

Rabbinical Assembly 2025-2026 Salary Survey



PCRS
RABBINICAL ASSEMBLY
אגודת רבנים 012771 2012



**PARTNERSHIP FOR
CONGREGATIONAL
RABBINIC SEARCH**

Dear Friends and Colleagues,

We are pleased to share the 2025-26 Rabbinic Salary Survey, featuring data from full-time and retired pulpit rabbis across North America. This report is a vital tool for our community, and we extend our deepest thanks to everyone who participated. We also want to recognize the diligent work of Emily Neyor, Director of Career Services, and Emily Dreier, Career Services Administrative Assistant, in bringing this project to fruition.

Over the last two years, the Rabbinical Assembly and the United Synagogue of Conservative Judaism have fundamentally realigned our job search processes. By transitioning from the "Joint Placement Commission" to the "Partnership for Congregational Rabbinic Search" (PCRS), we have created a unified and more equally representative committee to better address the modern challenges of the rabbinate.

One of our primary responsibilities is supporting career sustainability and professional fulfillment. In today's shifting employment landscape, providing you with the tools to advocate for fair, market-aligned compensation is more critical than ever.

To ensure the report is both accessible and specific, we utilized a streamlined online survey. This year, we achieved a **44% response rate** with **347 total responses**. The findings are categorized by country, job title, congregation size, contract length, and gender.

Please note the following regarding our methodology:

- **Statistical significance versus anecdotal insights:** To maintain data integrity, we require 5-10 data points per category. Where response clusters were smaller, we have presented the information anecdotally rather than as hard statistics.
- **Privacy:** To preserve the anonymity of our members, data for very small subcategories has been withheld.

Our goal is to make these surveys more precise with each iteration. Your feedback is essential to that evolution. [Please let us know](#) how this data serves you and where we can improve. Furthermore, stay tuned for upcoming surveys targeting rabbis in non-pulpit fields; we are committed to honoring the Torah shared by our members in every diverse setting.

We are here to support you. If you have questions or need assistance navigating these results, please don't hesitate to reach out.

Kol Tuv,

Rabbi Jeffrey Abraham, Chair, Partnership for Congregational Rabbinic Search
Margie Pomerantz, Chair, Partnership for Congregational Rabbinic Search



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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 2025 Salary Survey using Survey Monkey. The survey was sent on November 3, 2025, and closed on December 29, 2025. We received 347 complete (318 partial) responses, which was approximately a 44% response rate. For senior and solo rabbi positions, we received enough responses to constitute meaningful data. For assistant and associate rabbis, we received 29 responses, and for rabbis in the pulpit in Canada, we received 9 responses. Not all questions on the survey were mandatory, so some questions reflect a lower number of respondents. Both assistant/associate and Canadian categories do not house 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.

In the charts, “n” signifies the sample size of respondents for the question.



EXECUTIVE SUMMARY

In the United States, the mean base salary for pulpit rabbis serving as either a solo or a senior rabbi was \$184,505.

The mean total compensation for pulpit rabbis serving as either a solo or a senior rabbi was \$218,609.

The mean base salary for pulpit rabbis serving as assistant rabbis or associate rabbis was \$138,796.

The mean total compensation for pulpit rabbis serving as assistant rabbis or associate rabbis was \$174,082.

There were 8 respondents in Canada for senior and solo positions. There were 2 respondents in Canada in assistant and associate positions. The sample size for assistant and associate positions was too small to report any data.

The range of base salaries for Canadian respondents working as senior/solo rabbis was \$140,000 - \$360,000 CAD, and the average base salary was \$240,492. The range of total compensation packages for Canadian respondents working as senior/solo rabbis was \$160,300 - \$400,000 CAD, and the average total compensation package was \$270,875. 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 salary was \$158,811 CAD and the average total compensation package was \$169,833 CAD. Of the respondents in congregations with more than 700 member units, the average base salary was \$289,500 CAD and the average total compensation package was \$331,500 CAD.

The average base salary for cis-gender males was \$198,442, and the average salary for cis-gender females was \$170,447 (14% less). However, when separated and analyzed by congregation size, the wage gap between cis-gender females and cis-gender males was far smaller.

The average total compensation for cis-gender males was \$233,963 and the average salary for cis-gender females was \$196,669 (16% less). However, when separated and analyzed by congregation size, the wage gap between cis-gender females and cis-gender males was far smaller. 77% of cis-gender female respondents served in congregations with fewer than 400 member units.



89% of rabbis surveyed responded that they were W2 employees.

Rabbis generally receive additional funds as a percentage of their salary as a contribution to their retirement (77%).

52% of senior/solo rabbis surveyed receive a sabbatical benefit. 17% 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 who received a sabbatical benefit. In synagogues above 400 member units, on average, 70% of rabbis received a sabbatical benefit.

19% of senior/solo rabbis surveyed were living in a parsonage home or apartment owned by the synagogue, whereas 29% 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 92% of rabbis employed by synagogues in pulpit positions, with 70% of rabbis receiving health insurance for both themselves and their families. In Canada, all of our rabbis who responded to the survey also received additional health insurance for themselves or themselves and their families. Disability insurance was provided in some form to approximately 65% of rabbis serving in pulpits in the United States, and for 50% of rabbis serving in pulpits in Canada.

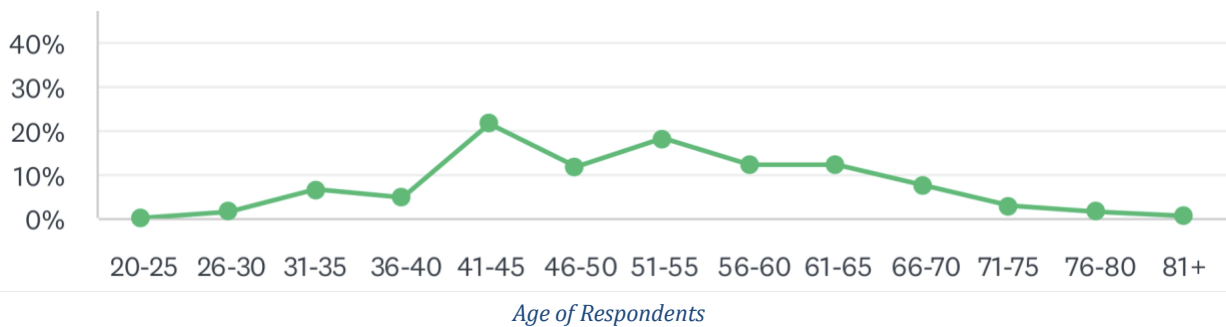
The survey did not ask whether this was in the form of an allowance or a reimbursement, but it was clear that this was meant as an additional monetary benefit separate from base salary.



Demographic Data

76% of assistant and associate respondents were ages 40 and younger, whereas senior and solo rabbis were more evenly distributed.

