



## **2016–2017 Study of Rabbinic Compensation**

### **A Partnership Project of the Central Conference of American Rabbis and Union for Reform Judaism**

*With the assistance of the Reform Pension Board  
Independent Actuaries: The HayGroup, a Division of Korn Ferry*

### **Salary Study Based on Data for Salaries for the 2016-2017 Salary Year Issued June 2017**

#### ***Introduction***

The 2016–2017 Study of Rabbinic Compensation is a partnership program undertaken by the Central Conference of American Rabbis (“CCAR”) and the Union for Reform Judaism (“URJ”) as a service to URJ congregations and CCAR rabbis, with the assistance of the Reform Pension Board (“RPB”). The study was conducted by an independent firm, The HayGroup, a Division of Korn Ferry (“Korn Ferry”).

To maintain confidentiality of congregations and rabbis, the RPB maintained control of the individual data with the actuarial consultant throughout the process. No data reflecting individual participants was revealed to the URJ, the CCAR or even Korn Ferry consultants.

#### ***The independent actuarial firm studied actual RPB data.***

As in the Salary Study for 2010-2011, 2012-2013, and 2014-2015, this salary report is a study based upon RPB data, instead of a voluntary survey of member congregations and rabbis. The RPB annually collects data on rabbinic salaries for pension determination purposes from rabbis and congregations (both of whom sign the salary information form). Thus, the data made available to Korn Ferry represented the vast majority of CCAR rabbis serving URJ congregations on a full-time basis. (The number of full-time rabbis/congregations included in the study is reflected in the data below.)

The CCAR and URJ are exceptionally grateful to the RPB for its participation, cooperation, selection of the independent actuary, and confidential management of the data.

#### ***What is in this report?***

This report presents the results of the study for full-time senior and solo rabbis, assistant rabbis and associate rabbis, who are members of the CCAR serving URJ congregations and are actively contributing to the Reform Pension Plan during the 2016–2017 congregational year.

The study only analyzed base compensation, which included both salary and housing/parsonage, i.e., the data submitted to the RPB by congregations and rabbis. (The terms housing/parsonage are used interchangeably.)

Over the years, congregational size has been the primary factor in rabbinic salaries. As such, the data are presented in two primary ways: by congregational size and by the placement categories utilized by the Joint Commission on Rabbinical Placement of the URJ/CCAR/HUC-JIR. The study also presents a gender-based analysis. Because the sample sizes for most geographic locations are too small to be statistically significant, we have left out geographic differences. We encourage you to look at the data from the U.S. Bureau of Labor Statistics to make geographic adjustments that may be applicable, if any.

In the presentation by congregational size, salary data was reported only if there was a sufficient number of rabbis to provide meaningful information and sufficiently numerous to protect confidentiality. A minimum number of reporting rabbis/congregations were required for inclusion in a particular category of rabbis/congregations (minimum of four for averages, minimum of eight for median or percentile breaks). If your congregation is not included with data in a category, it means there were not enough reporting rabbis in this group.

### ***What is not in the study?***

This study does not include additional benefits paid to rabbis other than base compensation (salary and housing/parsonage) such as pension, professional dues, disability, health care, long-term care insurance, CCAR Convention, other continuing education, spiritual growth allowances, and other benefits which are not available to the RPB. Thus, the current study does not reflect other factors that may impact compensation such as number of years in a particular position or number of years in the rabbinate. Also, this study does not provide data on part-time or portfolio rabbis who serve congregations less than full-time.

Certain other factors not included in this study also may impact compensation, including cost of living in specific geographic area, number of positions held during a rabbi's career, or prior career experience. These factors by their very nature are particular to the rabbi and the congregation.

### ***How to understand the data***

Data are presented for the 25<sup>th</sup>, 50<sup>th</sup> (median), and 75<sup>th</sup> percentiles of the North American market. The median is a mathematical result which indicates, for example, that one-half of the respondents earn more and one-half earn less than the median.

To protect confidentiality and maintain reliability certain minimum numbers of data points were required. Categories in which congregations have fewer than four data points do not show any data. Averages are shown where there are at least four data points and quartiles, medians are presented when there are at least eight data points.

Definitions:

Mean: Average.

Median: Midway point; 50% of the respondents within the category earn more compensation and 50% earn less.

