



The Rabbinical Assembly כנסת הרבנים

# **2023-2024 Salary Survey**

**Full Time and Retired Pulpit  
Positions in the United States  
and Canada**



## Rabbinical Assembly CAREER CENTER

Dear Friends,

Within the Rabbinical Assembly, the RA Career Center supports rabbis across all stages of their careers, from their first jobs out of school through retirement. One of the RA's principal responsibilities is caring for the welfare and well-being of its members, and one crucial piece of this mission is to ensure fair, equitable compensation that is in line with market norms. In the changing landscape of rabbinic work and employment in general, having the tools and resources to help advocate for good pay is more important than ever. With gratitude to Emily Neyor of the RA Career Center and the Joint Placement Commission, we are thus pleased to present you with the 2023-2024 salary survey containing information from rabbis employed full time or retired from pulpits in the United States and Canada.

Many studies have shown that the best way to ensure equity in pay and employment is to be transparent with compensation and salary information. Just as our communities are more diverse than ever before, so too do our clergy and other professionals reflect this diversity of gender, race, generation, health, and relationship status. While each rabbi has a unique background and their own distinct set of skills, they are united in their love of Torah, their deep spiritual grounding in Jewish practice, and their excitement to serve God and the Jewish people. It follows that we also want to see their hard work leading and sustaining the Jewish world compensated equally and fairly. We did our last survey two years ago and hope to continue the trend of surveys every couple of years.

To gather our results, we used an online survey meant to be brief yet as specific as possible. The survey was sent on October 29, 2023, and closed on December 3, 2023. We recognized the complicated timing of sending out the survey only a couple of weeks after October 7. While the survey was planned prior to October 7, we understand we likely had fewer respondents because of the ongoing stress and work that the post-October 7 world has caused for all of us. The previous survey was done a year and a half after the Covid-19 pandemic began, and this survey was at yet another unprecedented time for our members.

In spite of this, we received a 40% response rate overall with 315 responses. The information is presented in breakdowns that acknowledge job titles, gender, and benefits. One of the obstacles to attaining useful data that is applicable to our unique situations, is that the more targeted the data, the smaller the sample size. Research shows that there must be 5-10 data points in each survey category to be statistically significant. Therefore, while some of the categories did not glean enough responses for statistically significant data, information is presented anecdotally. For some subcategories that gleaned even fewer responses, the data is not included as a separate category to preserve the anonymity of our respondents.

The key to relevant and current compensation data is frequent surveys. Therefore, our goal is to improve our lines of inquiry as we learn from this survey and prepare for future ones. In that spirit, we ask for your feedback. Please tell us ways in which this information is useful, ways in which it is not, and suggestions for improvement. In the future we also hope to obtain data from rabbis working in other fields and living in other countries to raise up the extraordinary work being done throughout the Jewish world and to provide colleagues in diverse locations and settings with the resources that they need. We are an international organization made up of members sharing their Torah in all kinds of different and exciting ways. Our goal is to ensure that the work we all do is honored and celebrated, and that we each have the tools necessary to understand and advocate for strong, fair rabbinic compensation.

Thanks to all who took the time to complete this survey. If we can be of further help, please don't hesitate to be in touch!

Kol Tuv,

Rabbi Jeffrey Abraham, Chair, Joint Placement Commission  
Rabbi Annie Tucker, Immediate Past Chair, Joint Placement Commission  
Emily Neyor, Director of Career Services, Rabbinical Assembly



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## 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.

For the purposes of this document, "rabbis" means Rabbinical Assembly members residing and working in the United States or Canada, currently employed in full-time pulpit positions, or retired from positions that were in full-time pulpits.

## Executive Summary

The mean base salary for pulpit rabbis serving as either a co-, solo or a senior rabbi was \$190,574.

The mean total compensation for pulpit rabbis serving as either a co-, solo or a senior rabbi was \$224,362.

The mean base salary for pulpit rabbis serving as assistant rabbis or associate rabbis was \$135,172.

The mean total compensation for pulpit rabbis serving as assistant rabbis or associate rabbis was \$155,219.

There were 8 respondents in Canada. The range of base salaries for Canadian respondents working as senior/solo/co-rabbis was \$159,708 - \$365,000 CAD, and the average base salary was \$244,963. The range of total compensation packages for Canadian respondents working as senior/solo/co-rabbis was \$160,000 - \$450,000 CAD, and the average total compensation package was \$285,000. Due to the small sample size, this was not broken down into small groups by synagogue size. Of the respondents in congregations of less than 400 member units, the average base compensation was \$183,677 CAD and the average total compensation package was \$189,927 CAD. Of the respondents in congregations with more than 600 member units, the average base compensation was \$306,250 CAD and the average total compensation package was \$355,000 CAD.





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The average total compensation for cis-gender males was \$234,823, and the average total compensation for cis-gender females was \$187,727 (25% less). However, when separated and analyzed by congregation size, the wage gap between cis-gender females and cis-gender males was far smaller. Cis-gender females are making slightly less total compensation (1.5% - 5.3% less) than their cis-gender male counterparts in most congregation sizes, with the exception of congregations with 900+ member units.

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

Rabbis generally receive additional funds as a percentage of their salary as a contribution to their retirement (74%).

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

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

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 Data

75% of assistant and associate respondents were ages 40 and younger (compared to 85% in our last survey in 2022), whereas senior, solo and co-rabbis were more evenly distributed. 10% of the latter were 35 years of age and under, 12% were 36-40, 13% were 41-45, 17% were 46-50, 16% were 51-55, 11% were 56-60, and 12% were 61-65. The remainder of the respondents were over the age of 65, 5% aged 66-70, 2% aged 71-75, and 1% was 76+.

26% of our respondents were cis-gender females, 73% of respondents were cis-gender male, and the remaining respondents identified as members of the following categories: transgender female, transgender male, gender non-confirming, agender, intersex, gender variant, non-binary, genderqueer, or none of the above. For Assistant and Associate rabbis, the gender of respondents was 46% cis-gender female and 54% cis-gender male. This is a large skew toward female-identifying respondents compared to the overall congregational rabbis of the RA.



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According to the RA directory, 17% of RA congregational rabbis in the United States and Canada are female-identifying, while 82.6% are male-identifying, and .4% are genderqueer, nonbinary, or choose not to denote their gender.

A large majority of total respondents were married. Of the senior/solo/co-rabbi, 88% of respondents were married, versus 75% of assistant and associate rabbi respondents.

This data includes RA rabbis working at non-USCJ synagogues, as well. Of our respondents, 93% of assistant/associate rabbis worked for USCJ-affiliated congregations, and 89% of senior/solo/co rabbi worked for USCJ-affiliated congregations.

Respondents were ordained by the Jewish Theological Seminary (72%), Ziegler School of Rabbinic Studies (21%), Hebrew Union College (4%), Seminario Rabinico Latinoamericano (2%), Schechter Rabbinical Seminary (.4%), as well as other seminaries.

Assistant and associate rabbi respondents served congregations 300 member units or above, and there were senior, solo and co-rabbi respondents serving all sizes of congregations from 0-99 family units to 900 or larger.

Rabbis from 37 US states and 3 Canadian provinces (Alberta, British Columbia, and Ontario) responded to the survey. The location of respondents in the United States tended to be from the coastal states with a heavy focus on California, New Jersey, and New York.

### *All Rabbinic Respondents by State*

State		State		State		State		State	
California	29	Texas	8	Washington	3	South Carolina	2	Nebraska	1
New Jersey	29	Illinois	8	Colorado	2	Alabama	1	New Hampshire	1
New York	27	Georgia	5	Kentucky	2	Delaware	1	Rhode Island	1
Pennsylvania	15	Michigan	5	Missouri	2	Iowa	1	Tennessee	1
Connecticut	12	Virginia	4	Nevada	2	Kansas	1	Wisconsin	1
Florida	11	Arizona	3	North Carolina	2	Louisiana	1		
Maryland	10	DC	3	Oregon	2	Maine	1		
Massachusetts	9	Ohio	3	Oklahoma	2	Minnesota	1		



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## *Senior/Solo/Co Respondents by State*

State		State		State		State		State	
California	26	Georgia	5	DC	2	Delaware	1	New Hampshire	1
New Jersey	26	Michigan	5	Kentucky	2	Iowa	1	Oregon	1
New York	25	Texas	5	Missouri	2	Kansas	1	Rhode Island	1
Pennsylvania	12	Illinois	4	North Carolina	2	Louisiana	1	Tennessee	1
Connecticut	11	Virginia	4	Oklahoma	2	Maine	1	Wisconsin	1
Florida	10	Arizona	3	South Carolina	2	Minnesota	1		
Maryland	8	Ohio	3	Washington	2	Nebraska	1		
Massachusetts	8	Colorado	2	Alabama	1	Nevada	1		