Of the 215 senior and solo rabbis, 8% were 35 years of age and under, 5% were 36-40, 21% were 41-45, 12% were 46-50, 18% were 51-55, 12% were 56-60, and 12% were 61-65. The remainder of the respondents were over the age of 65, 7% aged 66-70, 3% aged 71-75, and 2% were 76+.



23% of our respondents were cis-gender females, 77% of respondents were cis-gender male, and the remaining respondents identified as non-binary, genderqueer, or other. For Senior/Solo rabbis, the gender of respondents was 19% cis-gender female and 81% cis-gender male. For Assistant and Associate rabbis, the gender of respondents was 48% cis-gender female and 52% cis-gender male. This is largely in line with the overall composition of congregational rabbis of the RA. According to the RA directory, 19% of RA congregational rabbis in the United States and Canada are female-identifying, while 77% are male-identifying, and 3% are genderqueer, nonbinary, or choose not to denote their gender.

A large majority of total respondents were married. Of the senior/solo rabbis, 87% of respondents were married, versus 76% of assistant and associate rabbi respondents.

Respondents were ordained by the Jewish Theological Seminary (68%), Ziegler School of Rabbinic Studies (20%), Hebrew Union College (3%), Seminario Rabinico Latinoamericano (3%), Schechter Rabbinical Seminary (2%), as well as other seminaries.

Assistant and associate rabbi respondents served congregations 200 member units or above, and there were senior and solo respondents serving all sizes of congregations from 0 - 99 family units to 900 or larger.



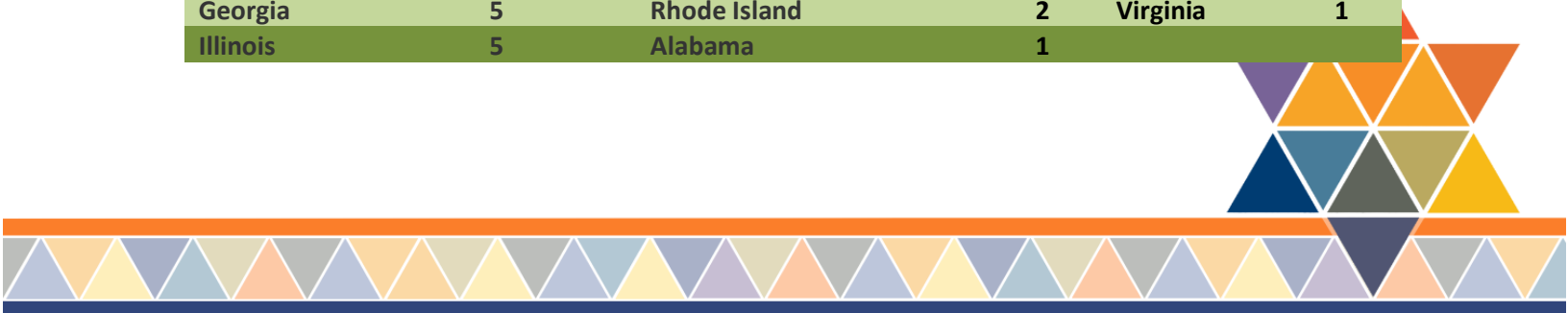
Rabbis from 35 US states and 4 Canadian provinces (Alberta, British Columbia, Manitoba and Ontario) responded to the survey. The location of respondents in the United States tended to be from the coastal states with a heavy focus on New Jersey, New York, and California.

All Rabbinic Respondents by State

State		State		State	
New Jersey	32	Michigan	4	Rhode Island	2
New York	31	Ohio	4	Washington	2
California	29	Indiana	3	Alabama	1
Pennsylvania	20	North Carolina	3	Delaware	1
Florida	13	Arizona	2	Iowa	1
Maryland	13	Colorado	2	Kansas	1
Massachusetts	12	District of Columbia	2	Nebraska	1
Connecticut	10	Kentucky	2	Nevada	1
Illinois	8	Minnesota	2	South Carolina	1
Texas	8	Missouri	2	Tennessee	1
Virginia	8	Oklahoma	2	Vermont	1
Georgia	6	Oregon	2	West Virginia	1

Senior/Solo Respondents by State

State		State		State	
New Jersey	28	Michigan	4	Delaware	1
New York	28	Ohio	4	District of Columbia	1
California	25	Indiana	3	Iowa	1
Pennsylvania	16	North Carolina	3	Minnesota	1
Florida	12	Arizona	2	Nebraska	1
Maryland	12	Colorado	2	Nevada	1
Massachusetts	12	Kentucky	2	South Carolina	1
Connecticut	9	Missouri	2	Tennessee	1
Texas	7	Oklahoma	2	Vermont	1
Virginia	7	Oregon	2	Washington	1
Georgia	5	Rhode Island	2	West Virginia	1
Illinois	5	Alabama	1		



Assistant / Associate Respondents by State

State		State		State	
California	4	Connecticut	1	Maryland	1
New Jersey	4	District of Columbia	1	Minnesota	1
Pennsylvania	4	Florida	1	Texas	1
Illinois	3	Georgia	1	Virginia	1
New York	3	Kansas	1	Washington	1



UNITED STATES RESPONDENTS

Senior / Solo Rabbi Compensation

As expected, there was a vast range of compensation. To analyze the data more thoroughly, we correlated and scrutinized base salary 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.

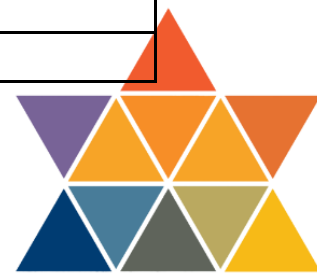
We asked rabbis to estimate and report the value of their total compensation package, including all benefits paid by their employer (e.g., \$100,000 pre-tax including parsonage + \$15,000 pension contribution + \$10,000 health insurance + \$1,000 JCC membership + \$5,000 car and cell phone allowance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

The mean base salary for all rabbis in the USA serving as either a solo or a senior rabbi in their congregation was \$184,505.

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

Congregational Size	n	Range of Base Salary	Range of Total Compensation
0 - 99	10	\$37,000 - \$150,000	\$18,000 - \$162,677
100 - 199	33	\$35,000 - \$200,000	\$80,000 - \$204,400
200 - 299	37	\$102,000 - \$260,000	\$123,000 - \$275,000
300 - 399	39	\$80,000 - \$277,000	\$125,000 - \$314,000
400 - 499	20	\$138,000 - \$285,000	\$150,000 - \$320,550
500 - 599	22	\$175,000 - \$400,000	\$185,000 - \$500,000
600 - 699	10	\$161,988 - \$440,000	\$195,000 - \$650,000
700 - 799	12	\$125,000 - \$468,000	\$160,000 - \$535,000
800 - 899	2	N/A	N/A
900+	13	\$163,200 - \$400,000	\$210,184 - \$500,000

The mean total compensation for all rabbis in the USA serving as either a senior or solo rabbi in their congregation was \$218,609.