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

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

In order to maintain consistency with the 2010-2011, 2012-2013 and 2014-2015 Studies, Korn Ferry conducted its analysis of data with the same operating assumptions as in the prior Studies. Incumbents with pay less than \$70,000 were assumed to be part-time and have been excluded from the analyses; Senior and Solo Rabbi positions with less pay than the Associate Rabbi position in the same congregation are assumed to be an anomaly and have been excluded from the analyses; the Senior and Solo Rabbi positions for the 651 to 1,000 size congregation with pay less than \$110,000 have been excluded from the analysis; Senior and Solo Rabbi in a congregation of more than 1,000 with pay less than \$160,000 have been excluded from the analysis.

***Conclusion***

It is our hope that you find this information useful. If you have any questions, please contact either the CCAR or the URJ.

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## SENIOR OR SOLO RABBI

Analyzed by CCAR/URJ/HUC-JIR Joint Rabbinical Placement Commission Categories

Placement Commission Category	25th	Median	Average	75th	n
A (up to 300)	94,736	106,000	111,003	124,855	183
B (301-599)	141,310	160,000	166,197	185,550	151
C (600-999)	177,571	208,600	220,751	240,623	80
D (1000+)	250,000	281,216	307,789	328,911	45
<b>ALL</b>					<b>459</b>

### By Gender: Averages (Mean)

Placement Commission Category	Average			Average: Female as % of Male	Male n	Female n
	Total	Male	Female			
A (up to 300)	111,003	115,742	101,044	87%	124	59
B (301-599)	166,197	169,494	154,407	91%	118	33
C (600-999)	220,751	226,979	193,762	85%	65	15
D (1000+)	307,789	308,104	306,528	99%	36	9

### By Gender: Quartiles

Placement Commission Category	Gender	25th	Median	Average	75th	n
A (up to 300)	Male	98,025	112,838	115,742	129,250	124
	Female	81,592	102,494	101,044	114,531	59
B (301-599)	Male	145,381	164,041	169,494	189,607	118
	Female	130,291	147,060	154,407	163,000	33
C (600-999)	Male	183,600	215,316	226,979	250,000	65
	Female	168,501	190,000	193,762	227,500	15
D (1000+)	Male	249,444	276,045	308,104	348,986	36
	Female	280,000	294,000	306,528	309,000	9

## SENIOR OR SOLO RABBI

Analyzed by Size of Congregation

Congregation Size	25th	Median	Average	75th	n
150 and under	82,448	98,900	100,581	114,296	56
151 to 250	95,850	105,000	109,996	123,441	93
251 to 400	120,725	140,421	142,188	159,896	102
401 to 600	154,347	170,322	180,520	199,945	86
601 to 800	174,001	195,935	215,134	230,998	51
801 to 1000	220,424	232,266	240,590	250,300	28
1001 to 1200	231,638	271,625	269,330	298,082	15
1201 to 1800	250,350	280,000	288,296	300,000	19
1801 and over	363,000	407,675	422,659	463,928	9
<b>ALL</b>					<b>459</b>

### By Gender: Averages (Mean)

Congregation Size	Average			Average: Female as % of Male	Male n	Female n
	Total	Male	Female			
150 and under	100,581	107,504	89,043	83%	35	21
151 to 250	109,996	113,153	103,029	91%	64	29
251 to 400	142,188	146,085	128,019	88%	80	22
401 to 600	180,520	184,756	168,195	91%	64	22
601 and over	254,343	256,821	243,081	95%	100	22
601 to 800	215,134	221,477	181,040	82%	43	8
801 to 1000	240,590	241,573	236,986	98%	22	6
1001 to 1200	269,330	-	-		13	2
1201 to 1800	288,296	291,648	275,728	95%	15	4
1801 and over	422,659	-	-		7	2

