
	Canada	11.1%	5	7.7%	1	12.5%	4

Q3 Congregation affiliation

Individual Characteristics		Union for Reform Judaism - URJ	United Synagogue of Conservative Judaism - USCJ	Re-constructing Judaism	Other	Total
						Count
All Respondents		86.7%	6.7%	0.0%	4.4%	45
Job Title	Executive Director	69.2%	23.1%	0.0%	7.7%	13
	Advancement/ Development Director	96.2%	0.0%	0.0%	0.0%	26
	Advancement/ Development Manager, Other	83.3%	0.0%	0.0%	16.7%	6
Is your job role primarily fundraising?	Yes	90.0%	3.3%	0.0%	3.3%	30
	No	80.0%	13.3%	0.0%	6.7%	15
Years in Current Position	Less than 5 years	83.3%	12.5%	0.0%	4.2%	24
	5 - 9 years	86.7%	0.0%	0.0%	6.7%	15
	10 years or more	100.0%	0.0%	0.0%	0.0%	6
Gender	Male	92.3%	7.7%	0.0%	0.0%	13
	Female	84.4%	6.2%	0.0%	6.2%	32
Highest Level of Formal Education Completed	Bachelor's degree	78.9%	10.5%	0.0%	5.3%	19
	Master's degree	94.4%	5.6%	0.0%	0.0%	18
	Some college, Other	85.7%	0.0%	0.0%	14.3%	7
Certification	No Certification	87.2%	5.1%	0.0%	5.1%	39
	Certification	83.3%	16.7%	0.0%	0.0%	6
Member of ATID	Yes	91.3%	0.0%	0.0%	4.3%	23
	No	80.0%	15.0%	0.0%	5.0%	20

Percentages based on total of all respondents

Q3 Congregation affiliation

Congregation Characteristics		Union for Reform Judaism - URJ	United Synagogue of Conservative Judaism - USCJ	Re-constructing Judaism	Other	Total
						Count
All Respondents		86.7%	6.7%	0.0%	4.4%	45
Type of Area	Urban	88.9%	0.0%	0.0%	7.4%	27
	Suburban	83.3%	16.7%	0.0%	0.0%	18
Number of Households	Less than 750	85.7%	7.1%	0.0%	7.1%	14
	750 - 1,249	83.3%	11.1%	0.0%	5.6%	18
	1,250 or more	92.3%	0.0%	0.0%	0.0%	13
Operating Budget	Less than \$2,500,000	81.8%	9.1%	0.0%	9.1%	11
	\$2,500,000-\$4,999,999	75.0%	16.7%	0.0%	8.3%	12
	\$5,000,000 or more	94.4%	0.0%	0.0%	0.0%	18
Current Endowment Total	\$6,000,000 or less	88.9%	11.1%	0.0%	0.0%	18
	More than \$6,000,000	87.5%	6.2%	0.0%	0.0%	16
Programs/Services	Early Childhood Center/ Pre-School/ Day care center	96.7%	3.3%	0.0%	0.0%	30
	Religious school	90.7%	2.3%	0.0%	4.7%	43
	Cemetery	82.1%	10.7%	0.0%	3.6%	28
	Day school, Other	100.0%	0.0%	0.0%	0.0%	6
U.S. Census Region	Northeast	85.7%	0.0%	0.0%	7.1%	14
	South	100.0%	0.0%	0.0%	0.0%	7
	Midwest	71.4%	28.6%	0.0%	0.0%	7
	West	100.0%	0.0%	0.0%	0.0%	12
	Canada	60.0%	20.0%	0.0%	20.0%	5

Percentages based on total of all respondents

Q4 Number of households

Individual Characteristics		Number of households	
		Average	Count
All Respondents		1,065	45
Job Title	Executive Director	581	13
	Advancement/ Development Director	1,328	26
	Advancement/ Development Manager, Other	977	6
Is your job role primarily fundraising?	Yes	1,217	30
	No	761	15
Years in Current Position	Less than 5 years	951	24
	5 - 9 years	1,161	15
	10 years or more	1,281	6
Gender	Male	834	13
	Female	1,159	32
Highest Level of Formal Education Completed	Bachelor's degree	1,281	19
	Master's degree	986	18
	Some college, Other	768	7
Certification	No Certification	993	39
	Certification	1,533	6
Member of ATID	Yes	1,274	23
	No	854	20

Q4 Number of households

Congregation Characteristics		Number of households	
		Average	Count
All Respondents		1,065	45
Type of Area	Urban	1,204	27
	Suburban	857	18
Number of Households	Less than 750	508	14
	750 - 1,249	987	18
	1,250 or more	1,773	13
Operating Budget	Less than \$2,500,000	529	11
	\$2,500,000-\$4,999,999	845	12
	\$5,000,000 or more	1,540	18
Current Endowment Total	\$6,000,000 or less	799	18
	More than \$6,000,000	1,364	16
Programs/Services	Early Childhood Center/ Pre-School/ Day care center	1,203	30
	Religious school	1,066	43
	Cemetery	1,196	28
	Day school, Other	1,353	6
U.S. Census Region	Northeast	951	14
	South	1,495	7
	Midwest	1,143	7
	West	1,053	12
	Canada	702	5

Q5 What is your total current operating budget (include schools and cemeteries, if applicable)?

Individual Characteristics		Total Current Operating Budget	
		Average	Count
All Respondents		\$5,569,122	41
Job Title	Executive Director	\$2,023,308	13
	Advancement/ Development Director	\$7,520,423	26
	Advancement/ Development Manager, Other	N/A	2
Is your job role primarily fundraising?	Yes	\$6,556,704	27
	No	\$3,664,500	14
Years in Current Position	Less than 5 years	\$5,056,900	20
	5 - 9 years	\$5,980,000	15
	10 years or more	\$6,249,333	6
Gender	Male	\$4,331,800	10
	Female	\$5,968,258	31
Highest Level of Formal Education Completed	Bachelor's degree	\$7,803,125	16
	Master's degree	\$4,397,294	17
	Some college, Other	\$3,675,714	7
Certification	No Certification	\$4,995,257	35
	Certification	\$8,916,667	6
Member of ATID	Yes	\$6,544,826	23
	No	\$4,225,188	16

Q5 What is your total current operating budget (include schools and cemeteries, if applicable)?

Congregation Characteristics		Total Current Operating Budget	
		Average	Count
All Respondents		\$5,569,122	41
Type of Area	Urban	\$6,608,160	25
	Suburban	\$3,945,625	16
Number of Households	Less than 750	\$2,251,286	14
	750 - 1,249	\$4,791,786	14
	1,250 or more	\$9,979,308	13
Operating Budget	Less than \$2,500,000	\$1,423,000	11
	\$2,500,000-\$4,999,999	\$3,495,833	12
	\$5,000,000 or more	\$9,485,056	18
Current Endowment Total	\$6,000,000 or less	\$3,223,471	17
	More than \$6,000,000	\$7,446,875	16
Programs/Services	Early Childhood Center/ Pre-School/ Day care center	\$7,058,556	27
	Religious school	\$5,654,718	39
	Cemetery	\$6,508,160	25
	Day school, Other	\$11,125,000	4
U.S. Census Region	Northeast	\$6,045,231	13
	South	\$8,385,714	7
	Midwest	\$4,960,000	5
	West	\$5,184,636	11
	Canada	\$1,843,000	5

Q6 Does your synagogue have an endowment?