The survey requested specific dollar amounts from respondents. These charts summarize the average and range of all total compensation that senior and solo 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	10	\$95,415	\$99,168	\$3,753	3.8%
100 - 199	33	\$126,544	\$158,160	\$31,616	20.0%
200 - 299	37	\$161,213	\$192,145	\$30,932	16.1%
300 - 399	39	\$183,729	\$212,686	\$28,957	13.6%
400 - 499	20	\$226,978	\$289,911	\$62,933	21.7%
500 - 599	22	\$247,088	\$289,911	\$42,823	14.8%
600 - 699	10	\$263,141	\$330,923	\$67,782	20.5%
700 - 799	12	\$272,932	\$318,622	\$45,690	14.3%
800 - 899	2	\$197,882	\$237,500	\$39,618	16.7%
900+	13	\$304,519	\$359,104	\$54,585	15.2%

The value of benefits packages was analyzed by percentage of base salary. Except for the smallest congregations, all other sizes of congregations had benefits packages valued at 13-22% of the base salary. The average percentage value of benefits of all congregation sizes was 16.4%.



Senior / Solo Contract Length

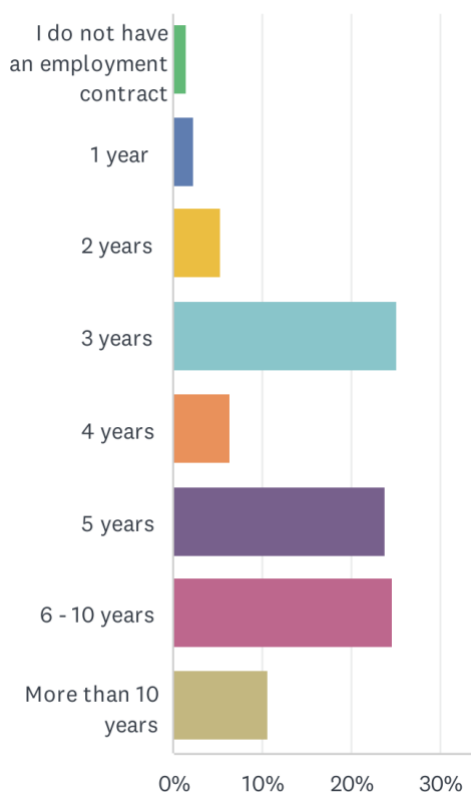
Only 1.5% of respondents did not have a contract. The most common contract lengths were evenly split: 3 years (25%) followed by 6-10 years (25%), followed by 5 years (24%).

Two years ago, the most common contract length was 3 years (32%) followed by 5 years (23%). Four years ago, the most common contract length was 5 years (26%) followed by 3 years (24%).

The most common contract length for first contracts at a congregation was 3 years (59% of respondents) followed by 4 years (15%).

For newly ordained rabbis in their first contract (8 respondents), the most common contract length was also 3 years (75%).

42% of respondents had been working at their current congregation for 11 years or more. 24% had been working at their current congregation for 6-10 years. 22% had been working at their current congregation for 2-5 years, and 12% had been working at their current congregation for less than 2 years.



When contract length was analyzed by congregation size, we saw varied contract lengths in all congregational sizes. Of the 1.5% of respondents who did not have contracts, all were in congregations with fewer than 200 member units. Of respondents working in congregations with 300 or more member units, only 5 had contracts less than 3 years in length.



Assistant / Associate Rabbi Compensation and Contract Length

The data below breaks down assistant and associate rabbi compensation (this does not include senior or solo rabbinical compensation) 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.

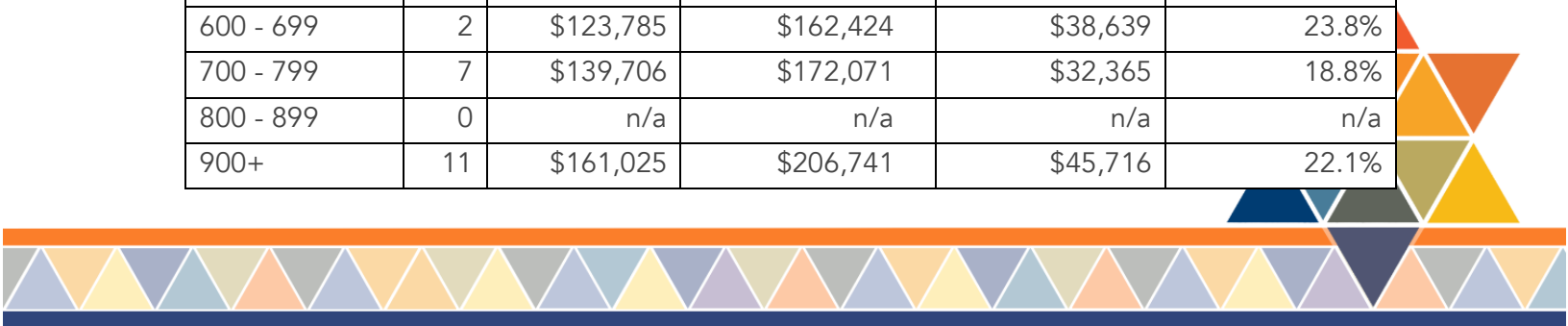
The numbers below are United States averages, representing both salaries in large urban areas as well as suburban and rural areas with lower costs of living. Of the 29 respondents, there were no respondents in congregations with fewer than 200 member units.

Base Salary and Total Compensation

The mean base salary for all rabbis serving in assistant or associate pulpits was \$138,796. The median base salary was \$130,000. The mean total compensation package was \$174,082. The median total compensation package value was \$168,484.

The majority of respondents (19/27) worked in congregations with 700 or more member units. Of those rabbis, the base salary range was \$112,000 - \$215,000, and the average base salary was \$153,170. The total compensation range was \$135,000 - \$305,100 and average total compensation was \$193,258.

Congregation Size	n = 27	Average Base Salary	Average Total Compensation	Average Value of Benefits	Percentage of Benefits
200 - 299	1	n/a	n/a	n/a	n/a
300 - 399	2	\$121,000	\$193,191	\$72,191	37.4%
400 - 499	2	\$127,609	\$141,484	\$13,875	9.8%
500 - 599	2	\$115,500	\$122,200	\$6,700	5.5%
600 - 699	2	\$123,785	\$162,424	\$38,639	23.8%
700 - 799	7	\$139,706	\$172,071	\$32,365	18.8%
800 - 899	0	n/a	n/a	n/a	n/a
900+	11	\$161,025	\$206,741	\$45,716	22.1%