## *Assistant/Associate Respondents by State*

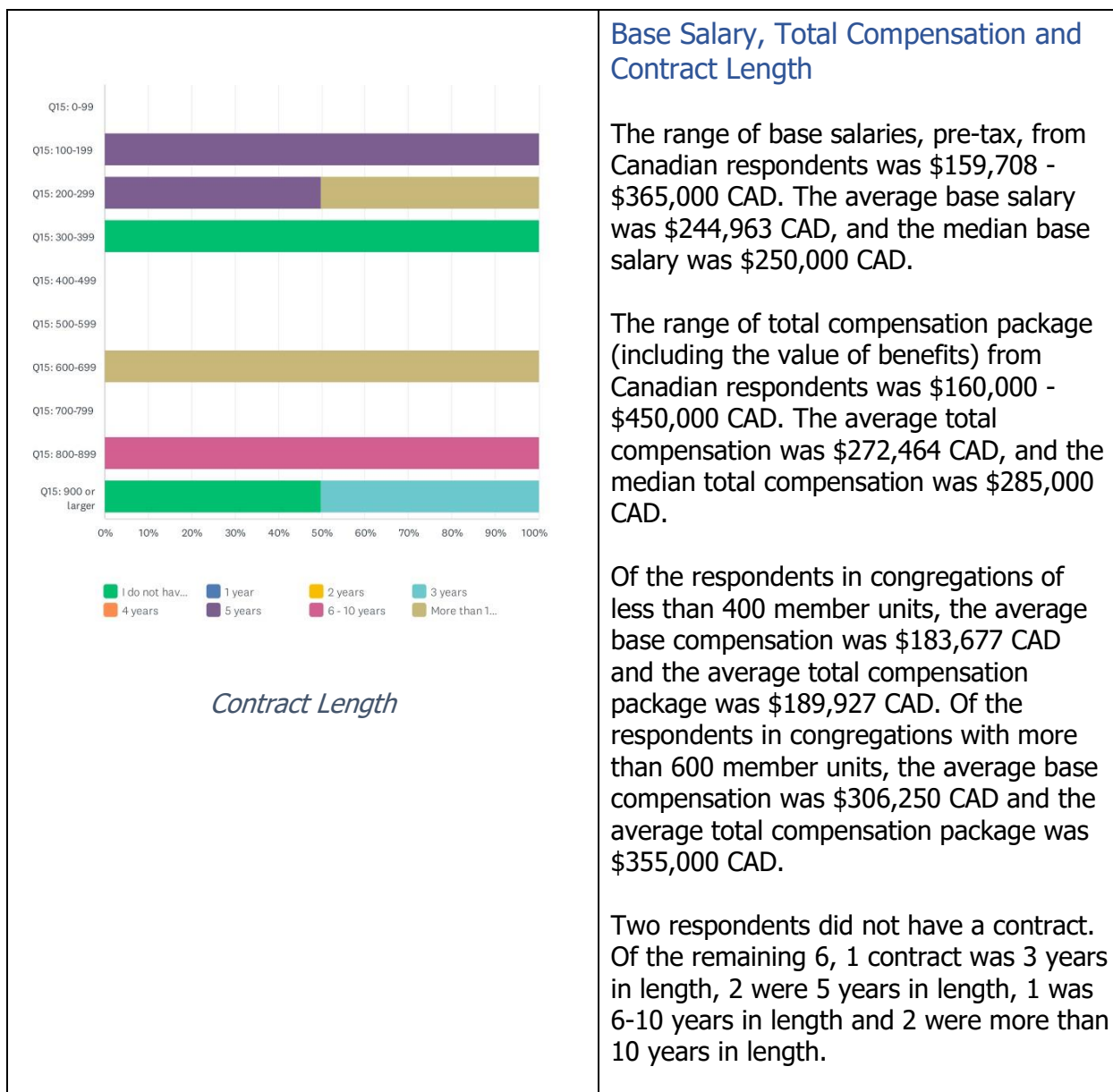
State		State		State	
Illinois	4	Maryland	2	Massachusetts	1
California	3	New York	2	Nevada	1
New Jersey	3	Connecticut	1	Oregon	1
Pennsylvania	3	DC	1	Washington	1
Texas	3	Florida	1		



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## Canadian Compensation and Contract Length, and Retirement

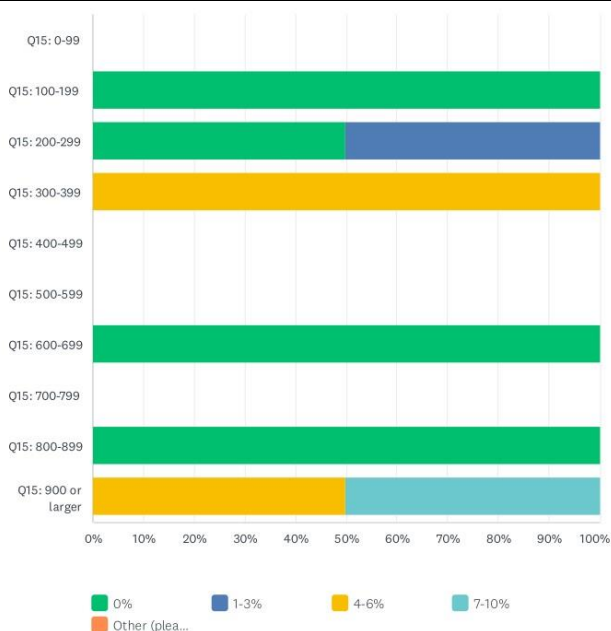
The sample size of Canadian respondents was only 8 rabbis, therefore all numbers below are presented as anecdotal data. Of the 8 respondents, 50% of respondents (4) were solo rabbis with the title "Rabbi," and 50% (4) were Senior Rabbis. There were respondents in all sizes of congregations, 1 in a congregation with 100-199 member units, 2 in a congregation with 200-299, 1 in a congregation with 300-399, 1 in a congregation with 600-699, 1 in a congregation with 800-899, and 2 in a congregation with 900+. While the sample size was too small to break the salaries into smaller groups, we did analyze the respondents in congregations with less than 400 member units, and those above 600 member units.







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*Retirement Contribution*

## Retirement Contribution

Half of the respondents in Canada (4) receive a percentage of their salary to be used as a contribution to their retirement, in addition to their base salary. The question asked, "what percentage of your salary, apart from Canadian Pension Plan (CPP) does your employer contribute on an annual basis to your retirement?"

For the respondents receiving a contribution (4/8), the amount was split relatively evenly, with one receiving 1-3%, two respondents receiving 4-6%, and one receiving 7-10%.

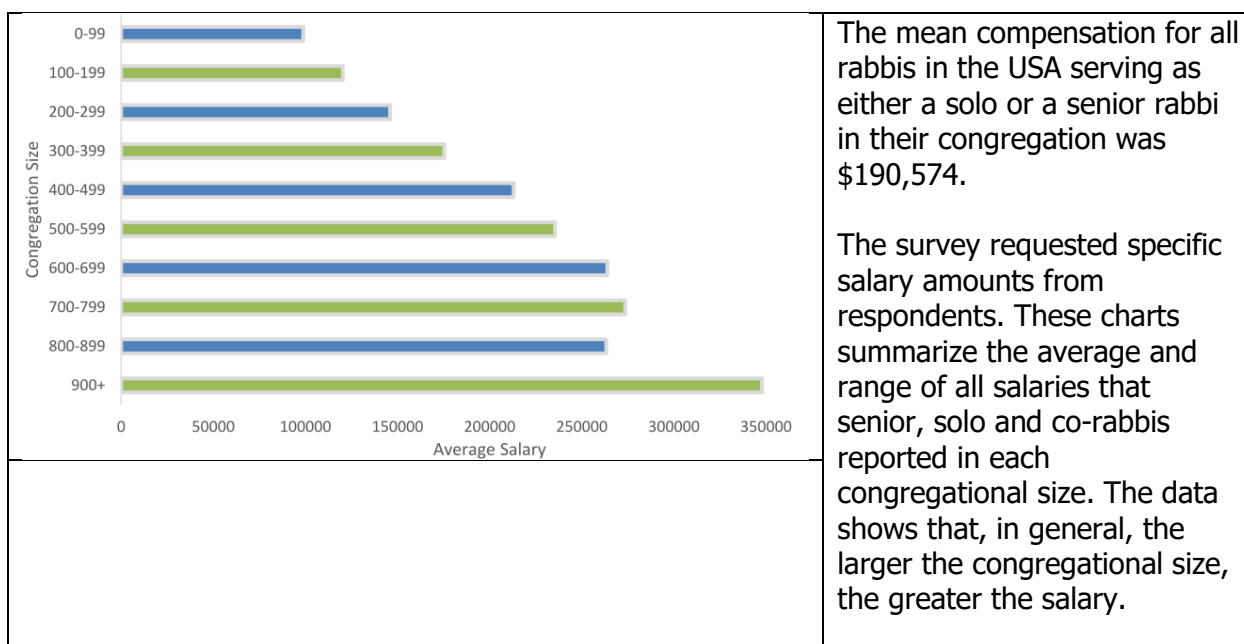


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## United States Senior / Solo / Co-Rabbi Base Compensation and Total Compensation

As expected, there was a vast range of compensation. To analyze the data more thoroughly, we correlated and scrutinized base compensation based on size of congregation. The numbers below are United States averages, representing both salaries in large urban areas as well as suburban and rural areas with lower costs of living.