Individual Characteristics		Does your synagogue have an endowment?		Total
		Yes	No	Count
All Respondents		88.9%	11.1%	45
Job Title	Executive Director	92.3%	7.7%	13
	Advancement/ Development Director	88.5%	11.5%	26
	Advancement/ Development Manager, Other	83.3%	16.7%	6
Is your job role primarily fundraising?	Yes	86.7%	13.3%	30
	No	93.3%	6.7%	15
Years in Current Position	Less than 5 years	87.5%	12.5%	24
	5 - 9 years	86.7%	13.3%	15
	10 years or more	100.0%	0.0%	6
Gender	Male	100.0%	0.0%	13
	Female	84.4%	15.6%	32
Highest Level of Formal Education Completed	Bachelor's degree	84.2%	15.8%	19
	Master's degree	94.4%	5.6%	18
	Some college, Other	85.7%	14.3%	7
Certification	No Certification	89.7%	10.3%	39
	Certification	83.3%	16.7%	6
Member of ATID	Yes	82.6%	17.4%	23
	No	95.0%	5.0%	20

Q6 Does your synagogue have an endowment?

Congregation Characteristics		Does your synagogue have an endowment?		Total
		Yes	No	Count
All Respondents		88.9%	11.1%	45
Type of Area	Urban	81.5%	18.5%	27
	Suburban	100.0%	0.0%	18
Number of Households	Less than 750	85.7%	14.3%	14
	750 - 1,249	83.3%	16.7%	18
	1,250 or more	100.0%	0.0%	13
Operating Budget	Less than \$2,500,000	90.9%	9.1%	11
	\$2,500,000-\$4,999,999	83.3%	16.7%	12
	\$5,000,000 or more	88.9%	11.1%	18
Current Endowment Total	\$6,000,000 or less	100.0%	0.0%	18
	More than \$6,000,000	100.0%	0.0%	16
Programs/Services	Early Childhood Center/ Pre-School/ Day care center	90.0%	10.0%	30
	Religious school	88.4%	11.6%	43
	Cemetery	89.3%	10.7%	28
	Day school, Other	83.3%	16.7%	6
U.S. Census Region	Northeast	78.6%	21.4%	14
	South	100.0%	0.0%	7
	Midwest	100.0%	0.0%	7
	West	100.0%	0.0%	12
	Canada	60.0%	40.0%	5

Q7 Current Endowment Total (total invested assets)

Individual Characteristics		If yes, please report your current endowment total (please indicate total invested assets):	
		Average	Count
All Respondents		\$9,613,235	34
Job Title	Executive Director	\$3,405,455	11
	Advancement/ Development Director	\$13,623,333	21
	Advancement/ Development Manager, Other	N/A	2
Is your job role primarily fundraising?	Yes	\$12,512,609	23
	No	\$3,550,909	11
Years in Current Position	Less than 5 years	\$9,538,889	18
	5 - 9 years	\$11,124,231	13
	10 years or more	\$3,511,667	3
Gender	Male	\$7,303,182	11
	Female	\$10,718,043	23
Highest Level of Formal Education Completed	Bachelor's degree	\$9,869,231	13
	Master's degree	\$10,270,714	14
	Some college, Other	\$8,293,333	6
Certification	No Certification	\$9,628,333	30
	Certification	\$9,500,000	4
Member of ATID	Yes	\$11,699,444	18
	No	\$6,875,714	14

Q7 Current Endowment Total (total invested assets)

Congregation Characteristics		If yes, please report your current endowment total (please indicate total invested assets):	
		Average	Count
All Respondents		\$9,613,235	34
Type of Area	Urban	\$12,794,444	18
	Suburban	\$6,034,375	16
Number of Households	Less than 750	\$3,696,667	12
	750 - 1,249	\$8,899,000	10
	1,250 or more	\$16,125,000	12
Operating Budget	Less than \$2,500,000	\$2,207,500	8
	\$2,500,000-\$4,999,999	\$8,020,000	10
	\$5,000,000 or more	\$15,079,333	15
Current Endowment Total	\$6,000,000 or less	\$3,130,556	18
	More than \$6,000,000	\$16,906,250	16
Programs/Services	Early Childhood Center/ Pre-School/ Day care center	\$11,583,261	23
	Religious school	\$9,714,062	32
	Cemetery	\$11,670,000	20
	Day school, Other	\$20,950,000	4
U.S. Census Region	Northeast	\$10,240,000	10
	South	\$9,400,000	5
	Midwest	\$8,416,667	6
	West	\$10,992,273	11
	Canada	N/A	2

Q8 What major programs/services does your synagogue/temple offer?

Individual Characteristics		Programs/Services					Count
		Early Childhood Center/ Pre-School/ Day care center	Day school	Religious school	Cemetery	Other	
All Respondents		66.7%	8.9%	95.6%	62.2%	4.4%	45
Job Title	Executive Director	38.5%	0.0%	84.6%	53.8%	0.0%	13
	Advancement/ Development Director	80.8%	11.5%	100.0%	65.4%	3.8%	26
	Advancement/ Development Manager, Other	66.7%	16.7%	100.0%	66.7%	16.7%	6
Is your job role primarily fundraising?	Yes	73.3%	10.0%	100.0%	63.3%	6.7%	30
	No	53.3%	6.7%	86.7%	60.0%	0.0%	15
Years in Current Position	Less than 5 years	62.5%	12.5%	91.7%	62.5%	4.2%	24
	5 - 9 years	80.0%	6.7%	100.0%	60.0%	6.7%	15
	10 years or more	50.0%	0.0%	100.0%	66.7%	0.0%	6
Gender	Male	76.9%	15.4%	92.3%	53.8%	0.0%	13
	Female	62.5%	6.2%	96.9%	65.6%	6.2%	32
Highest Level of Formal Education Completed	Bachelor's degree	78.9%	15.8%	89.5%	57.9%	5.3%	19
	Master's degree	55.6%	5.6%	100.0%	83.3%	5.6%	18
	Some college, Other	57.1%	0.0%	100.0%	28.6%	0.0%	7
Certification	No Certification	64.1%	10.3%	97.4%	59.0%	5.1%	39
	Certification	83.3%	0.0%	83.3%	83.3%	0.0%	6
Member of ATID	Yes	73.9%	8.7%	100.0%	65.2%	4.3%	23
	No	55.0%	10.0%	90.0%	60.0%	5.0%	20

Percentages based on respondents answering this question

Q8 What major programs/services does your synagogue/temple offer?

Congregation Characteristics		Programs/Services					Count
		Early Childhood Center/ Pre-School/ Day care center	Day school	Religious school	Cemetery	Other	
All Respondents		66.7%	8.9%	95.6%	62.2%	4.4%	45
Type of Area	Urban	70.4%	11.1%	100.0%	66.7%	3.7%	27
	Suburban	61.1%	5.6%	88.9%	55.6%	5.6%	18
Number of Households	Less than 750	50.0%	7.1%	100.0%	35.7%	0.0%	14
	750 - 1,249	66.7%	5.6%	88.9%	72.2%	5.6%	18
	1,250 or more	84.6%	15.4%	100.0%	76.9%	7.7%	13
Operating Budget	Less than \$2,500,000	27.3%	0.0%	100.0%	54.5%	0.0%	11
	\$2,500,000-\$4,999,999	58.3%	0.0%	83.3%	50.0%	0.0%	12
	\$5,000,000 or more	94.4%	16.7%	100.0%	72.2%	5.6%	18
Current Endowment Total	\$6,000,000 or less	55.6%	5.6%	94.4%	44.4%	0.0%	18
	More than \$6,000,000	81.2%	12.5%	93.8%	75.0%	6.2%	16
U.S. Census Region	Northeast	57.1%	14.3%	100.0%	71.4%	0.0%	14
	South	85.7%	0.0%	100.0%	42.9%	0.0%	7
	Midwest	85.7%	14.3%	85.7%	85.7%	14.3%	7
	West	75.0%	8.3%	100.0%	50.0%	8.3%	12
	Canada	20.0%	0.0%	80.0%	60.0%	0.0%	5

Percentages based on respondents answering this question

Q9 How many full-time employees are at your synagogue/temple (exclusive of religious school and early childhood staff)?