### By Gender: Quartiles

Congregation Size	Gender	25th	Median	Average	75th	n
150 and under	Male	93,845	104,340	107,504	118,321	35
	Female	78,265	80,626	89,043	96,614	21
151 to 250	Male	97,088	112,056	113,153	125,103	64
	Female	88,983	103,000	103,029	108,000	29
251 to 400	Male	123,700	144,879	146,085	164,654	80
	Female	118,475	129,109	128,019	142,660	22
401 to 600	Male	159,943	173,121	184,756	200,392	64
	Female	141,033	155,853	168,195	189,000	22
601 to 800	Male	177,510	200,003	221,477	233,661	43
	Female	162,130	174,051	181,040	188,375	8
801 to 1000	Male	220,141	233,522	241,573	250,899	22
	Female	-	-	236,986	-	6
1001 to 1200	Male	235,000	271,625	271,060	287,165	13
	Female	-	-	-	-	2
1201 to 1800	Male	250,350	268,000	291,648	298,777	15
	Female	-	-	275,728	-	4
1801 and over	Male	-	-	420,781	-	7
	Female	-	-	-	-	2

Note: As explained in the cover report, a minimum number of reporting rabbis/congregations were required for inclusion (minimum of four for averages; minimum of eight for quartiles/median).

## ASSOCIATE RABBI

Analyzed by CCAR/URJ/HUC-JIR Joint Rabbinical Placement Commission Categories

Placement Commission Category	25th	Median	Average	75th	n
A (up to 300)	-	-	-	-	0
B (301-599)	93,419	105,375	111,124	123,176	8
C (600-999)	108,405	118,173	127,509	136,913	32
D (1000+)	125,500	140,000	156,370	173,000	55
<b>ALL</b>					<b>95</b>

### By Gender: Averages (Mean)

Placement Commission Category	Average			Average Female as % of Male	n	n
	Total	Male	Female			
A (up to 300)	-	-	-	-	0	0
B (301-599)	111,124	-	115,555	-	2	6
C (600-999)	127,509	130,039	124,642	96%	17	15
D (1000+)	156,370	168,445	147,691	88%	23	32

### By Gender: Quartiles

Placement Commission Category	Gender	25th	Median	Average	75th	n
A (up to 300)	Male	-	-	-	-	0
	Female	-	-	-	-	0
B (301-599)	Male	-	-	-	-	2
	Female	-	-	115,555	-	6
C (600-999)	Male	112,270	125,000	130,039	135,543	17
	Female	107,818	117,500	124,642	131,511	15
D (1000+)	Male	131,767	166,000	168,445	189,475	23
	Female	124,725	136,480	147,691	161,353	32

Note: As explained in the cover report, a minimum number of reporting rabbis/congregations were required for inclusion (minimum of four for averages; minimum of eight for quartiles/median).

## ASSOCIATE RABBI

Analyzed by Size of Congregation

Congregation Size	25th	Median	Average	75th	n
150 and under	-	-	-	-	0
151 to 250	-	-	-	-	0
251 to 400	-	-	-	-	0
401 to 600	94,692	109,782	112,666	125,000	9
601 to 800	106,303	110,000	118,146	129,900	15
801 to 1000	115,855	127,825	136,352	157,957	18
1001 to 1200	112,750	126,217	136,966	141,250	14
1201 to 1800	127,500	142,500	145,058	162,401	22
1801 and over	140,000	188,000	189,430	219,000	17
<b>ALL</b>					<b>95</b>

### By Gender: Averages (Mean)

Congregation Size	Average			Average: Female as % of Male	Male n	Female n
	Total	Male	Female			
150 and under	-	-	-	-	0	0
151 to 250	-	-	-	-	0	0
251 to 400	-	-	-	-	0	0
401 to 600	112,666	-	115,555	-	3	6
601 to 800	118,146	125,278	111,907	89%	7	8
801 to 1000	136,352	134,671	138,454	103%	10	8
1001 to 1200	136,966	155,325	126,767	82%	5	9
1201 to 1800	145,058	148,085	142,962	97%	9	13
1801 and over	189,430	203,356	177,051	87%	8	9

### By Gender: Quartiles

Congregation Size	Gender	25th	Median	Average	75th	n
150 and under	Male	-	-	-	-	0
	Female	-	-	-	-	0
151 to 250	Male	-	-	-	-	0
	Female	-	-	-	-	0
251 to 400	Male	-	-	-	-	0
	Female	-	-	-	-	0
401 to 600	Male	-	-	-	-	3
	Female	-	-	115,555	-	6
601 to 800	Male	-	-	125,278	-	7
	Female	103,983	109,496	111,907	118,922	8
801 to 1000	Male	115,855	128,700	134,671	153,428	10
	Female	116,375	125,850	138,454	157,002	8
1001 to 1200	Male	-	-	155,325	-	5
	Female	112,000	123,900	126,767	134,500	9
1201 to 1800	Male	120,000	157,000	148,085	167,859	9
	Female	132,000	140,000	142,962	160,220	13
1801 and over	Male	168,575	189,000	203,356	224,684	8
	Female	136,460	168,800	177,051	200,000	9

Note: As explained in the cover report, a minimum number of reporting rabbis/congregations were required for inclusion (minimum of four for averages; minimum of eight for quartiles/median).