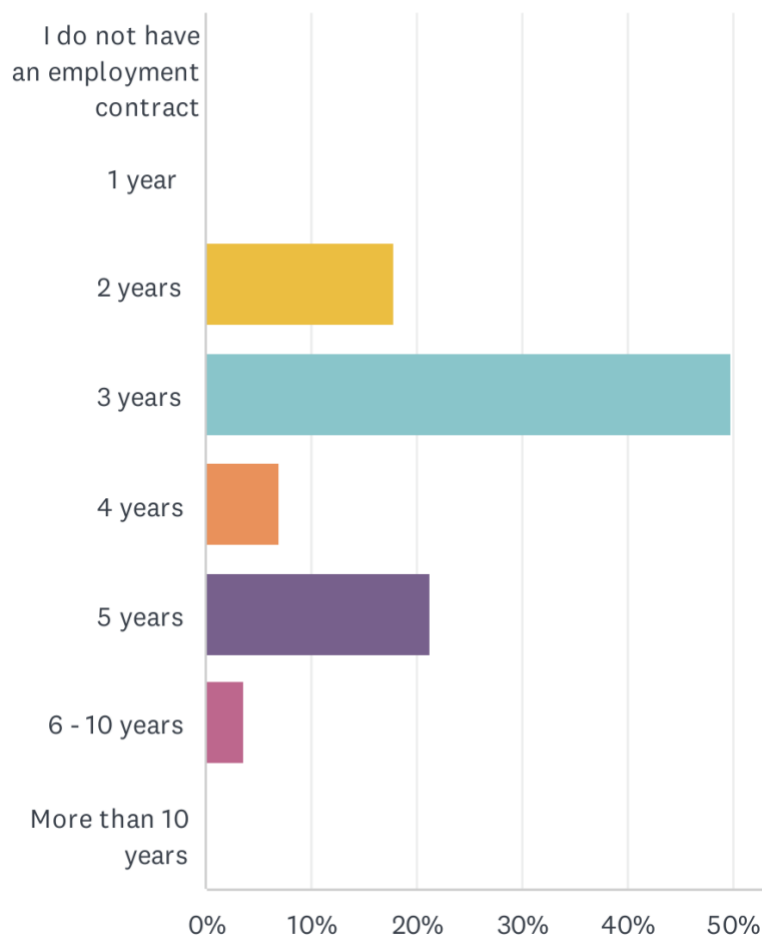


Contract Length

Every respondent reported having an employment contract, and the most common length was 3 years. 5 contracts were two years in length, 14 were three years in length, 2 were four years in length, 6 were five years in length, and 1 was 6-10 years in length.

Of the 28 assistant/associate respondents, seven of them reported it was their first rabbinic contract since ordination.

43% of assistant/associate respondents were in their first contract at their current congregation.



Base Salary Inflation from 2024

The Rabbinical Assembly's previous salary was released in the Spring of 2024, and the data was collected in the Fall of 2023. Below, we summarized the change in base salary from the previous reports.

Senior / Solo Rabbis

The mean base salary for respondents serving as either senior or solo rabbi was \$184,505. In 2023, the mean compensation for respondents serving as either senior or solo rabbi was \$190,574, and in 2021, it was \$174,525. The average decrease across congregation sizes was 3%.

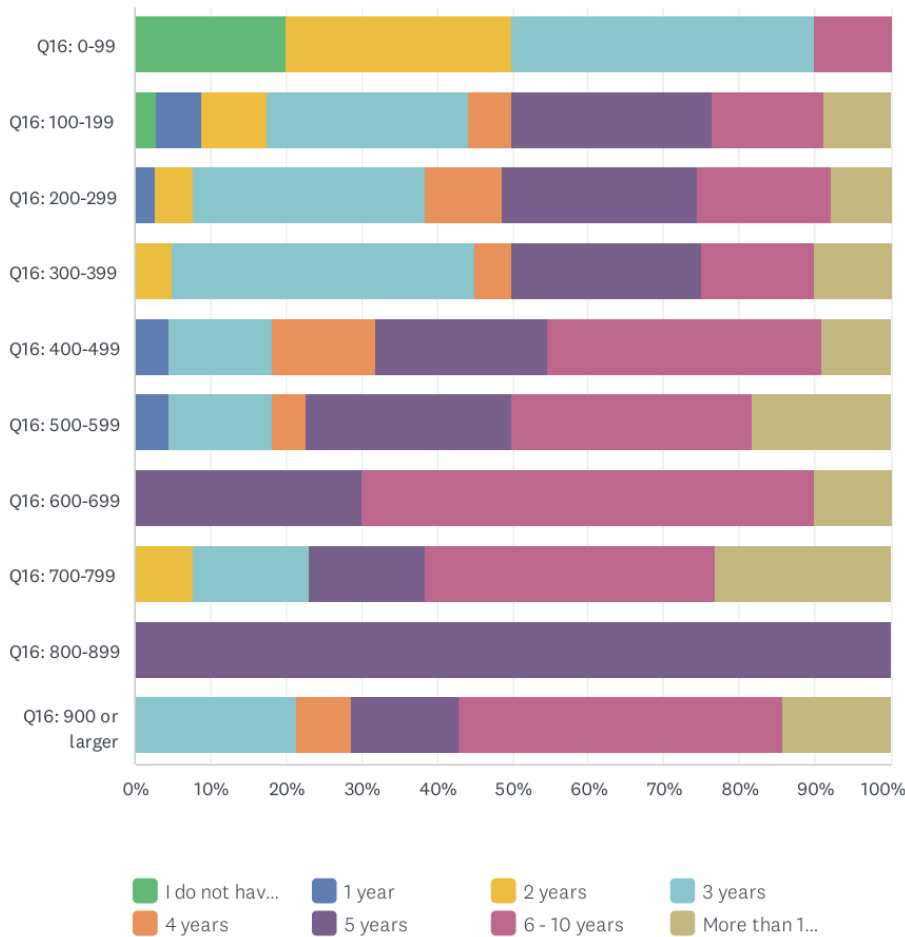
Size	Average Base Salary		Change		Average Total Compensation		Change	
	2023	2025	Increase	Percent	2023	2025	Increase	Percent
0 - 99	\$98,825	\$95,415	-\$3,410	-3.5%	\$105,657	\$99,168	-\$6,489	-6.1%
100 - 199	\$120,274	\$126,544	\$6,270	5.2%	\$143,797	\$158,160	\$14,363	10%
200 - 299	\$145,878	\$161,213	\$15,335	10.5%	\$173,477	\$192,145	\$18,668	10.8%
300 - 399	\$175,337	\$183,729	\$8,392	4.8%	\$204,708	\$212,686	\$7,978	3.9%
400 - 499	\$213,002	\$226,978	\$13,976	6.6%	\$251,083	\$289,911	\$38,828	15.5%
500 - 599	\$236,421	\$247,088	\$10,667	4.5%	\$288,337	\$289,911	\$1,574	0.6%
600 - 699	\$263,857	\$263,141	-\$716.0	-0.27%	\$310,143	\$330,923	\$20,780	6.7%
700 - 799	\$273,498	\$272,932	-\$566	-0.21%	\$329,545	\$318,622	-\$10,923	-3.3%
800 - 899	\$263,850	\$197,882	-\$65,968	-25%	\$302,500	\$237,500	-\$65,000	-21.5%
900+	\$347,734	\$304,519	-\$43,215	-12.43%	\$401,016	\$359,104	-\$41,912	-10.5%



Assistant / Associate Rabbis

The mean base salary for pulpit rabbis serving as assistant rabbis or associate rabbi was \$138,796. In 2023, the mean compensation for rabbis serving in pulpits as assistant rabbis or associate rabbis was \$135,172, and in 2021, the mean was \$135,797. While the breakdown across congregation size varied widely, the average has increased (2.7%).