Individual Characteristics		Full-time employees at synagogue/temple	
		Average	Count
All Respondents		24.2	44
Job Title	Executive Director	9.9	13
	Advancement/ Development Director	33.1	26
	Advancement/ Development Manager, Other	15.2	5
Is your job role primarily fundraising?	Yes	28.8	29
	No	15.3	15
Years in Current Position	Less than 5 years	22.0	23
	5 - 9 years	27.6	15
	10 years or more	24.2	6
Gender	Male	26.1	12
	Female	23.5	32
Highest Level of Formal Education Completed	Bachelor's degree	33.2	18
	Master's degree	19.4	18
	Some college, Other	14.7	7
Certification	No Certification	22.6	38
	Certification	34.3	6
Member of ATID	Yes	29.5	23
	No	18.0	19

Q9 How many full-time employees are at your synagogue/temple (exclusive of religious school and early childhood staff)?

Congregation Characteristics		Full-time employees at synagogue/temple	
		Average	Count
All Respondents		24.2	44
Type of Area	Urban	31.7	26
	Suburban	13.4	18
Number of Households	Less than 750	10.9	14
	750 - 1,249	18.1	17
	1,250 or more	46.5	13
Operating Budget	Less than \$2,500,000	8.1	11
	\$2,500,000-\$4,999,999	15.6	12
	\$5,000,000 or more	41.6	18
Current Endowment Total	\$6,000,000 or less	13.3	18
	More than \$6,000,000	37.3	16
Programs/Services	Early Childhood Center/ Pre-School/ Day care center	29.8	29
	Religious school	24.7	42
	Cemetery	28.1	28
	Day school, Other	51.0	6
U.S. Census Region	Northeast	30.5	13
	South	34.6	7
	Midwest	16.9	7
	West	21.4	12
	Canada	10.2	5

Q10 How many full-time employees are on your development staff?

Individual Characteristics		Full-time employees on development staff	
		Average	Count
All Respondents		1.6	32
Job Title	Executive Director	1.0	3
	Advancement/ Development Director	1.7	23
	Advancement/ Development Manager, Other	1.3	6
Is your job role primarily fundraising?	Yes	1.6	27
	No	1.4	5
Years in Current Position	Less than 5 years	1.4	19
	5 - 9 years	1.8	10
	10 years or more	1.7	3
Gender	Male	1.3	8
	Female	1.7	24
Highest Level of Formal Education Completed	Bachelor's degree	1.8	16
	Master's degree	1.2	13
	Some college, Other	1.7	3
Certification	No Certification	1.5	27
	Certification	1.8	5
Member of ATID	Yes	1.6	20
	No	1.4	11

Q10 How many full-time employees are on your development staff?

Congregation Characteristics		Full-time employees on development staff	
		Average	Count
All Respondents		1.6	32
Type of Area	Urban	1.9	21
	Suburban	1.0	11
Number of Households	Less than 750	1.2	6
	750 - 1,249	1.3	14
	1,250 or more	2.2	12
Operating Budget	Less than \$2,500,000	1.0	3
	\$2,500,000-\$4,999,999	1.1	8
	\$5,000,000 or more	2.0	17
Current Endowment Total	\$6,000,000 or less	1.0	9
	More than \$6,000,000	2.0	14
Programs/Services	Early Childhood Center/ Pre-School/ Day care center	1.6	26
	Religious school	1.6	31
	Cemetery	1.8	22
	Day school, Other	2.2	6
U.S. Census Region	Northeast	1.7	11
	South	1.3	6
	Midwest	1.7	7
	West	1.6	7
	Canada	N/A	1

Q11 How many part-time employees are on your development staff?

Individual Characteristics		Part-time employees on development staff	
		Average	Count
All Respondents		1.3	14
Job Title	Advancement/ Development Director	1.3	12
	Advancement/ Development Manager, Other	N/A	2
Is your job role primarily fundraising?	Yes	1.3	13
	No	N/A	1
Years in Current Position	Less than 5 years	1.0	8
	5 - 9 years	1.8	5
	10 years or more	N/A	1
Gender	Male	N/A	2
	Female	1.3	12
Highest Level of Formal Education Completed	Bachelor's degree	1.2	6
	Master's degree	1.4	7
	Some college, Other	N/A	1
Certification	No Certification	1.3	13
	Certification	N/A	1
Member of ATID	Yes	1.1	11
	No	2.0	3

Q11 How many part-time employees are on your development staff?

Congregation Characteristics		Part-time employees on development staff	
		Average	Count
All Respondents		1.3	14
Type of Area	Urban	1.6	7
	Suburban	1.0	7
Number of Households	Less than 750	N/A	2
	750 - 1,249	1.0	6
	1,250 or more	1.7	6
Operating Budget	Less than \$2,500,000	N/A	1
	\$2,500,000-\$4,999,999	1.0	4
	\$5,000,000 or more	1.5	8
Current Endowment Total	\$6,000,000 or less	1.0	4
	More than \$6,000,000	1.5	8
Programs/Services	Early Childhood Center/ Pre-School/ Day care center	1.3	9
	Religious school	1.3	14
	Cemetery	1.4	10
	Day school, Other	N/A	2
U.S. Census Region	Northeast	1.2	6
	South	N/A	1
	Midwest	N/A	2
	West	1.6	5

Q14 How many years have you been in your current position?

Individual Characteristics		Years in Current Position	
		Average	Count
All Respondents		5.1	45
Job Title	Executive Director	5.8	13
	Advancement/ Development Director	5.5	26
	Advancement/ Development Manager, Other	2.0	6
Is your job role primarily fundraising?	Yes	4.1	30
	No	7.2	15
Years in Current Position	Less than 5 years	2.2	24
	5 - 9 years	6.3	15
	10 years or more	14.0	6
Gender	Male	4.2	13
	Female	5.5	32
Highest Level of Formal Education Completed	Bachelor's degree	4.4	19
	Master's degree	5.5	18
	Some college, Other	5.9	7
Certification	No Certification	4.9	39
	Certification	6.6	6
Member of ATID	Yes	5.2	23
	No	5.1	20

Q14 How many years have you been in your current position?

Congregation Characteristics		Years in Current Position	
		Average	Count
All Respondents		5.1	45
Type of Area	Urban	4.8	27
	Suburban	5.7	18
Number of Households	Less than 750	4.4	14
	750 - 1,249	4.4	18
	1,250 or more	7.0	13
Operating Budget	Less than \$2,500,000	6.2	11
	\$2,500,000-\$4,999,999	4.8	12
	\$5,000,000 or more	5.6	18
Current Endowment Total	\$6,000,000 or less	5.8	18
	More than \$6,000,000	3.7	16
Programs/Services	Early Childhood Center/ Pre-School/ Day care center	5.1	30
	Religious school	5.3	43
	Cemetery	5.2	28
	Day school, Other	3.0	6
U.S. Census Region	Northeast	3.8	14
	South	7.7	7
	Midwest	2.3	7
	West	6.1	12
	Canada	6.9	5

Q15 What is your gender?