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).



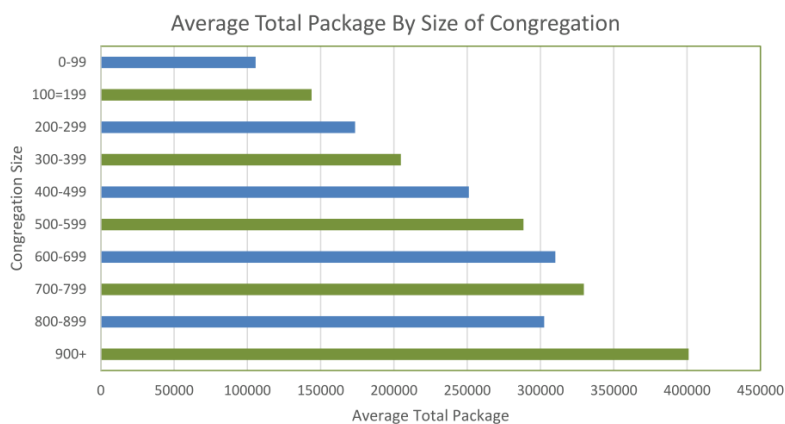
Congregational Size	Range of Base Salary	Range of Total Compensation
0-99	\$48,000 - \$ 215,000	\$ 52,000 - \$217,000
100-199	\$73,000 - \$175,000	\$ 105,000 - \$210,000
200-299	\$90,000 - \$115,000	\$ 130,000 - \$285,000
300-399	\$115,000 - \$249,000	\$ 130,000 - \$303,000
400-499	\$147,000 - \$320,000	\$ 170,000 - \$380,000
500-599	\$175,000 - \$303,000	\$ 210,000 - \$408,000
600-699	\$175,000 - \$448,000	\$ 176,000 - \$580,000
700-799	\$156,000 - \$700,000	\$ 175,000 - \$800,000
800-899	\$238,000 - \$280,000	\$ 290,000 - \$320,000
900+	\$220,000 - \$800,000	\$ 250,000 - \$900,000



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The mean total compensation for all rabbis in the USA serving as either a solo, senior, or co-rabbi in their congregation was \$224,362.

The survey requested specific dollar amounts from respondents. These charts summarize the average and range of all total compensation that senior, solo and co-rabbis reported in each congregational size. The data shows that, in general, the larger the congregational size, the greater the total compensation.



Congregational Size	n	Average Base Salary	Average Total Compensation	Average Value of Benefits	Percentage of Benefits
0-99	8	\$98,825	\$ 105,657	\$6,832	7%
100-199	32	\$120,274	\$ 143,797	\$23,523	20%
200-299	41	\$145,878	\$ 173,477	\$27,599	19%
300-399	31	\$175,337	\$ 204,708	\$29,371	17%
400-499	24	\$213,002	\$ 251,083	\$38,081	18%
500-599	19	\$236,421	\$ 288,337	\$52,916	22%
600-699	7	\$263,857	\$ 310,143	\$46,286	18%
700-799	11	\$273,498	\$ 329,545	\$56,047	20%
800-899	4	\$263,250	\$ 302,500	\$39,250	15%
900+	13	\$347,734	\$ 401,016	\$53,282	15%

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%.



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## United States Assistant / Associate Rabbi Compensation and Contract Length

The data below breaks down assistant, associate rabbi compensation (not including senior, solo or co-rabbi) by size of congregation, in 100-member-unit increments. Please note that the sample size for these respondents was smaller than the sample size of solo or senior rabbis. Again, we asked respondents to fill in their total annual salary, pre-tax, paid directly to the rabbi including the money received as a parsonage allowance, but not including the value of any other benefits. We then asked respondents to estimate and report the value of their total compensation package, including all benefits paid by their employer. The survey requested specific salary amounts from respondents.

The numbers below are United States averages, representing both salaries in large urban areas as well as suburban and rural areas with lower costs of living.

Of the 26 respondents, 18 (66%) reported the title of Associate Rabbi, and 8 (33%) reported the title of Assistant Rabbi. There were no respondents in congregations with fewer than 300 member units.

### Base Salary and Total Compensation

The mean base salary for all rabbis serving in pulpits in a position other than the solo or senior rabbi was \$135,172. The median base compensation was \$136,950.

The mean total compensation package was \$155,219. The median total compensation package value was \$155,000.

Half of the respondents (13/25) worked in congregations with 300-899 member units. Of those rabbis, the base salary range was \$93,000 - \$173,000, and the average base salary was \$126,035. Half of the respondents (12/25) worked in congregations with 900+ member units. Of those rabbis, the base salary range was slightly higher, \$100,000 - \$195,000 and the average base salary was \$148,498.

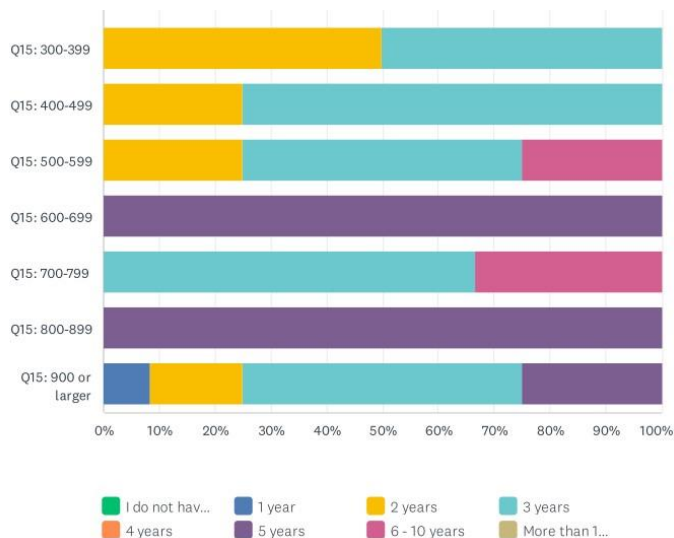
<b>Congregation Size</b>	<b>N = 25</b>	<b>Average Base Salary</b>	<b>Average Total Compensation</b>	<b>Average Value of Benefits</b>	<b>Percentage of Benefits</b>
300-399	2	\$125,975	\$143,500	17,525	13.9%
400-499	3	\$107,270	\$141,520	34,250	31.9%
500-599	3	\$126,067	\$138,400	12,333	9.8%
600-699	1	n/a	n/a	n/a	n/a
700-799	2	\$140,167	\$152,000	11,833	8.4%
800-899	2	\$118,018	\$138,000	19,982	16.9%
900+	12	\$148,498	\$167,352	18,854	12.7%





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*Assistant/Associate Contract Length by Synagogue Size*



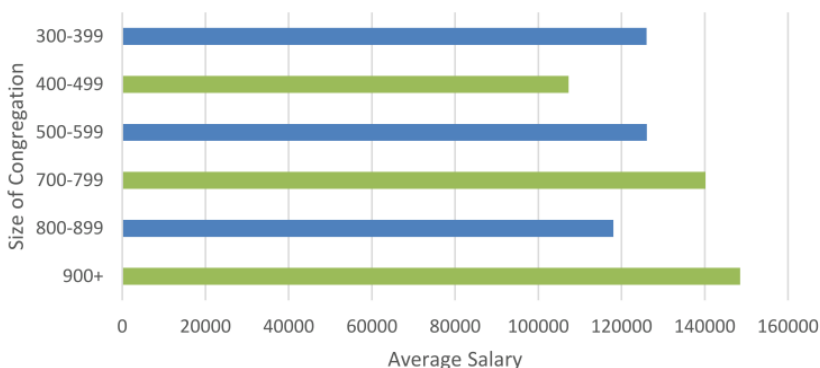
## Contract Length

Every respondent reported having an employment contract, and the most common length was 3 years. 1 contract was for 1 year, 5 were 2 years in length, 14 were 3 years in length, 6 were 5 years in length, and 1 was 6-10 years in length.