Size	Average Base Salary		Change		Average Total Compensation		Change	
	2023	2025	Increase	Percent	2023	2025	Increase	Percent
300 - 399	\$125,975	\$121,000	-\$4,975	-3.9%	\$143,500	\$193,191	\$49,691	34.6%
400 - 499	\$107,270	\$127,609	\$20,339	18%	\$141,520	\$141,484	-\$36	0%
500 - 599	\$126,066	\$115,500	-\$10,566	-8.4%	\$138,400	\$122,200	-\$16,200	-11.7%
600 - 699	n/a	\$123,785	n/a	n/a	n/a	\$162,424	n/a	n/a
700 - 799	\$140,166	\$139,706	-\$460	-.3%	\$152,000	\$172,071	\$20,071	13.2%
800 - 899	\$118,017	n/a	n/a	n/a	\$138,000	n/a	n/a	n/a
900+	\$148,498	\$161,025	\$12,527	8.4%	\$167,352	\$206,741	\$39,389	23.5%



Compensation by Experience

Of all respondents, only eight (8) were in their first contract ever (4%) but 39 (19%) were in their first contract at their congregation.

For rabbis in their first ever contract, the average base salary was \$129,143 and the range was \$80,000 - \$150,000. The average total compensation (including the value of benefits) was \$167,714, and the range was \$125,000 - \$204,000.

Base Salary by Experience

Experience	n	Range	Average	Median
Less than 2 years	22	\$64,000-\$215,000	\$154,435	\$153,500
6-10 Years	45	\$35,000-\$400,000	\$202,023	\$120,000
11+ Years	85	\$20,000-\$468,000	\$207,844	\$195,000

Total Compensation by Experience

Experience	n	Range	Average	Median
Less than 2 years	22	\$125,000-\$320,550	\$197,224	\$200,000
6-10 Years	45	\$35,000-\$500,000	\$233,325	\$226,964
11+ Years	85	\$60,000-\$650,000	\$247,357	\$236,067



Pension / Retirement Contributions

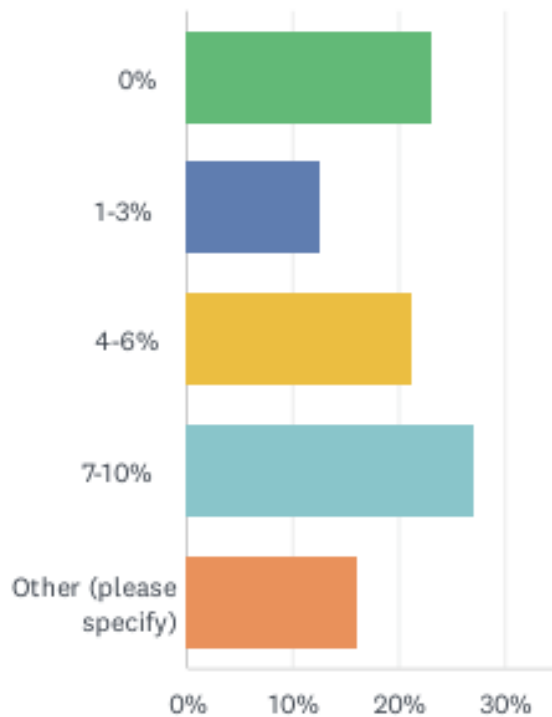
Senior / Solo Rabbis

A large majority of rabbis receive a percentage of their salary to be used as a contribution to their retirement.

For senior/solo rabbis, of the 199 respondents, 77% received a contribution to their retirement (up from 75% in our previous survey). The most common percentage was an additional 7 - 10% in their retirement, with 27% of respondents receiving this.

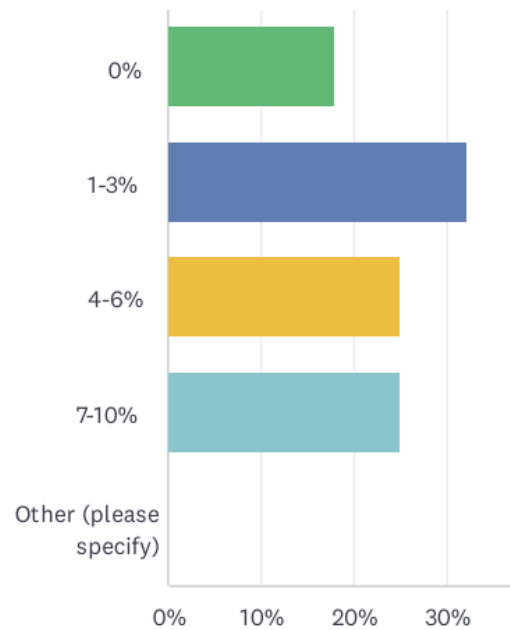
13% of respondents received 1 - 3% of their salary into their retirement in addition to their salary. 2% of respondents received 4 - 6% of their salary into their retirement in addition to their salary.

For the "other" responses (n = 32), the range was 11 - 30% in addition to their salaries, and the average was 17%.



Assistant / Associate Rabbis

For assistant and associate rabbis, of the 28 respondents, 82% received a contribution to their retirement. Of the respondents who received a contribution to their retirement, there was a relatively equal distribution between 1 - 3%, 4 - 6%, and 7 - 10%.



All Congregational Rabbis Combined

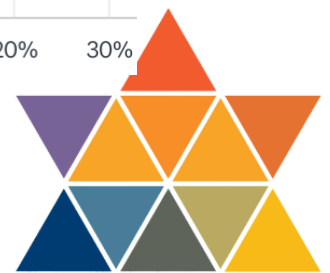
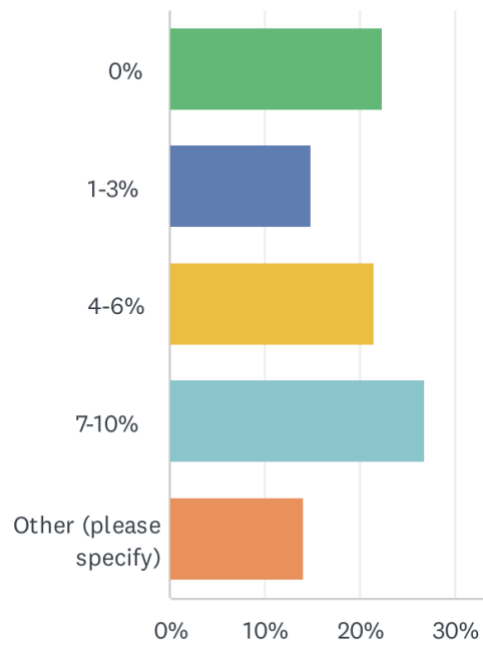
On average, 78% of all respondents received additional compensation toward retirement.