Individual Characteristics		Gender		Total
		Male	Female	Count
All Respondents		28.9%	71.1%	45
Job Title	Executive Director	53.8%	46.2%	13
	Advancement/ Development Director	11.5%	88.5%	26
	Advancement/ Development Manager, Other	50.0%	50.0%	6
Is your job role primarily fundraising?	Yes	16.7%	83.3%	30
	No	53.3%	46.7%	15
Years in Current Position	Less than 5 years	33.3%	66.7%	24
	5 - 9 years	26.7%	73.3%	15
	10 years or more	16.7%	83.3%	6
Highest Level of Formal Education Completed	Bachelor's degree	36.8%	63.2%	19
	Master's degree	11.1%	88.9%	18
	Some college, Other	42.9%	57.1%	7
Certification	No Certification	33.3%	66.7%	39
	Certification	0.0%	100.0%	6
Member of ATID	Yes	8.7%	91.3%	23
	No	50.0%	50.0%	20

Q15 What is your gender?

Congregation Characteristics		Gender		Total
		Male	Female	Count
All Respondents		28.9%	71.1%	45
Type of Area	Urban	29.6%	70.4%	27
	Suburban	27.8%	72.2%	18
Number of Households	Less than 750	42.9%	57.1%	14
	750 - 1,249	33.3%	66.7%	18
	1,250 or more	7.7%	92.3%	13
Operating Budget	Less than \$2,500,000	27.3%	72.7%	11
	\$2,500,000-\$4,999,999	41.7%	58.3%	12
	\$5,000,000 or more	11.1%	88.9%	18
Current Endowment Total	\$6,000,000 or less	38.9%	61.1%	18
	More than \$6,000,000	25.0%	75.0%	16
Programs/Services	Early Childhood Center/ Pre-School/ Day care center	33.3%	66.7%	30
	Religious school	27.9%	72.1%	43
	Cemetery	25.0%	75.0%	28
	Day school, Other	33.3%	66.7%	6
U.S. Census Region	Northeast	35.7%	64.3%	14
	South	14.3%	85.7%	7
	Midwest	42.9%	57.1%	7
	West	25.0%	75.0%	12
	Canada	20.0%	80.0%	5

Q16 What is your highest level of formal education completed?

Individual Characteristics		Highest Level of Formal Education Completed				Total
		Some college	Bachelor's degree	Master's degree	Other	Count
All Respondents		4.5%	43.2%	40.9%	11.4%	44
Job Title	Executive Director	16.7%	25.0%	41.7%	16.7%	12
	Advancement/ Development Director	0.0%	42.3%	46.2%	11.5%	26
	Advancement/ Development Manager, Other	0.0%	83.3%	16.7%	0.0%	6
Is your job role primarily fundraising?	Yes	0.0%	46.7%	43.3%	10.0%	30
	No	14.3%	35.7%	35.7%	14.3%	14
Years in Current Position	Less than 5 years	4.2%	50.0%	37.5%	8.3%	24
	5 - 9 years	0.0%	35.7%	42.9%	21.4%	14
	10 years or more	16.7%	33.3%	50.0%	0.0%	6
Gender	Male	8.3%	58.3%	16.7%	16.7%	12
	Female	3.1%	37.5%	50.0%	9.4%	32
Certification	No Certification	5.3%	44.7%	42.1%	7.9%	38
	Certification	0.0%	33.3%	33.3%	33.3%	6
Member of ATID	Yes	0.0%	47.8%	47.8%	4.3%	23
	No	10.0%	40.0%	35.0%	15.0%	20

Q16 What is your highest level of formal education completed?

Congregation Characteristics		Highest Level of Formal Education Completed				Total
		Some college	Bachelor's degree	Master's degree	Other	Count
All Respondents		4.5%	43.2%	40.9%	11.4%	44
Type of Area	Urban	3.7%	51.9%	33.3%	11.1%	27
	Suburban	5.9%	29.4%	52.9%	11.8%	17
Number of Households	Less than 750	15.4%	23.1%	46.2%	15.4%	13
	750 - 1,249	0.0%	50.0%	38.9%	11.1%	18
	1,250 or more	0.0%	53.8%	38.5%	7.7%	13
Operating Budget	Less than \$2,500,000	18.2%	9.1%	63.6%	9.1%	11
	\$2,500,000-\$4,999,999	0.0%	54.5%	27.3%	18.2%	11
	\$5,000,000 or more	0.0%	50.0%	38.9%	11.1%	18
Current Endowment Total	\$6,000,000 or less	5.9%	35.3%	47.1%	11.8%	17
	More than \$6,000,000	0.0%	43.8%	37.5%	18.8%	16
Programs/Services	Early Childhood Center/ Pre-School/ Day care center	0.0%	51.7%	34.5%	13.8%	29
	Religious school	4.8%	40.5%	42.9%	11.9%	42
	Cemetery	0.0%	39.3%	53.6%	7.1%	28
	Day school, Other	0.0%	66.7%	33.3%	0.0%	6
U.S. Census Region	Northeast	0.0%	46.2%	53.8%	0.0%	13
	South	0.0%	42.9%	42.9%	14.3%	7
	Midwest	0.0%	85.7%	14.3%	0.0%	7
	West	0.0%	25.0%	41.7%	33.3%	12
	Canada	40.0%	20.0%	40.0%	0.0%	5

Q17 Which of these certifications do you hold?

Individual Characteristics		CFRE (Certified Fund-Raising Executive)	Certificate in Non-Profit Management/ Leadership	SHRM (Society for Human Resource Management) Certification	Other	Total
						Count
All Respondents		8.9%	2.2%	0.0%	2.2%	45
Job Title	Executive Director	0.0%	7.7%	0.0%	0.0%	13
	Advancement/ Development Director	15.4%	0.0%	0.0%	3.8%	26
	Advancement/ Development Manager, Other	0.0%	0.0%	0.0%	0.0%	6
Is your job role primarily fundraising?	Yes	10.0%	0.0%	0.0%	3.3%	30
	No	6.7%	6.7%	0.0%	0.0%	15
Years in Current Position	Less than 5 years	4.2%	4.2%	0.0%	4.2%	24
	5 - 9 years	13.3%	0.0%	0.0%	0.0%	15
	10 years or more	16.7%	0.0%	0.0%	0.0%	6
Gender	Male	0.0%	0.0%	0.0%	0.0%	13
	Female	12.5%	3.1%	0.0%	3.1%	32
Highest Level of Formal Education Completed	Bachelor's degree	5.3%	5.3%	0.0%	0.0%	19
	Master's degree	5.6%	0.0%	0.0%	5.6%	18
	Some college, Other	28.6%	0.0%	0.0%	0.0%	7
Certification	No Certification	0.0%	0.0%	0.0%	0.0%	39
	Certification	66.7%	16.7%	0.0%	16.7%	6
Member of ATID	Yes	8.7%	0.0%	0.0%	4.3%	23
	No	5.0%	5.0%	0.0%	0.0%	20

Percentages based on total of all respondents

Q17 Which of these certifications do you hold?