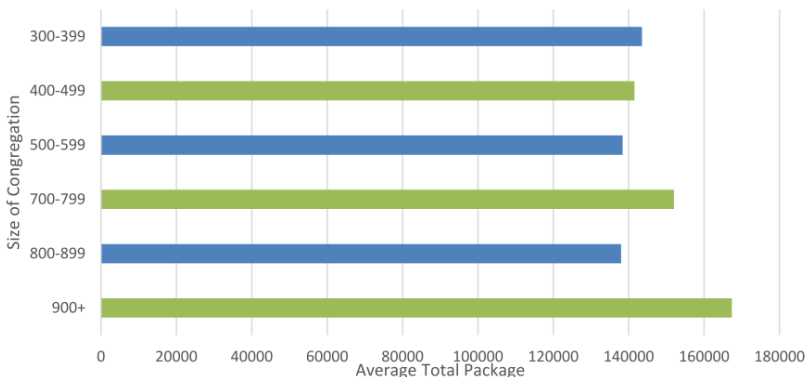
70% of respondents reported it was their first rabbinic contract since ordination.

Slightly more than one third of all respondents were in their first contract at their current congregation, while just less than two-thirds were not.

*Assistant/Associate Average Base Salary*



*Assistant/Associate Average Total Compensation Package*





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## Base Compensation Inflation from 2022

The Rabbinical Assembly's previous salary was released in the Spring of 2022, and the data was collected in the Fall of 2021. Below, we summarized the change in base compensation from the previous reports.

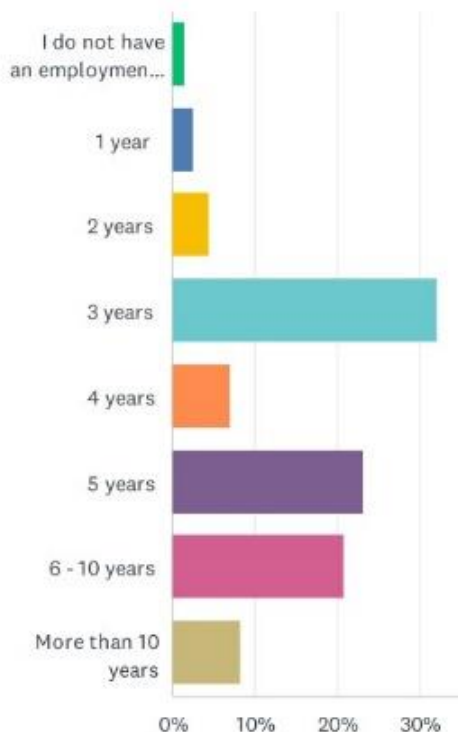
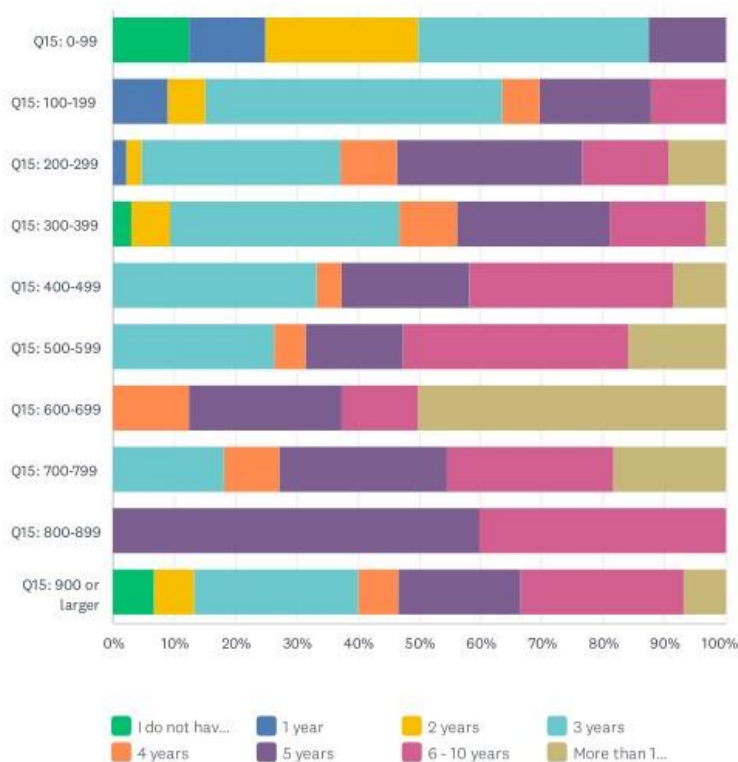
The previous salary survey did not ask respondents to estimate their total compensation package (including the value of benefits), therefore, the comparative data below is solely for base compensation.

Congregation Size	Average Base Salary		Change		
	2021	2023	Increase	Percent	
0-99	\$89,553	\$98,825	\$9,272	10	<b>Senior / Solo / Co-Rabbis</b>  The mean base salary for respondents serving as either co-, solo, or senior rabbi was \$190,574. In 2021, the mean compensation for respondents serving as either co-, solo, or senior rabbi was \$174,525. The average increase across congregation sizes was 9.2%.
100-199	\$109,835	\$120,274	\$10,439	10	
200-299	\$139,806	\$145,878	\$6,072	4	
300-399	\$170,098	\$175,337	\$5,239	3	
400-499	\$200,317	\$213,002	\$12,685	6	
500-599	\$218,201	\$236,421	\$18,220	8	
600-699	\$249,069	\$263,857	\$14,788	6	
700-799	\$224,305	\$273,498	\$49,193	22	
800-899	\$248,667	\$263,850	\$15,183	6	
900+	\$332,183	\$347,734	\$15,551	5	
Congregation Size	Average Base Salary		Change		
	2021	2023	Increase	Percent	
300-399	\$136,000	\$125,975	-\$10,025	-7	<b>Assistant/ Associate Rabbis</b>  The mean base salary for pulpit rabbis serving as assistant rabbis or associate rabbi was \$135,172. In 2021, the mean compensation for rabbis serving in pulpits as assistant rabbis or associate rabbis was \$135,797. While the breakdown across congregation size varied widely, the average remained extremely close (-.5%).
400-499	\$108,371	\$107,270	-\$1,101	-1	
500-599	\$102,833	\$126,066	\$23,233	23	
600-699	\$129,714	n/a	n/a	n/a	
700-799	\$126,000	\$140,166	\$14,166	11	
800-899	\$135,760	\$118,017	-\$17,743	13	
900+	\$153,770	\$148,498	-\$5,272	3	



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## Contract Length



### Senior / Solo / Co-Rabbis

Only 1.5% of respondents did not have a contract. The most common contract lengths were 3 years (32%) followed by 5 years (23%), followed by 6-10 years (21%).

This is a change from two years ago, when the most common contract length was 5 years (26%) followed by 3 years (24%).

Of all respondents, only thirteen were in their first contract ever (6%) but 26% were in their first contract at their congregation.

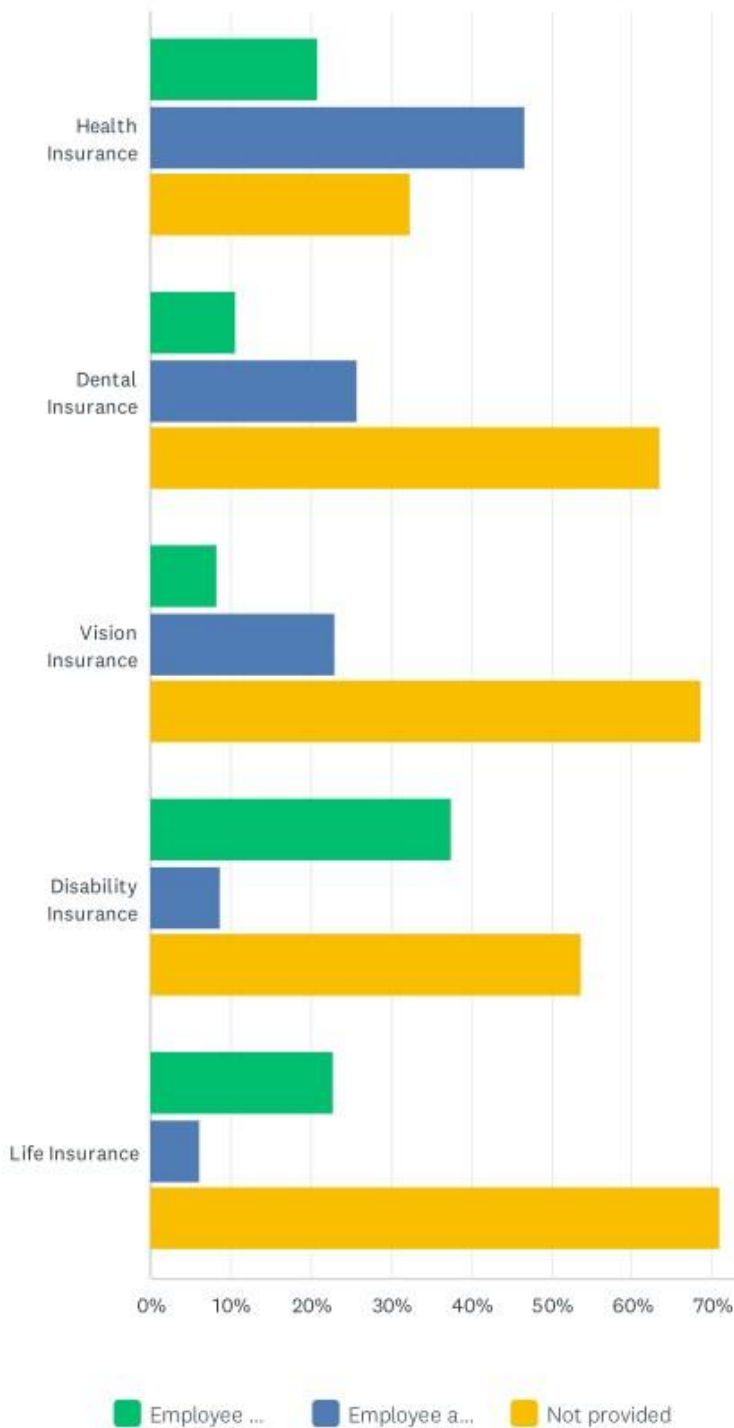
For rabbis in their first ever contract, the most common contract length was 3 years (75%). The range of length for first-ever contracts was 3-5 years.