15% of respondents received 1 - 3% of their salary into their retirement in addition to their salary.

22% of respondents received 4 - 6% of their salary into their retirement in addition to their salary.

27% of respondents received 7 - 10% of their salary into their retirement in addition to their salary.

14% of respondents received 11% or more of their salary into their retirement in addition to their salary.



Insurance Benefits

Senior / Solo Rabbis

Congregations paid some or all of the insurance premiums for 87% of the 135 respondents in the United States.

20.5% received health insurance for themselves. 70.5% received health insurance for themselves and their family.

This means a total of 91% of rabbis receive health insurance in addition to their base salary.

13.5% received dental insurance for themselves. 37.5% received dental insurance for themselves and their family.

This means a total of 51% of rabbis receive dental insurance in addition to their base salary.

10.5% received vision insurance for themselves. 34.5% received vision insurance for themselves and their family.

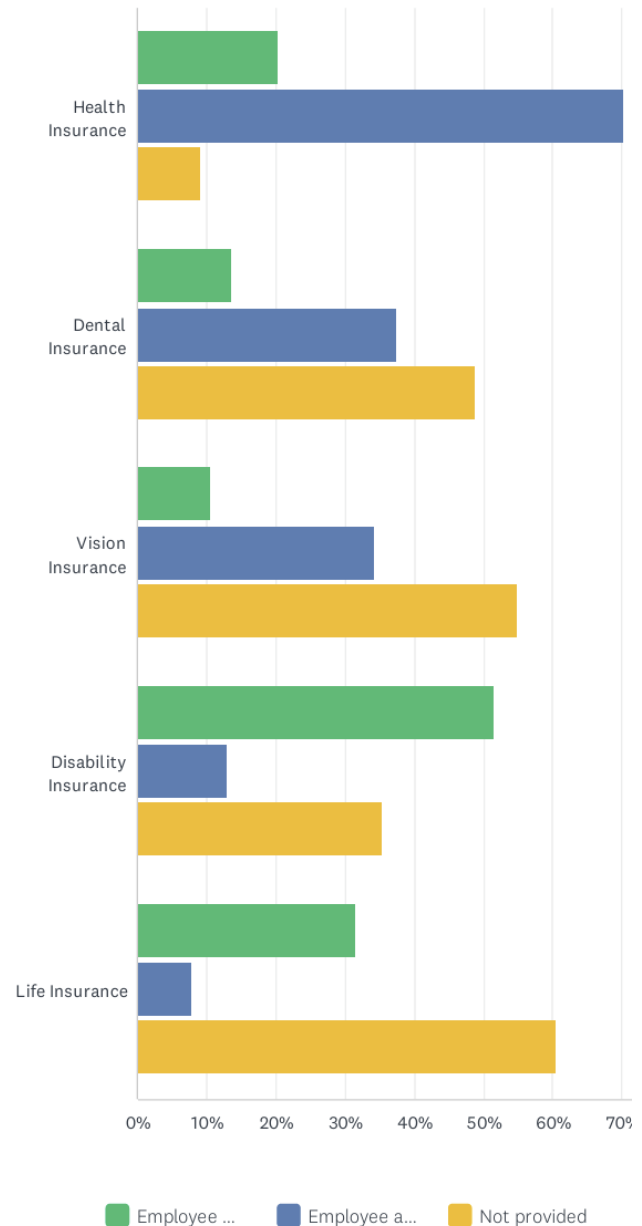
This means a total of 45% of rabbis receive vision insurance in addition to their base salary.

51.5% received disability insurance for themselves. 13% received disability insurance for themselves and their family.

This means a total of 64% of rabbis receive disability insurance in addition to their base salary.

31.5% received life insurance for themselves. 8% received life insurance for themselves and their family.

This means a total of 39.5% of rabbis receive life insurance in addition to their base salary.



Assistant / Associate Rabbis

29% received health insurance for themselves. 67% received health insurance for themselves and their family.

This means a total of 96% of rabbis receive health insurance in addition to their base salary.

22% received dental insurance for themselves. 61% received dental insurance for themselves and their family.

This means a total of 83% of rabbis receive dental insurance in addition to their base salary.

22% received vision insurance for themselves. 52% received vision insurance for themselves and their family.

This means a total of 74% of rabbis receive vision insurance in addition to their base salary.

40% received disability insurance for themselves.

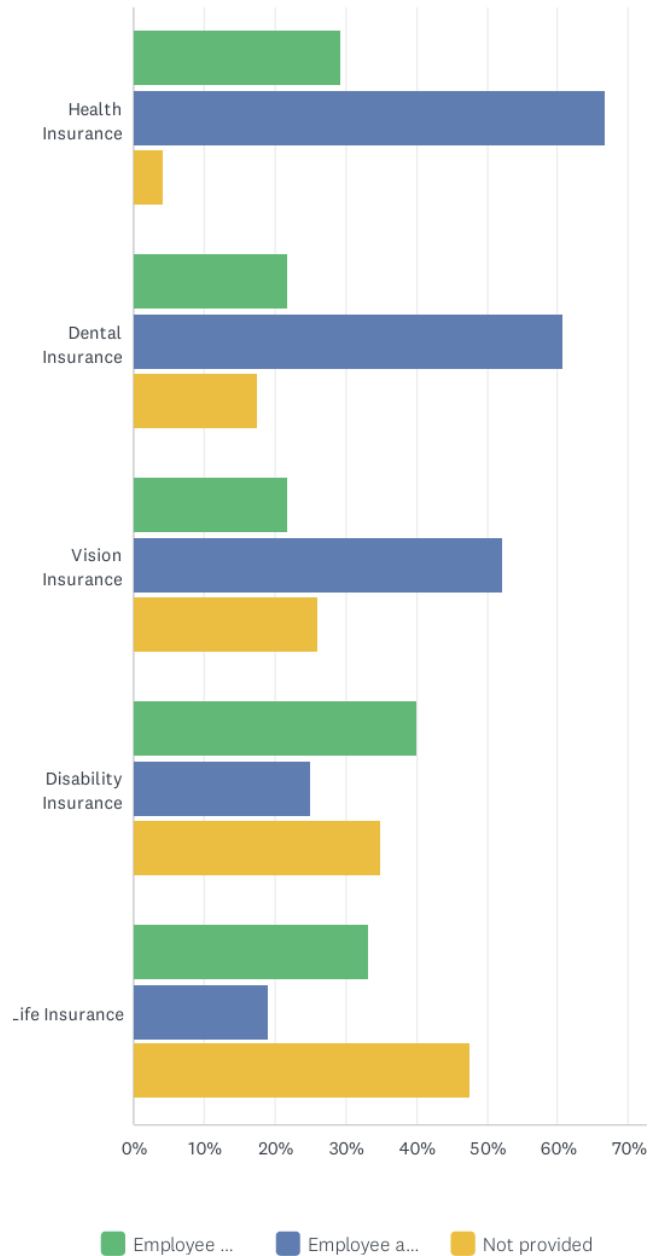
25% received disability insurance for themselves and their family.