Congregation Characteristics		CFRE (Certified Fund-Raising Executive)	Certificate in Non-Profit Management/ Leadership	SHRM (Society for Human Resource Management) Certification	Other	Total
						Count
All Respondents		8.9%	2.2%	0.0%	2.2%	45
Type of Area	Urban	11.1%	0.0%	0.0%	3.7%	27
	Suburban	5.6%	5.6%	0.0%	0.0%	18
Number of Households	Less than 750	0.0%	0.0%	0.0%	0.0%	14
	750 - 1,249	11.1%	5.6%	0.0%	0.0%	18
	1,250 or more	15.4%	0.0%	0.0%	7.7%	13
Operating Budget	Less than \$2,500,000	0.0%	0.0%	0.0%	0.0%	11
	\$2,500,000-\$4,999,999	8.3%	8.3%	0.0%	0.0%	12
	\$5,000,000 or more	16.7%	0.0%	0.0%	5.6%	18
Current Endowment Total	\$6,000,000 or less	5.6%	5.6%	0.0%	0.0%	18
	More than \$6,000,000	6.2%	0.0%	0.0%	6.2%	16
Programs/Services	Early Childhood Center/ Pre-School/ Day care center	13.3%	0.0%	0.0%	3.3%	30
	Religious school	9.3%	0.0%	0.0%	2.3%	43
	Cemetery	10.7%	3.6%	0.0%	3.6%	28
	Day school, Other	0.0%	0.0%	0.0%	0.0%	6
U.S. Census Region	Northeast	0.0%	0.0%	0.0%	0.0%	14
	South	28.6%	0.0%	0.0%	14.3%	7
	Midwest	0.0%	0.0%	0.0%	0.0%	7
	West	8.3%	0.0%	0.0%	0.0%	12
	Canada	20.0%	20.0%	0.0%	0.0%	5

Percentages based on total of all respondents

Q18a Are you a member of ATID (Advancing Temple Institutional Development) - for Development professionals?

Individual Characteristics		Member of ATID		Total
		Yes	No	Count
All Respondents		53.5%	46.5%	43
Job Title	Executive Director	0.0%	100.0%	12
	Advancement/ Development Director	88.0%	12.0%	25
	Advancement/ Development Manager, Other	16.7%	83.3%	6
Is your job role primarily fundraising?	Yes	75.9%	24.1%	29
	No	7.1%	92.9%	14
Years in Current Position	Less than 5 years	47.8%	52.2%	23
	5 - 9 years	64.3%	35.7%	14
	10 years or more	50.0%	50.0%	6
Gender	Male	16.7%	83.3%	12
	Female	67.7%	32.3%	31
Highest Level of Formal Education Completed	Bachelor's degree	57.9%	42.1%	19
	Master's degree	61.1%	38.9%	18
	Some college, Other	16.7%	83.3%	6
Certification	No Certification	52.6%	47.4%	38
	Certification	60.0%	40.0%	5

Q18a Are you a member of ATID (Advancing Temple Institutional Development) - for Development professionals?

Congregation Characteristics		Member of ATID		Total
		Yes	No	Count
All Respondents		53.5%	46.5%	43
Type of Area	Urban	53.8%	46.2%	26
	Suburban	52.9%	47.1%	17
Number of Households	Less than 750	23.1%	76.9%	13
	750 - 1,249	52.9%	47.1%	17
	1,250 or more	84.6%	15.4%	13
Operating Budget	Less than \$2,500,000	27.3%	72.7%	11
	\$2,500,000-\$4,999,999	45.5%	54.5%	11
	\$5,000,000 or more	88.2%	11.8%	17
Current Endowment Total	\$6,000,000 or less	41.2%	58.8%	17
	More than \$6,000,000	73.3%	26.7%	15
Programs/Services	Early Childhood Center/ Pre-School/ Day care center	60.7%	39.3%	28
	Religious school	56.1%	43.9%	41
	Cemetery	55.6%	44.4%	27
	Day school, Other	50.0%	50.0%	6
U.S. Census Region	Northeast	76.9%	23.1%	13
	South	71.4%	28.6%	7
	Midwest	28.6%	71.4%	7
	West	45.5%	54.5%	11
	Canada	20.0%	80.0%	5

**Q18b Are you a member of NATA (National Association for Temple Administration) -
for Executive Directors?**

Individual Characteristics		Member of NATA		Total
		Yes	No	Count
All Respondents		22.7%	77.3%	44
Job Title	Executive Director	58.3%	41.7%	12
	Advancement/ Development Director	7.7%	92.3%	26
	Advancement/ Development Manager, Other	16.7%	83.3%	6
Is your job role primarily fundraising?	Yes	10.0%	90.0%	30
	No	50.0%	50.0%	14
Years in Current Position	Less than 5 years	16.7%	83.3%	24
	5 - 9 years	35.7%	64.3%	14
	10 years or more	16.7%	83.3%	6
Gender	Male	50.0%	50.0%	12
	Female	12.5%	87.5%	32
Highest Level of Formal Education Completed	Bachelor's degree	15.8%	84.2%	19
	Master's degree	16.7%	83.3%	18
	Some college, Other	57.1%	42.9%	7
Certification	No Certification	23.7%	76.3%	38
	Certification	16.7%	83.3%	6
Member of ATID	Yes	0.0%	100.0%	23
	No	50.0%	50.0%	20

**Q18b Are you a member of NATA (National Association for Temple Administration) -
for Executive Directors?**

Congregation Characteristics		Member of NATA		Total
		Yes	No	Count
All Respondents		22.7%	77.3%	44
Type of Area	Urban	22.2%	77.8%	27
	Suburban	23.5%	76.5%	17
Number of Households	Less than 750	53.8%	46.2%	13
	750 - 1,249	11.1%	88.9%	18
	1,250 or more	7.7%	92.3%	13
Operating Budget	Less than \$2,500,000	36.4%	63.6%	11
	\$2,500,000-\$4,999,999	45.5%	54.5%	11
	\$5,000,000 or more	5.6%	94.4%	18
Current Endowment Total	\$6,000,000 or less	41.2%	58.8%	17
	More than \$6,000,000	18.8%	81.2%	16
Programs/Services	Early Childhood Center/ Pre-School/ Day care center	20.7%	79.3%	29
	Religious school	21.4%	78.6%	42
	Cemetery	17.9%	82.1%	28
	Day school, Other	16.7%	83.3%	6
U.S. Census Region	Northeast	15.4%	84.6%	13
	South	0.0%	100.0%	7
	Midwest	14.3%	85.7%	7
	West	41.7%	58.3%	12
	Canada	40.0%	60.0%	5

Q19 Annual Base Salary (As of January 1, 2023)

Individual Characteristics		Base salary as of January 1, 2023					Percent Change 2022-2023
		Number of Respondents	Mean	First Quartile 25%	Median 50%	Third Quartile 75%	
All Respondents		42	109,772	80,747	102,619	146,250	6.0%
Job Title	Executive Director	12	107,955	82,750	100,488	139,650	5.8%
	Advancement/Development Director	25	118,896	89,700	118,000	155,000	6.6%
	Advancement/Development Manager, Other	5	68,513	50,525	68,000	86,758	2.5%
Is your job role primarily fundraising?	Yes	30	110,766	82,879	108,631	150,000	5.8%
	No	12	107,287	78,241	100,488	139,650	6.5%
Years in Current Position	Less than 5 years	23	104,350	71,000	100,000	140,000	6.0%
	5 - 9 years	14	129,007	100,833	127,250	161,000	6.9%
	10 years or more	5	80,854	63,494	86,400	95,442	3.6%
Gender	Male	11	115,832	56,050	123,600	175,000	5.0%
	Female	31	107,622	85,500	100,976	130,000	6.3%
Highest Level of Formal Education Completed	Bachelor's degree	17	121,351	81,458	115,000	162,000	5.2%
	Master's degree	18	98,971	80,747	97,942	125,200	5.6%
	Some college, Other	7	109,425	50,000	124,500	150,000	9.0%
Certification	No Certification	37	108,852	76,752	100,976	147,500	5.7%
	Certification	5	116,581	99,202	110,000	137,250	8.1%
Member of ATID	Yes	23	110,801	85,500	113,000	140,000	5.8%
	No	18	106,223	65,013	98,942	148,875	5.4%

Q19 Annual Base Salary (As of January 1, 2023)