## ASSISTANT RABBI

Analyzed by CCAR/URJ/HUC-JIR Joint Rabbinical Placement Commission Categories

Placement Commission Category	25th	Median	Average	75th	n
A (up to 300)	-	-	-	-	0
B (301-599)	-	-	105,918	-	7
C (600-999)	91,650	97,350	95,948	101,000	23
D (1000+)	97,500	105,000	106,732	110,000	29
<b>ALL</b>					<b>59</b>

### By Gender: Averages (Mean)

Placement Commission Category	Average			Female as % of Male	Male n	Female n
	Total	Male	Female			
A (up to 300)	-	-	-	-	0	0
B (301-599)	105,918	118,403	-	-	4	3
C (600-999)	95,948	99,211	94,207	95%	8	15
D (1000+)	106,732	106,251	107,644	101%	19	10

### By Gender: Quartiles

Placement Commission Category	Gender	25th	Median	Average	75th	n
A (up to 300)	Male	-	-	-	-	0
	Female	-	-	-	-	0
B (301-599)	Male	-	-	118,403	-	4
	Female	-	-	-	-	3
C (600-999)	Male	95,750	98,527	99,211	101,520	8
	Female	90,390	94,000	94,207	101,000	15
D (1000+)	Male	98,750	105,000	106,251	108,575	19
	Female	96,719	103,338	107,644	119,214	10

Note: As explained in the cover report, a minimum number of reporting rabbis/congregations were required for inclusion (minimum of four for averages; minimum of eight for quartiles/median).



# ASSISTANT RABBI

## Analyzed by Size of Congregation

Congregation Size	25th	Median	Average	75th	n
150 and under	-	-	-	-	0
151 to 250	-	-	-	-	0
251 to 400	-	-	-	-	0
401 to 600	86,658	99,879	105,939	105,270	8
601 to 800	91,650	97,700	95,917	99,852	11
801 to 1000	91,500	96,000	95,057	101,000	11
1001 to 1200	-	-	103,021	-	7
1201 to 1800	96,459	100,000	101,405	103,500	13
1801 and over	106,733	108,675	117,312	130,000	9
<b>ALL</b>	-	-	-	-	<b>59</b>

### By Gender: Averages (Mean)

Congregation Size	Average			Female as % of Male	Male n	Female n
	Total	Male	Female			
150 and under	-	-	-	-	0	0
151 to 250	-	-	-	-	0	0
251 to 400	-	-	-	-	0	0
401 to 600	105,939	115,938	-	-	5	3
601 to 800	95,917	-	96,064	-	2	9
801 to 1000	95,057	99,420	91,422	92%	5	6
1201 to 1800	101,405	102,750	99,252	97%	8	5
1801 and over	117,312	117,297	117,332	100%	5	4

### By Gender: Quartiles

Congregation Size	Gender	25th	Median	Average	75th	n
150 and under	Male	-	-	-	-	0
	Female	-	-	-	-	0
151 to 250	Male	-	-	-	-	0
	Female	-	-	-	-	0
251 to 400	Male	-	-	-	-	0
	Female	-	-	-	-	0
401 to 600	Male	-	-	115,938	-	5
	Female	-	-	-	-	3
601 to 800	Male	-	-	-	-	2
	Female	92,500	97,700	96,064	100,000	9
801 to 1000	Male	-	-	99,420	-	5
	Female	-	-	91,422	-	6
1201 to 1800	Male	99,375	100,000	102,750	103,875	8
	Female	-	-	99,252	-	5
1801 and over	Male	-	-	117,297	-	5
	Female	-	-	117,332	-	4

Note: As explained in the cover report, a minimum number of reporting rabbis/congregations were required for inclusion (minimum of four for averages; minimum of eight for quartiles/median).