This means a total of 65% of rabbis receive disability insurance in addition to their base salary.

33% received life insurance for themselves.

19% received life insurance for themselves and their family.

This means a total of 52% of rabbis receive life insurance in addition to their base salary.



ALL RESPONDENTS (UNITED STATES AND CANADA)

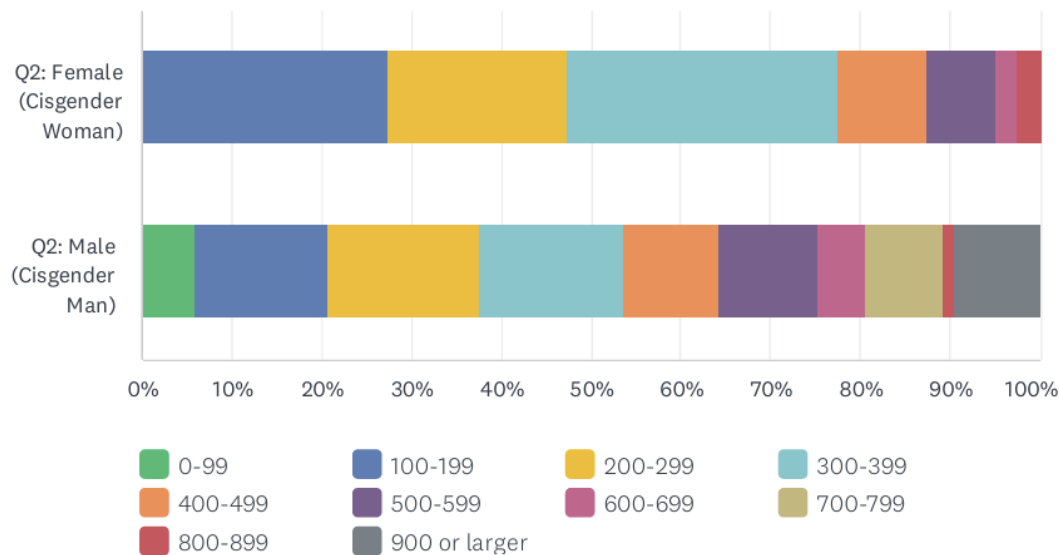
Differences by Gender

23% of our respondents were cis-gender females, 77% of respondents were cis-gender male, and the remaining respondents identified as members of the following categories: non-binary, genderqueer, or other. For this section, we separated and analyzed 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 rabbi positions, we had 40 cis-gender female respondents, which was 19% 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 Congregation Size

Gender	N	0 - 99	100 - 199	200 - 299	300 - 399	400 - 499	500 - 599	600 - 699	700 - 799	800 - 899	900+
Cisgender Female	40	0	11	8	12	4	3	1	0	1	0
Cisgender Male	170	10	25	29	27	18	19	9	15	2	16
Total	210	10	36	37	39	22	22	10	15	3	16



Gender and Base Salary

The average base salary for cis-gender males was \$198,442, and the average salary for cis-gender females was \$170,447 (14% less). However, when separated and analyzed by congregation size, the wage gap between cis-gender females and cis-gender males was far smaller. For categories where the sample size was two or fewer 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
100 - 199	\$35,000 - \$180,000	\$103,800 - \$200,000	\$120,548	\$140,482
200 - 299	\$102,000 - \$260,000	\$122,004 - \$188,000	\$163,995	\$149,001
300 - 399	\$134,335 - \$277,000	\$140,000 - \$250,000	\$185,658	\$182,119
400 - 499	\$171,000 - \$285,000	\$138,000 - \$225,000	\$232,975	\$193,000
500 - 599	\$175,000 - \$400,000	\$220,000 - \$264,000	\$248,681	\$237,000

Gender and Total Compensation

The overall average total compensation reported for male-identifying respondents was \$233,963, whereas the average total compensation for female-identifying respondents was \$196,669. 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 two or fewer respondents, the range and average were not included to preserve respondent anonymity.

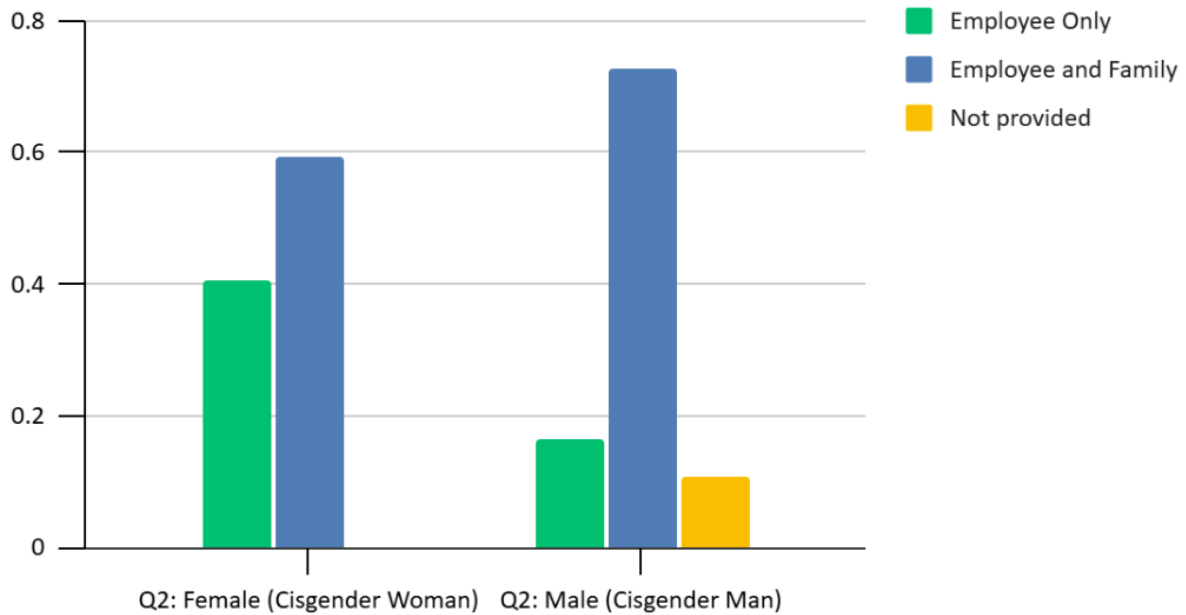
Congregation Size	Cis-Gender Male Range	Cis-Gender Female Range	Cis-Gender Male Average	Cis-Gender Female Average
100 -199	\$35,000 - \$204,000	\$106,000 - 200,000	\$152,227	\$195,989
200 - 299	\$123,000 - \$275,000	\$140,000 - 243,000	\$193,495	\$175,500
300 - 399	\$159,650 - \$300,000	\$161,114 - 314,000	\$213,707	\$214,396
400 - 499	\$150,000 - \$320,550	n/a	\$272,524	\$206,000
500 - 599	\$195,000 - \$500,000	\$256,000 - 312,000	\$290,792	\$284,333



Gender and Health Insurance Benefits

100% of cis-gender females (n= 32) received health insurance benefits for themselves or themselves and their families, and 89% of cis-gender males received this benefit for themselves or themselves and their families. When separated by who received it for themselves only, versus for themselves and their families, cis-gender males were much more likely to receive this benefit for themselves and their families.