Congregation Characteristics		Base salary as of January 1, 2023					Percent Change 2022-2023
		Number of Respon- dents	Mean	First Quartile 25%	Median 50%	Third Quartile 75%	
All Respondents		42	109,772	80,747	102,619	146,250	6.0%
Type of Area	Urban	26	116,533	84,625	106,702	160,000	6.5%
	Suburban	16	98,786	70,247	102,619	124,275	5.4%
Number of Households	Less than 750	13	98,429	66,000	97,000	141,800	4.0%
	750 - 1,249	17	100,409	69,500	100,403	124,000	7.6%
	1,250 or more	12	135,325	101,750	135,000	163,000	6.3%
Operating Budget	Less than \$2,500,000	11	83,032	50,000	85,000	100,000	5.0%
	\$2,500,000-\$4,999,999	11	121,220	97,000	118,000	145,000	4.4%
	\$5,000,000 or more	17	129,094	101,131	130,000	160,000	7.8%
Current Endowment Total	\$6,000,000 or less	16	94,577	82,750	95,000	108,566	5.0%
	More than \$6,000,000	16	141,647	121,000	147,500	163,125	7.8%
Programs/Services	Early Childhood Center/ Pre-School/ Day care center	27	121,819	97,000	118,000	160,000	7.6%
	Religious school	40	107,861	78,241	100,690	143,750	6.1%
	Cemetery	26	110,490	80,747	105,202	146,250	6.7%
	Day school, Other	5	150,600	114,000	160,000	182,500	4.0%
U.S. Census Region	Northeast	13	111,051	79,258	123,600	145,000	6.7%
	South	6	105,748	75,491	99,000	134,375	5.7%
	Midwest	6	114,333	75,000	105,000	166,500	2.4%
	West	12	121,082	88,050	111,131	157,875	8.8%
	Canada	5	78,657	42,500	97,883	105,202	3.1%

Q20a If you are eligible to participate in your employer's retirement plan (RPB or any other plan), what percentage of base salary do you contribute?

Individual Characteristics		Percentage contributed by employee	
		Average	Count
All Respondents		7.0%	24
Job Title	Executive Director	4.9%	6
	Advancement/ Development Director	7.9%	17
	Advancement/ Development Manager, Other	N/A	1
Is your job role primarily fundraising?	Yes	7.0%	17
	No	7.0%	7
Years in Current Position	Less than 5 years	4.2%	9
	5 - 9 years	8.2%	12
	10 years or more	10.3%	3
Gender	Male	5.9%	7
	Female	7.5%	17
Highest Level of Formal Education Completed	Bachelor's degree	7.4%	10
	Master's degree	7.0%	10
	Some college, Other	6.0%	4
Certification	No Certification	6.8%	20
	Certification	8.3%	4
Member of ATID	Yes	8.4%	16
	No	4.2%	8

Q20a If you are eligible to participate in your employer's retirement plan (RPB or any other plan), what percentage of base salary do you contribute?

Congregation Characteristics		Percentage contributed by employee	
		Average	Count
All Respondents		7.0%	24
Type of Area	Urban	5.8%	16
	Suburban	9.4%	8
Number of Households	Less than 750	6.4%	5
	750 - 1,249	7.0%	8
	1,250 or more	7.3%	11
Operating Budget	Less than \$2,500,000	8.5%	4
	\$2,500,000-\$4,999,999	6.8%	8
	\$5,000,000 or more	6.7%	12
Current Endowment Total	\$6,000,000 or less	7.6%	10
	More than \$6,000,000	5.2%	11
Programs/Services	Early Childhood Center/ Pre-School/ Day care center	7.2%	17
	Religious school	7.3%	22
	Cemetery	7.0%	17
	Day school, Other	8.0%	3
U.S. Census Region	Northeast	7.9%	7
	South	12.0%	5
	Midwest	7.0%	3
	West	2.7%	7
	Canada	N/A	2

Q20b If you are eligible to participate in your employer's retirement plan (RPB or any other plan), what percentage of base salary does your employer contribute?

Individual Characteristics		Percentage contributed by employer	
		Average	Count
All Respondents		5.9%	24
Job Title	Executive Director	6.4%	6
	Advancement/ Development Director	6.1%	17
	Advancement/ Development Manager, Other	N/A	1
Is your job role primarily fundraising?	Yes	5.8%	17
	No	6.2%	7
Years in Current Position	Less than 5 years	6.2%	9
	5 - 9 years	6.0%	12
	10 years or more	4.3%	3
Gender	Male	7.6%	7
	Female	5.2%	17
Highest Level of Formal Education Completed	Bachelor's degree	3.4%	10
	Master's degree	7.2%	10
	Some college, Other	8.8%	4
Certification	No Certification	4.9%	20
	Certification	10.8%	4
Member of ATID	Yes	5.5%	16
	No	6.8%	8

Q20b If you are eligible to participate in your employer's retirement plan (RPB or any other plan), what percentage of base salary does your employer contribute?

Congregation Characteristics		Percentage contributed by employer	
		Average	Count
All Respondents		5.9%	24
Type of Area	Urban	5.3%	16
	Suburban	7.1%	8
Number of Households	Less than 750	7.5%	6
	750 - 1,249	4.6%	8
	1,250 or more	6.0%	10
Operating Budget	Less than \$2,500,000	4.8%	4
	\$2,500,000-\$4,999,999	6.4%	8
	\$5,000,000 or more	6.0%	12
Current Endowment Total	\$6,000,000 or less	6.8%	10
	More than \$6,000,000	5.5%	10
Programs/Services	Early Childhood Center/ Pre-School/ Day care center	6.9%	17
	Religious school	6.2%	22
	Cemetery	5.4%	16
	Day school, Other	4.2%	4
U.S. Census Region	Northeast	5.0%	8
	South	8.6%	5
	Midwest	N/A	2
	West	5.6%	7
	Canada	N/A	2

Q21 What benefits are you entitled to receive from your synagogue/temple?

Individual Characteristics		Benefits								
		Health Insurance	Vision	Dental	Life Insurance	Long-Term Disability	Short-Term Disability	Professional Development	Professional Allowances	Other
All Respondents		88.9%	75.6%	80.0%	60.0%	53.3%	44.4%	80.0%	44.4%	17.8%
Job Title	Executive Director	92.3%	76.9%	84.6%	53.8%	53.8%	38.5%	84.6%	61.5%	7.7%
	Advancement/ Development Director	88.5%	76.9%	76.9%	65.4%	57.7%	50.0%	84.6%	46.2%	19.2%
	Advancement/ Development Manager, Other	83.3%	66.7%	83.3%	50.0%	33.3%	33.3%	50.0%	0.0%	33.3%
Is your job role primarily fundraising?	Yes	93.3%	80.0%	83.3%	66.7%	56.7%	50.0%	83.3%	40.0%	20.0%
	No	80.0%	66.7%	73.3%	46.7%	46.7%	33.3%	73.3%	53.3%	13.3%
Years in Current Position	Less than 5 years	91.7%	79.2%	83.3%	58.3%	45.8%	41.7%	83.3%	41.7%	8.3%
	5 - 9 years	86.7%	73.3%	80.0%	66.7%	66.7%	53.3%	80.0%	53.3%	20.0%
	10 years or more	83.3%	66.7%	66.7%	50.0%	50.0%	33.3%	66.7%	33.3%	50.0%
Gender	Male	84.6%	53.8%	69.2%	46.2%	46.2%	30.8%	69.2%	38.5%	7.7%
	Female	90.6%	84.4%	84.4%	65.6%	56.2%	50.0%	84.4%	46.9%	21.9%
Highest Level of Formal Education Completed	Bachelor's degree	89.5%	68.4%	78.9%	57.9%	52.6%	47.4%	78.9%	42.1%	10.5%
	Master's degree	88.9%	83.3%	83.3%	66.7%	55.6%	55.6%	83.3%	44.4%	33.3%
	Some college, Other	100.0%	85.7%	85.7%	57.1%	57.1%	14.3%	85.7%	57.1%	0.0%
Certification	No Certification	89.7%	74.4%	79.5%	56.4%	51.3%	41.0%	79.5%	43.6%	20.5%
	Certification	83.3%	83.3%	83.3%	83.3%	66.7%	66.7%	83.3%	50.0%	0.0%
Member of ATID	Yes	91.3%	82.6%	82.6%	65.2%	56.5%	56.5%	87.0%	43.5%	26.1%
	No	90.0%	70.0%	80.0%	55.0%	50.0%	35.0%	75.0%	50.0%	10.0%

Percentages based on total of all respondents

Q21 What benefits are you entitled to receive from your synagogue/temple?