43% of respondents had been working at their current congregation for 11 years or more. 17% had been working at their current congregation for 6-10 years.



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## Insurance



### Senior / Solo /Co-Rabbi Insurance Benefits

21% received health insurance for themselves.  
47% received health insurance for themselves and their family.  
This means a total of **68% of rabbis receive health insurance in addition to their base compensation.**

11% received dental insurance for themselves.  
26% received dental insurance for themselves and their family.  
This means a total of **37% of rabbis receive dental insurance in addition to their base compensation.**

8% received vision insurance for themselves.  
23% received vision insurance for themselves and their family.  
This means a total of **31% of rabbis receive vision insurance in addition to their base compensation.**

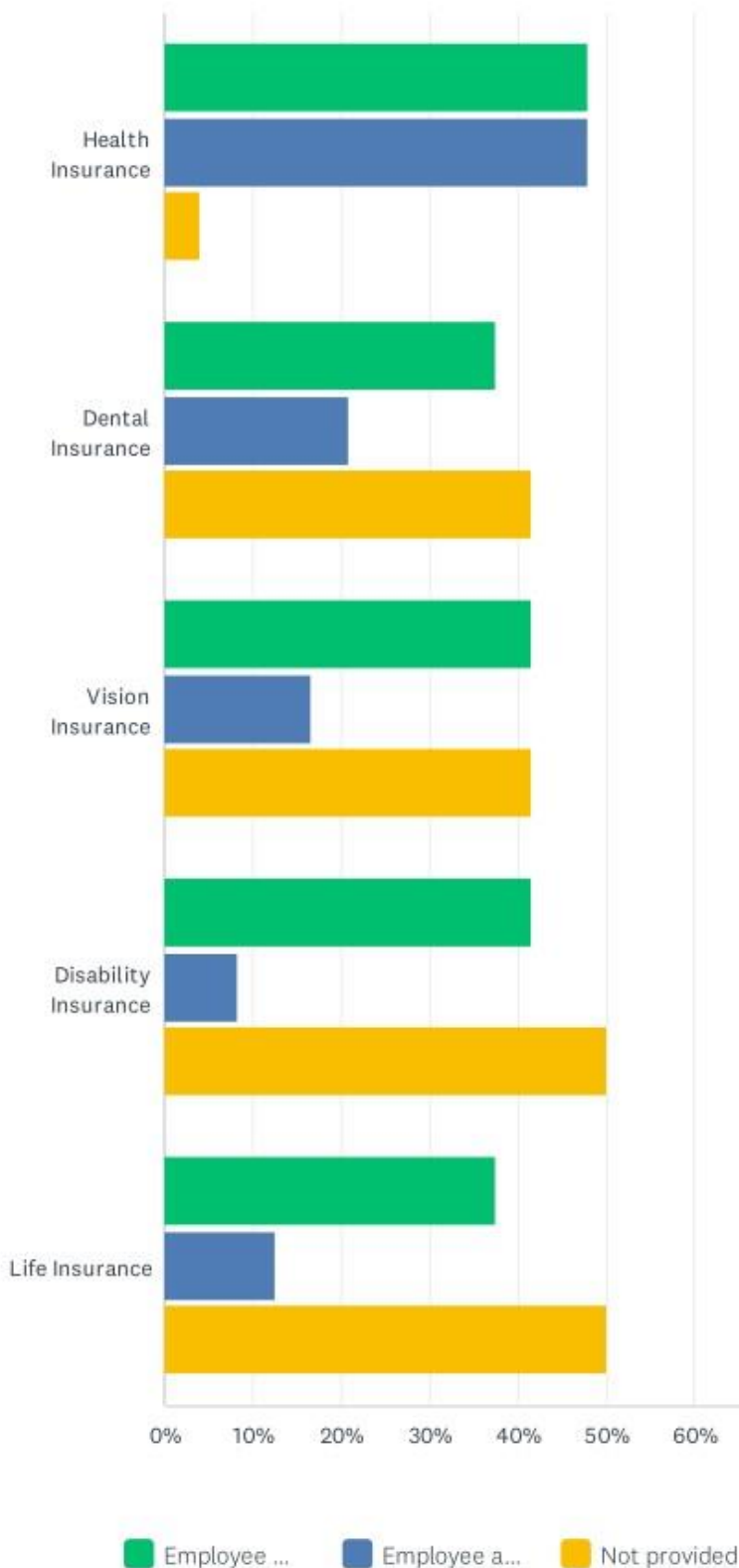
38% received disability insurance for themselves.  
9% received disability insurance for themselves and their family.  
This means a total of **47% of rabbis receive disability insurance in addition to their base compensation.**

23% received life insurance for themselves.  
6% received life insurance for themselves and their family.  
This means a total of **29% of rabbis receive life insurance in addition to their base compensation.**





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### Assistant / Associate Rabbi Insurance Benefits

48% received health insurance for themselves.  
48% received health insurance for themselves and their family.  
This means a total of **96% of rabbis receive health insurance in addition to their base compensation.**

38% received dental insurance for themselves.  
21% received dental insurance for themselves and their family.  
This means a total of **59% of rabbis receive dental insurance in addition to their base compensation.**

42% received vision insurance for themselves.  
17% received vision insurance for themselves and their family.  
This means a total of **59% of rabbis receive vision insurance in addition to their base compensation.**

42% received disability insurance for themselves.  
8% received disability insurance for themselves and their family.  
This means a total of **50% of rabbis receive disability insurance in addition to their base compensation.**

37.5% received life insurance for themselves.  
12.5% received life insurance for themselves and their family.  
This means a total of **50% of rabbis receive life insurance in addition to their base compensation.**



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## Professional Development and RA Dues

The numbers below are representative of aggregate data across all congregation sizes.

	<p><b><u>Senior / Solo / Co- Rabbis</u></b></p> <p>16% of respondents received less than \$1,000  30% received \$1,001-\$2,500  34% received \$2,501-\$5,000  20% received \$5,001+</p>
	<p><b><u>Assistant / Associate Rabbis</u></b></p> <p>12% of respondents received less than \$1,000  36% received \$1,001-\$2,500  40% received \$2,501-\$5,000  12% received \$5,001+</p>
	<p><b><u>All Pulpit Positions</u></b></p> <p>When combined for all pulpit rabbinic positions, the most common amount of professional development and RA dues range given in addition to salary was \$2,501-5000 (35% of respondents).</p> <p>15% of all respondents received less than \$1,000  30% received \$1,001-\$2,500  19% received \$5,001+</p>