Congregation Characteristics		Benefits								
		Health Insurance	Vision	Dental	Life Insurance	Long-Term Disability	Short-Term Disability	Professional Development	Professional Allowances	Other
All Respondents		88.9%	75.6%	80.0%	60.0%	53.3%	44.4%	80.0%	44.4%	17.8%
Type of Area	Urban	96.3%	81.5%	88.9%	63.0%	48.1%	44.4%	88.9%	48.1%	22.2%
	Suburban	77.8%	66.7%	66.7%	55.6%	61.1%	44.4%	66.7%	38.9%	11.1%
Number of Households	Less than 750	85.7%	64.3%	64.3%	35.7%	42.9%	14.3%	85.7%	42.9%	7.1%
	750 - 1,249	88.9%	83.3%	88.9%	66.7%	55.6%	55.6%	77.8%	33.3%	27.8%
	1,250 or more	92.3%	76.9%	84.6%	76.9%	61.5%	61.5%	76.9%	61.5%	15.4%
Operating Budget	Less than \$2,500,000	90.9%	81.8%	90.9%	54.5%	45.5%	36.4%	90.9%	45.5%	27.3%
	\$2,500,000-\$4,999,999	91.7%	66.7%	66.7%	50.0%	66.7%	41.7%	91.7%	50.0%	8.3%
	\$5,000,000 or more	88.9%	83.3%	83.3%	72.2%	55.6%	55.6%	77.8%	50.0%	16.7%
Current Endowment Total	\$6,000,000 or less	83.3%	66.7%	72.2%	50.0%	44.4%	33.3%	83.3%	38.9%	16.7%
	More than \$6,000,000	93.8%	81.2%	87.5%	75.0%	62.5%	56.2%	81.2%	62.5%	6.2%
Programs/Services	Early Childhood Center/ Pre-School/ Day care center	86.7%	70.0%	76.7%	66.7%	56.7%	46.7%	76.7%	46.7%	16.7%
	Religious school	88.4%	74.4%	79.1%	58.1%	51.2%	41.9%	79.1%	41.9%	18.6%
	Cemetery	85.7%	78.6%	82.1%	67.9%	60.7%	53.6%	82.1%	46.4%	21.4%
	Day school, Other	83.3%	83.3%	66.7%	66.7%	66.7%	50.0%	66.7%	33.3%	0.0%
U.S. Census Region	Northeast	85.7%	71.4%	71.4%	35.7%	57.1%	35.7%	78.6%	42.9%	28.6%
	South	85.7%	85.7%	85.7%	71.4%	28.6%	71.4%	71.4%	28.6%	14.3%
	Midwest	85.7%	71.4%	85.7%	71.4%	57.1%	57.1%	85.7%	42.9%	0.0%
	West	91.7%	66.7%	75.0%	75.0%	58.3%	25.0%	83.3%	50.0%	16.7%
	Canada	100.0%	100.0%	100.0%	60.0%	60.0%	60.0%	80.0%	60.0%	20.0%

Percentages based on total of all respondents

Q22a What type of leave are you entitled to receive?

Individual Characteristics		Benefits		
		Parental Leave	Sick Leave	Vacation
All Respondents		46.7%	73.3%	86.7%
Job Title	Executive Director	61.5%	76.9%	92.3%
	Advancement/ Development Director	46.2%	76.9%	88.5%
	Advancement/ Development Manager, Other	16.7%	50.0%	66.7%
Is your job role primarily fundraising?	Yes	43.3%	80.0%	90.0%
	No	53.3%	60.0%	80.0%
Years in Current Position	Less than 5 years	37.5%	70.8%	87.5%
	5 - 9 years	60.0%	86.7%	86.7%
	10 years or more	50.0%	50.0%	83.3%
Gender	Male	46.2%	53.8%	76.9%
	Female	46.9%	81.2%	90.6%
Highest Level of Formal Education Completed	Bachelor's degree	52.6%	73.7%	84.2%
	Master's degree	44.4%	72.2%	88.9%
	Some college, Other	42.9%	85.7%	100.0%
Certification	No Certification	48.7%	74.4%	87.2%
	Certification	33.3%	66.7%	83.3%
Member of ATID	Yes	52.2%	78.3%	91.3%
	No	45.0%	70.0%	85.0%

Percentages based on total of all respondents

Q22a What type of leave are you entitled to receive?

Congregation Characteristics		Benefits		
		Parental Leave	Sick Leave	Vacation
All Respondents		46.7%	73.3%	86.7%
Type of Area	Urban	59.3%	77.8%	92.6%
	Suburban	27.8%	66.7%	77.8%
Number of Households	Less than 750	35.7%	64.3%	85.7%
	750 - 1,249	33.3%	72.2%	83.3%
	1,250 or more	76.9%	84.6%	92.3%
Operating Budget	Less than \$2,500,000	45.5%	63.6%	90.9%
	\$2,500,000-\$4,999,999	41.7%	91.7%	91.7%
	\$5,000,000 or more	61.1%	77.8%	88.9%
Current Endowment Total	\$6,000,000 or less	50.0%	72.2%	83.3%
	More than \$6,000,000	50.0%	87.5%	93.8%
Programs/Services	Early Childhood Center/ Pre-School/ Day care center	40.0%	70.0%	83.3%
	Religious school	46.5%	72.1%	86.0%
	Cemetery	53.6%	71.4%	82.1%
	Day school, Other	50.0%	66.7%	83.3%
U.S. Census Region	Northeast	57.1%	64.3%	85.7%
	South	42.9%	57.1%	85.7%
	Midwest	28.6%	71.4%	71.4%
	West	41.7%	91.7%	91.7%
	Canada	60.0%	80.0%	100.0%

Percentages based on total of all respondents

Q22b Number of leave days allowed

Individual Characteristics		Parental Leave		Sick Leave		Vacation	
		Average	Count	Average	Count	Average	Count
All Respondents		76.4	11	10.0	23	20.5	31
Job Title	Executive Director	73.2	5	7.2	9	22.0	11
	Advancement/ Development Director	86.8	5	12.7	12	20.2	17
	Advancement/ Development Manager, Other	N/A	1	N/A	2	16.3	3
Is your job role primarily fundraising?	Yes	79.0	6	11.5	15	19.6	20
	No	73.2	5	7.1	8	22.0	11
Years in Current Position	Less than 5 years	96.5	4	7.9	12	19.2	15
	5 - 9 years	64.9	7	12.2	11	21.5	13
	10 years or more	.	0	.	0	22.0	3
Gender	Male	45.0	4	6.8	6	21.0	9
	Female	94.3	7	11.1	17	20.2	22
Highest Level of Formal Education Completed	Bachelor's degree	103.0	5	8.9	9	18.5	13
	Master's degree	59.0	5	12.8	9	23.1	11
	Some college, Other	N/A	1	6.8	5	19.9	7
Certification	No Certification	59.5	10	10.0	20	19.3	26
	Certification	N/A	1	10.0	3	26.6	5
Member of ATID	Yes	70.8	5	11.5	10	19.5	15
	No	81.0	6	9.0	12	21.7	15