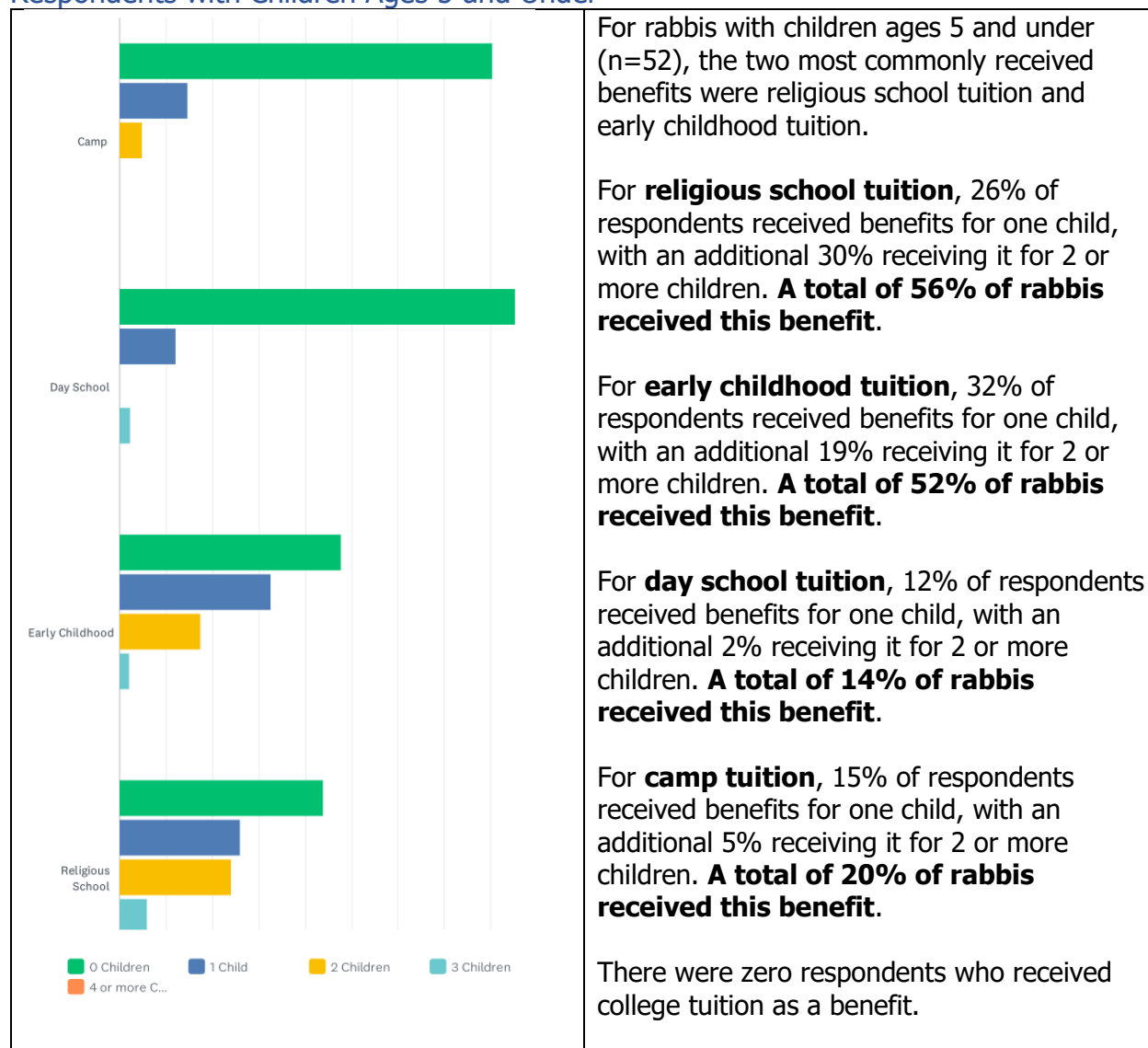


# Rabbinical Assembly CAREER CENTER

## Tuition Benefits

When asking about tuition benefits, the survey first asked if the rabbi respondents had children, and the age of their children. 185 respondents had children. We then analyzed the tuition benefits based on the ages of the children, because, for example, a rabbi with children over the age of 18 possibly does not receive early childhood benefits because the benefit would not be utilized. Below, you will find tuition benefits split by rabbi respondents with children 5 years and below, rabbi respondents with children ages 5-17, and rabbi respondents with children 18 years and older. There may be rabbis included in multiple categories if they have children of different age groups. The data for 5-year-old children was included in two categories because of the possible overlap of early childhood benefits and primary/day/religious school benefits for children of that specific age cohort.

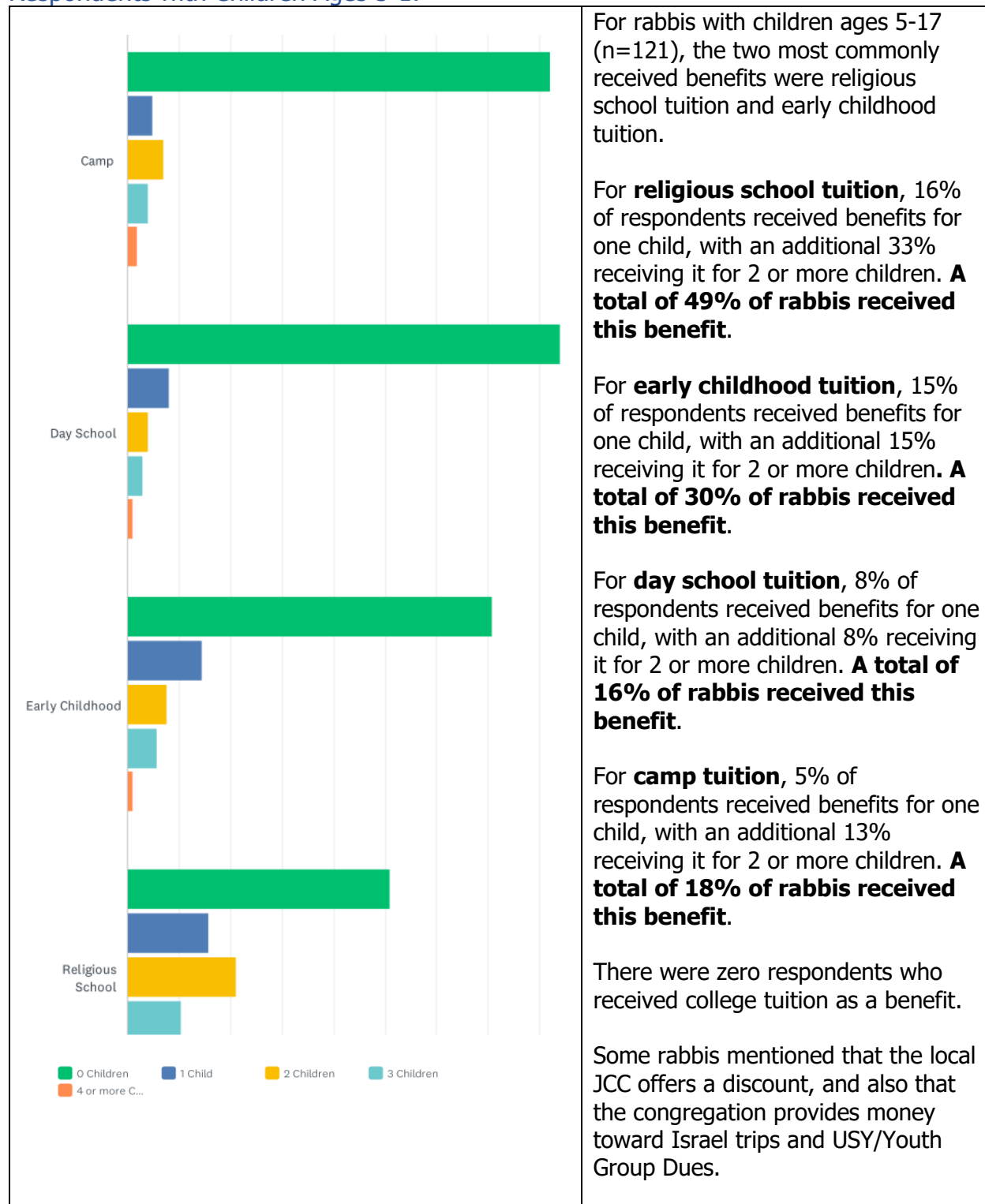
### Respondents with Children Ages 5 and Under





# Rabbinical Assembly CAREER CENTER

## Respondents with Children Ages 5-17

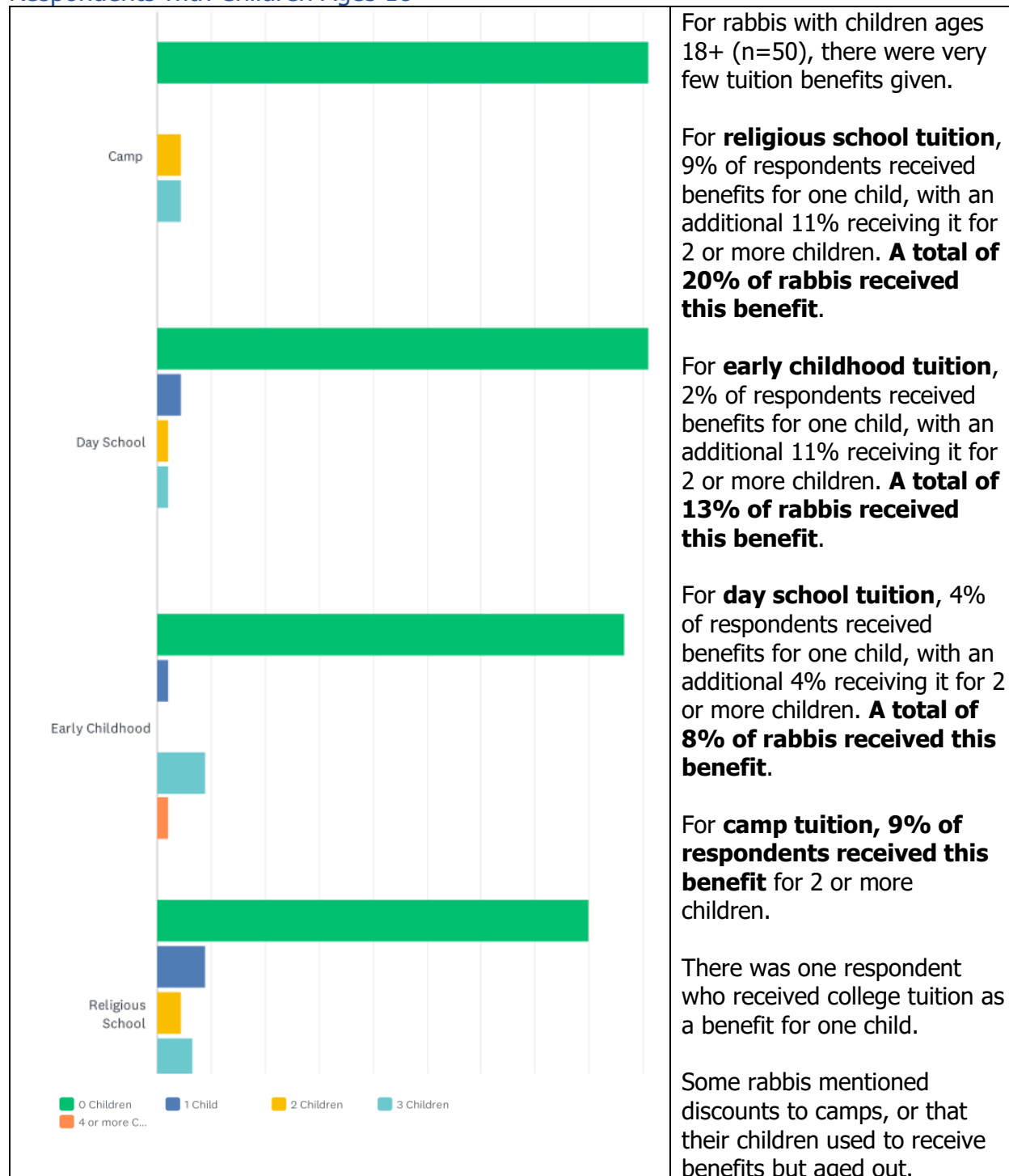






# Rabbinical Assembly CAREER CENTER

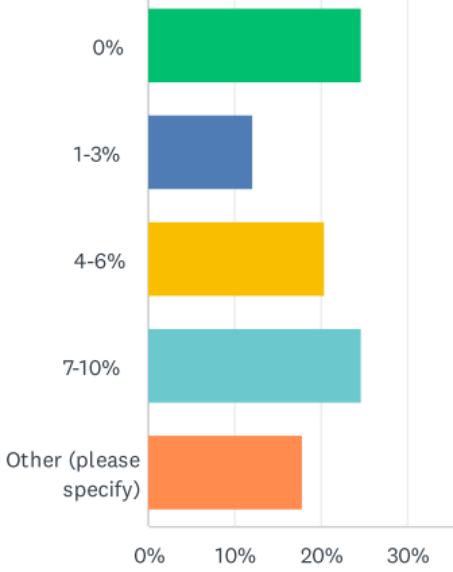
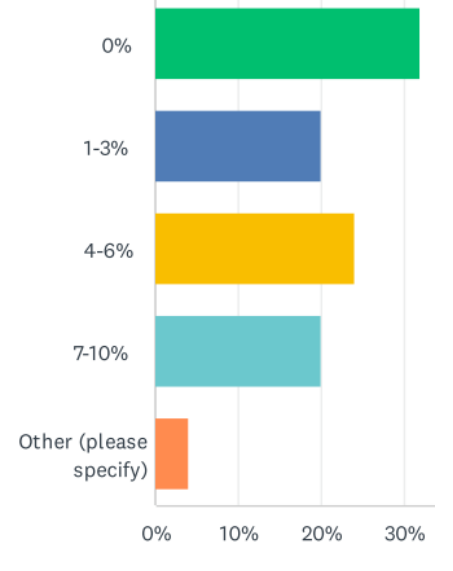
## Respondents with Children Ages 18+





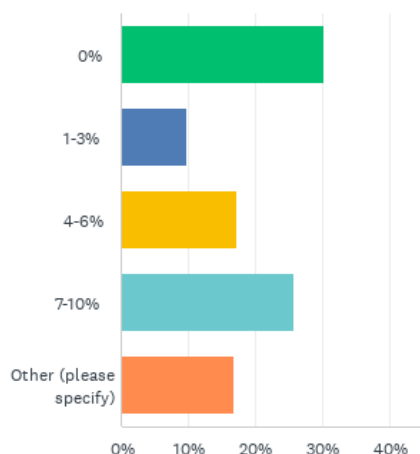
# Rabbinical Assembly CAREER CENTER

## United States Pension / Retirement Contributions

 <p><i>Senior/Solo/Co-Rabbis</i></p>	<h3>US Senior / Solo / Co-Rabbi Retirement Benefits</h3> <p>A large majority of rabbis receive a percentage of their salary to be used as a contribution to their retirement.</p> <p>For senior/solo/co-rabbis, of the 190 respondents, 75% received a contribution to their retirement (up from 70% in our previous survey). The most common percentage was an additional 7-10% in their retirement, with 25% of respondents receiving this.</p> <p>12% of respondents received 1-3% of their salary into their retirement in addition to their salary.</p> <p>21% of respondents received 4-6% of their salary into their retirement in addition to their salary.</p> <p>For the "other" responses, the range was 11-50% in addition to their salaries, and the average was 17.32%, and the median was 15%.</p>
 <p><i>Assistant/Associate Rabbis</i></p>	<h3>US Assistant / Associate Rabbi Retirement Benefits</h3> <p>For assistant and associate Rabbis, of the 25 respondents, 68% received a contribution to their retirement. The most common percentage was an additional 4-6% in their retirement, with 24% of respondents receiving this.</p> <p>20% of respondents received 1-3% of their salary into their retirement in addition to their salary, and 20% of respondents received 7-10% of their salary into their retirement in addition to their salary.</p>



## Rabbinical Assembly CAREER CENTER



*All Pulpit Rabbis Combined*

### US All Congregational Rabbinic Retirement Benefits Combined

**On average, 74% of all respondents received additional compensation toward retirement.**

13% of respondents received 1-3% of their salary into their retirement in addition to their salary.

21% of respondents received 4-6% of their salary into their retirement in addition to their salary.

24% of respondents received 7-10% of their salary into their retirement in addition to their salary.

16% of respondents received 11% or more of their salary into their retirement in addition to their salary.



## Gender

26% of our respondents were cis-gender females, 73% of respondents were cis-gender male, and the remaining respondents identified as members of the following categories: transgender female, transgender male, gender non-confirming, agender, intersex, gender variant, non-binary, genderqueer, or none of the above. We separated compensation data by self-identifying gender, and due to the small sample size of the various other genders, we were only able to present data from cis-gender females and cis-gender male categories. For senior/solo/co-rabbi positions, we had 43 cis-gender female respondents, which was 22% of our total response pool.

The data below is also only for compensation in the United States, due to the small number of respondents in Canada.

### Gender and Total Compensation

The overall total compensation reported for male-identifying respondents was \$234,823, whereas the average total compensation for female-identifying respondents was \$187,727. However, when parsed by size, it becomes more comparable, with females receiving slightly lower compensation than their cis-gender male counterparts in congregations with fewer than 900 member units (1.5% - 5.3% lower) and slightly higher compensation in congregations with 900+ member units (1.6%). For categories where the sample size was one or zero respondents, the range and average were not included to preserve respondent anonymity.

Congregation Size	Cis-Gender Male Range	Cis-Gender Female Range	Cis-Gender Male Average	Cis-gender Female Average
<b>0-99 Member Units</b>	\$70,000 - \$215,000	n/a (n = 1)	\$106,086	n/a
<b>100-199</b>	\$73,000 - \$175,000	\$81,837 - \$157,500	\$123,870	\$120,039
<b>200-299</b>	\$91,125 - \$215,000	\$115,000 - \$175,000	\$146,462	\$144,286
<b>300-399</b>	\$133,000 - \$249,000	\$125,000 - \$233,000	\$179,091	\$170,151
<b>400-499</b>	\$150,000 - \$320,000	\$147,000 - \$236,000	\$214,240	\$204,333
<b>500-599</b>	\$204,531 - \$300,000	\$205,000 - \$248,000	\$239,267	\$226,500
<b>600-699</b>	\$205,000 - \$448,000	n/a (n = 1)	\$278,667	n/a
<b>700-799</b>	\$156,000 - \$700,000	n/a (n = 0)	\$273,498	n/a
<b>800-899</b>	\$238,000 - \$280,000	n/a (n = 0)	\$263,250	n/a
<b>900+</b>	\$220,000 - \$800,000	\$325,000 - \$380,000	\$346,868	\$352,500



## Rabbinical Assembly CAREER CENTER

### Gender and Insurance Benefits

Health insurance benefits were relatively equally distributed with 61% of cis-gender females receiving this benefit, and 68% of cis-gender males receiving this benefit, but the distribution varied widely when separated by who receives it for themselves only, versus for themselves and their families. For cis-gender males, they were much more likely to receive this benefit for themselves and their families. Again, there were similarly significant differences when looking at dental and vision insurance.