Q22b Number of leave days allowed

Congregation Characteristics		Parental Leave		Sick Leave		Vacation	
		Average	Count	Average	Count	Average	Count
All Respondents		76.4	11	10.0	23	20.5	31
Type of Area	Urban	62.8	9	10.4	16	18.8	21
	Suburban	N/A	2	8.9	7	24.0	10
Number of Households	Less than 750	30.3	3	6.7	9	20.6	12
	750 - 1,249	98.8	4	8.9	9	18.6	11
	1,250 or more	88.5	4	17.8	5	22.8	8
Operating Budget	Less than \$2,500,000	N/A	2	6.7	6	19.6	9
	\$2,500,000-\$4,999,999	86.3	4	7.8	8	22.9	9
	\$5,000,000 or more	86.8	5	14.1	9	20.3	12
Current Endowment Total	\$6,000,000 or less	83.2	5	8.1	10	21.6	14
	More than \$6,000,000	76.8	5	12.7	9	21.2	10
Programs/Services	Early Childhood Center/ Pre-School/ Day care center	74.8	5	11.1	15	21.8	20
	Religious school	59.5	10	10.3	21	19.9	29
	Cemetery	82.1	9	10.5	14	22.1	17
	Day school, Other	N/A	2	N/A	1	20.3	3
U.S. Census Region	Northeast	56.8	5	9.4	7	18.1	9
	South	N/A	2	13.3	3	21.5	6
	Midwest	N/A	1	6.0	3	23.3	4
	West	N/A	2	10.9	7	18.1	8
	Canada	N/A	1	9.7	3	26.0	4

APPENDIX B



2023 SALARY SURVEY

ASSOCIATION RESEARCH, INC. (ARI), AN INDEPENDENT SURVEY RESEARCH ORGANIZATION LOCATED IN IJAMSVILLE, MARYLAND, IS CONDUCTING THIS CONFIDENTIAL SURVEY FOR ATID. **ALL RESPONSES WILL BE CONFIDENTIAL.**

PLEASE COMPLETE YOUR QUESTIONNAIRE NO LATER THAN **APRIL 26, 2023**, EITHER ONLINE, BY FAX (240) 268-1267, OR BY MAIL DIRECTLY TO:

ASSOCIATION RESEARCH, INC., 10097 TYLER COURT, SUITE 3, IJAMSVILLE, MD 21754.

PLEASE BE SURE TO PROVIDE YOUR NAME AND EMAIL ADDRESS AT THE END OF THE SURVEY IN ORDER TO RECEIVE YOUR COPY OF THE SURVEY RESULTS AND TO BE ENTERED INTO THE DRAWING. ONLY CONTACT INFORMATION WILL BE PROVIDED TO ATID FOR THE DRAWING AND REPORT DISTRIBUTION. NO INDIVIDUAL SURVEY DATA WILL BE MADE AVAILABLE TO ATID STAFF OR MEMBERS.

ABOUT YOUR SYNAGOGUE/TEMPLE

1. In what state/province is your congregation located? _____
2. In what type of area is your employer located?
 - Urban
 - Suburban
 - Rural
3. Is your congregation affiliated with: (CHECK ALL THAT APPLY)
 - Union for Reform Judaism – URJ
 - United Synagogue of Conservative Judaism – USCJ
 - Reconstructing Judaism
 - Other (SPECIFY) _____
4. How many households belong to your congregation? _____
5. What is your total current operating budget (include schools and cemeteries, if applicable)? \$ _____
6. Does your synagogue have an endowment? Yes No
7. If yes, please report your current endowment total (please indicate total invested assets): \$ _____

8. What major programs/services does your synagogue/temple offer? (CHECK ALL THAT APPLY)

- Early Childhood Center/Pre-School/Day care center
- Day school
- Religious school
- Cemetery
- Other (SPECIFY) _____

9. How many full-time employees are at your synagogue/temple (exclusive of religious school and early childhood staff)? _____

10. How many full-time employees are on your development staff? _____

11. How many part-time employees are on your development staff? _____

ABOUT YOU

12. Which of the below most closely matches your job title? (CHECK ONLY ONE)

- Executive Director
- Advancement/Development Director
- Advancement/Development Manager
- Other (SPECIFY) _____

13. Is your job role primarily fundraising? Yes No

14. How many years have you been in your current position? _____

15. What is your gender? Male Female Other

16. What is your highest level of formal education completed: (CHECK ONLY ONE)

- Some college
- Bachelor's degree
- Master's degree (SPECIFY FIELD) _____
- Other (SPECIFY) _____

17. Which of these certifications do you hold? (CHECK ALL THAT APPLY)

- CFRE (Certified Fund-Raising Executive)
- Certificate in Non-Profit Management/Leadership
- SHRM (Society for Human Resource Management) Certification
- Other (SPECIFY) _____

18a. Are you a member of ATID (Advancing Temple Institutional Development) – for Development professionals?

- Yes No

b. Are you a member of NATA (National Association for Temple Administration) – for Executive Directors?

- Yes No

COMPENSATION

19a. As of January 1, 2023, what is your annual base salary (do not include benefits)? \$ _____ (U.S. DOLLARS)

b. If you were in the same position a year ago, what was your base salary as of January 1, 2022?

\$ _____ (U.S. DOLLARS)

20. If you are eligible to participate in your employer's retirement plan (RPB or any other plan), what percentage of your base salary:

- a. do you contribute? _____%
- b. *does your employer contribute? _____%

*For comparability, if your employer contributes a flat fee, please calculate and enter the percentage of your base salary.

BENEFITS OFFERED

21. What benefits are you entitled to receive from your synagogue/temple? (CHECK ALL THAT APPLY)

EMPLOYEE BENEFITS	OFFERED TO EMPLOYEE
a. Health Insurance	<input type="checkbox"/>
b. Vision	<input type="checkbox"/>
c. Dental	<input type="checkbox"/>
d. Life Insurance	<input type="checkbox"/>
e. Long-Term Disability	<input type="checkbox"/>
f. Short-Term Disability	<input type="checkbox"/>
g. Professional Development (e.g., conferences, memberships, in professional associations)	<input type="checkbox"/>
h. Professional Allowances (i.e., for cell phone, transportation, etc.)	<input type="checkbox"/>
i. Other (SPECIFY) _____	<input type="checkbox"/>

22. Please report the type of leave you are entitled to receive and the number of days allowed? (CHECK ALL THAT APPLY)

EMPLOYEE LEAVE	OFFERED TO EMPLOYEE	NUMBER OF DAYS ALLOWED
a. Parental Leave	<input type="checkbox"/>	
b. Sick Leave	<input type="checkbox"/>	
c. Vacation	<input type="checkbox"/>	

Please provide your contact information below. This information will be used to distribute a copy of the survey results to those who complete the survey, and will be provided to ATID to conduct the prize drawing. Note that individual responses will not be shared with ATID staff or members, and only the contact information will be passed along to ATID for the report distribution and drawing:

YOUR NAME: _____

EMAIL ADDRESS: _____

THANK YOU VERY MUCH FOR PARTICIPATING IN THIS IMPORTANT RESEARCH.

If you did not complete the survey online,
please fax your completed survey to **240-268-1267** by **April 26, 2023**, or mail it to



Association Research, Inc. 10097 Tyler Court, Suite 3, Ijamsville, MD 21754