For all insurances, cis-gender females were far less likely to receive benefits than their cis-gender male counterparts.

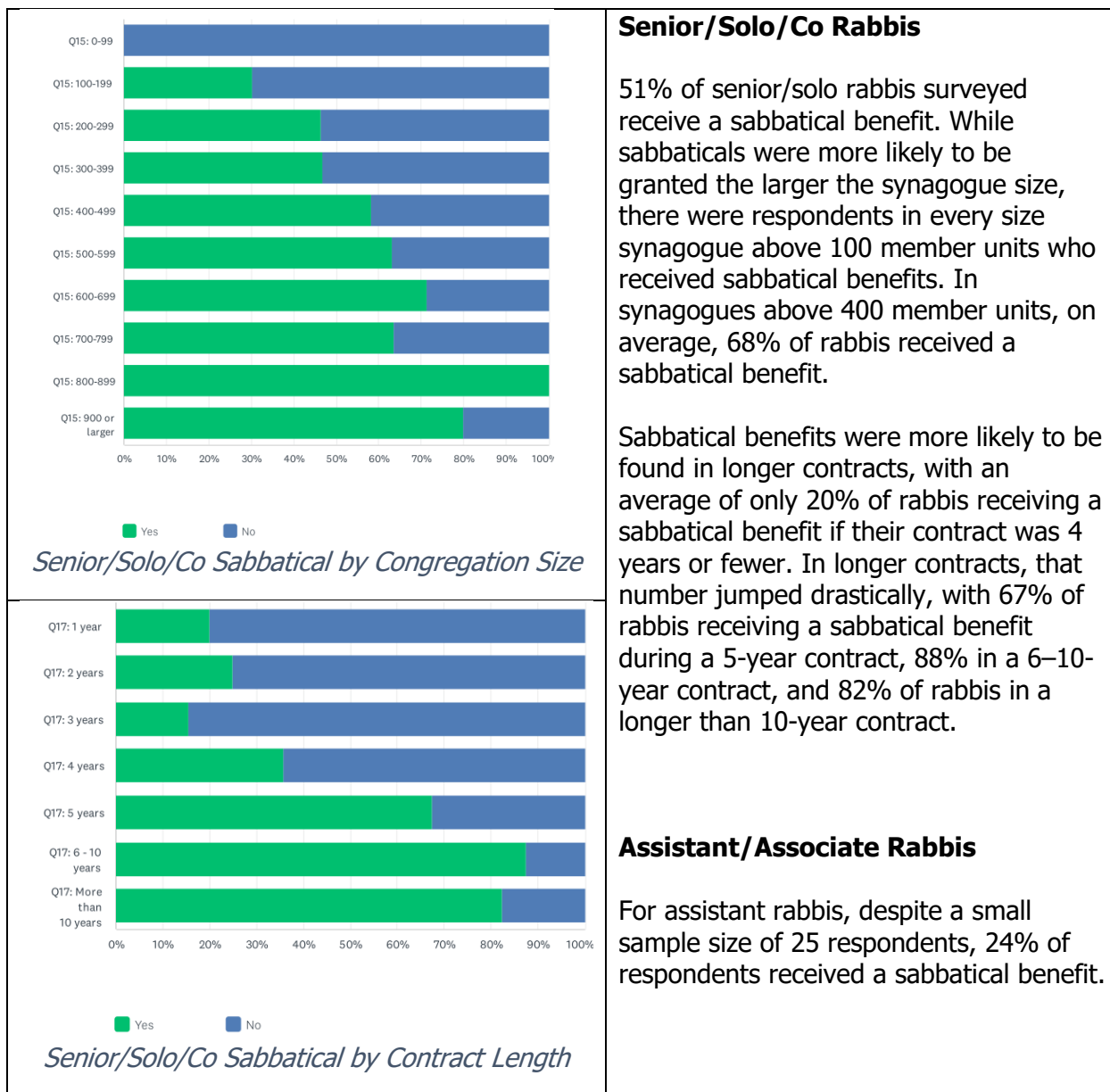
	Cis-Gender Female Employee Only	Cis-Gender Female Employee and Family	Cis-Gender Male Employee Only	Cis-Gender Male Employee and Family	<b>Cis-gender Female Total</b>	<b>Cis-gender Male Total</b>
Health Insurance	27%	34%	18%	50%	<b>61%</b>	<b>68%</b>
Dental Insurance	12%	17%	10%	27%	<b>29%</b>	<b>37%</b>
Vision Insurance	10%	10%	6%	25%	<b>20%</b>	<b>31%</b>
Disability Insurance	30%	5%	41%	7%	<b>35%</b>	<b>48%</b>
Life Insurance	14%	0%	26%	5%	<b>14%</b>	<b>31%</b>





# Rabbinical Assembly CAREER CENTER

## Sabbatical Benefits



### Senior/Solo/Co Rabbis

51% of senior/solo rabbis surveyed receive a sabbatical benefit. 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 sabbatical benefits. In synagogues above 400 member units, on average, 68% of rabbis received a sabbatical benefit.

Sabbatical benefits were more likely to be found in longer contracts, with an average of only 20% of rabbis receiving a sabbatical benefit if their contract was 4 years or fewer. In longer contracts, that number jumped drastically, with 67% of rabbis receiving a sabbatical benefit during a 5-year contract, 88% in a 6–10-year contract, and 82% of rabbis in a longer than 10-year contract.

### Assistant/Associate Rabbis

For assistant rabbis, despite a small sample size of 25 respondents, 24% of respondents received a sabbatical benefit.



# Rabbinical Assembly CAREER CENTER

## Sabbatical Length & Required Years of Service

### Senior/Solo/Co Rabbis

We asked respondents how many months of sabbatical they received and analyzed that data by both contract length and synagogue size. Sabbatical length varied from 1-18 months.

Congregation Size	N	Range of Months of Sabbatical	Average Sabbatical Length	Average Years of Service Required Before Sabbatical
<b>100-199</b>	10	1-6	2.8 months	8.8 years
<b>200-299</b>	20	3-18	4.3 months	3.1 years
<b>300-399</b>	15	1-6	4.5 months	3.7 years
<b>400-499</b>	14	3-6	4.1 months	5.6 years
<b>500-599</b>	12	1-10	4.2 months	4.6 years
<b>600-699</b>	5	1-6	5 months	5.2 years
<b>700-799</b>	7	1-12	4.9 months	5.1 years
<b>800-899</b>	5	2-6	3.6 months	2.8 years
<b>900+</b>	12	1-6	3.7 months	3.4 years

**Months of Sabbatical by Length of Contract** (respondents who did not receive sabbatical benefits were excluded from this data)

Length of Contract	N	Range of Months of Sabbatical	Average Sabbatical Length	Median Sabbatical Length
<b>1 Year</b>	1	n/a	n/a	n/a
<b>2 Years</b>	2	4-6	5 months	n/a
<b>3 Years</b>	10	1-6	2.6 months	3 months
<b>4 Years</b>	15	2-6	3.4 months	3 months
<b>5 Years</b>	31	1-16	3.3 months	3 months
<b>6-10 Years</b>	34	3-10	4.3 months	3 months
<b>More Than 10 Years</b>	13	1-18	5.5 months	4 months

### Assistant/Associate Rabbis

The average length of sabbatical given to Assistant and Associate rabbis was 3 months. In congregations less than 600 member units, Assistant and Associate rabbi respondents were not granted sabbaticals. One third of rabbis receiving sabbaticals had no required amount of time to serve prior to taking a sabbatical, but of the two thirds who had required years of service, the most common amount of time was 7 years.



# Rabbinical Assembly CAREER CENTER

## Emeritus and Retirement

We surveyed retired rabbis and had 48 respondents. All but one respondent was over the age of 65. 75% of respondents graduated from JTS, 17% from HUC, and 8% from other seminaries such as Ziegler School of Rabbinic Studies, Seminario Rabinico Latinoamericano, and Academy for Jewish Religion. 88% of respondents identified as cis-gender male, and 92% of respondents were married.