Health Insurance

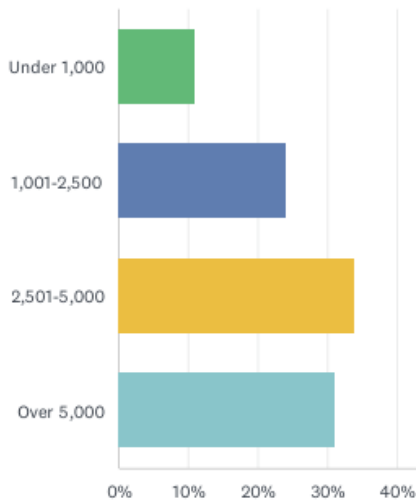


Professional Development and RA Dues

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

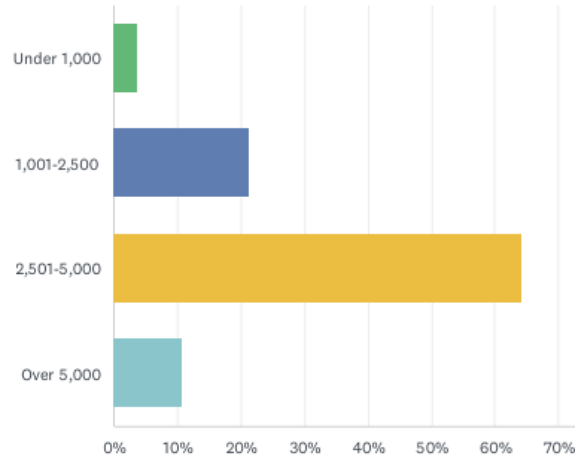
Senior / Solo Rabbis

- 11% of respondents received less than \$1,000
- 24% received \$1,001-\$2,500
- 34% received \$2,501-\$5,000
- 31% received \$5,001+



Assistant / Associate Rabbis

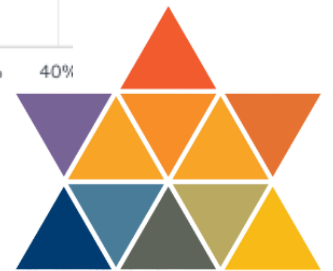
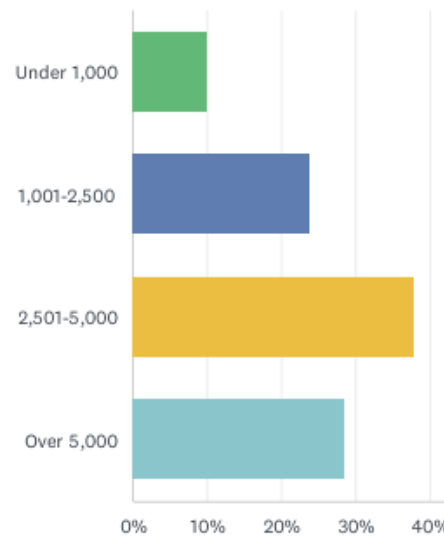
- 4% of respondents received less than \$1,000
- 21% received \$1,001-\$2,500
- 64% received \$2,501-\$5,000
- 11% received \$5,001+



All Pulpit Positions

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 - \$5,000 (38% of respondents).

- 10% of respondents received less than \$1,000
- 24% received \$1,001 - \$2,500
- 38% received \$2,501 - \$5,000
- 28% received \$5,001+



Tuition Benefits

When asking about tuition benefits, the survey first asked if the rabbi respondents had children, and the age of their children. 201 respondents had children, and of those respondents, 146 had children between the ages of 2 and 22 years old. 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 respondents with children 5 years and below, respondents with children ages 5-17, and 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.

In all age categories, there were zero (0) respondents who received children's university tuition as a benefit.

Respondents with Children Ages 5 and Under

For rabbis with children ages 5 and under (n=30), the two most commonly received benefits were religious school tuition and early childhood tuition.

For **religious school tuition**, 12% of respondents received benefits for one child, with an additional 73% receiving it for 2 or more children. **A total of 85% of rabbis received this benefit.**

For **early childhood tuition**, 11% of respondents received benefits for one child, with an additional 48% receiving it for 2 or more children. **A total of 59% of rabbis received this benefit.**

For **day school tuition**, 5% of respondents received benefits for one child, with an additional 14% receiving it for 2 or more children. **A total of 19% of rabbis received this benefit.**

For **camp tuition**, 12% of respondents received benefits for one child, with an additional 31% receiving it for 2 or more children. **A total of 43% of rabbis received this benefit.**



Respondents with Children Ages 5-17

For rabbis with children ages 5-17 (n=109), the two most commonly received benefits were religious school tuition and early childhood tuition.

For **religious school tuition**, 14% of respondents received benefits for one child, with an additional 51% receiving it for 2 or more children. **A total of 65% of rabbis received this benefit.**

For **early childhood tuition**, 6% of respondents received benefits for one child, with an additional 29% receiving it for 2 or more children. **A total of 35% of rabbis received this benefit.**

For **day school tuition**, 4% of respondents received benefits for one child, with an additional 14% receiving it for 2 or more children. **A total of 18% of rabbis received this benefit.**

For **camp tuition**, 4% of respondents received benefits for one child, with an additional 21% receiving it for 2 or more children. **A total of 25% of rabbis received this benefit.**

Respondents with Children Ages 18+

For rabbis with children ages 18+ (n=58), there were very few tuition benefits given.

For **religious school tuition**, 5% of respondents received benefits for one child, with an additional 20% receiving it for 2 or more children. **A total of 25% of rabbis received this benefit.**

For **early childhood tuition**, 2% of respondents received benefits for one child, with an additional 16% receiving it for 2 or more children. **A total of 18% of rabbis received this benefit.**

For **day school tuition**, 2% of respondents received benefits for one child, with an additional 7% receiving it for 2 or more children. **A total of 9% of rabbis received this benefit.**

For **camp tuition**, 2% of respondents received benefits for one child, with an additional 5% receiving it for 2 or more children. **A total of 7% of rabbis received this benefit.**



Paid Time Off

For the first time in this survey, we asked respondents if they received paid time off (“PTO”) and how many days they received per contract year. Some contracts provided a total number of combined PTO, while some contracts separated PTO into categories such as personal days, sick days, and vacation days.

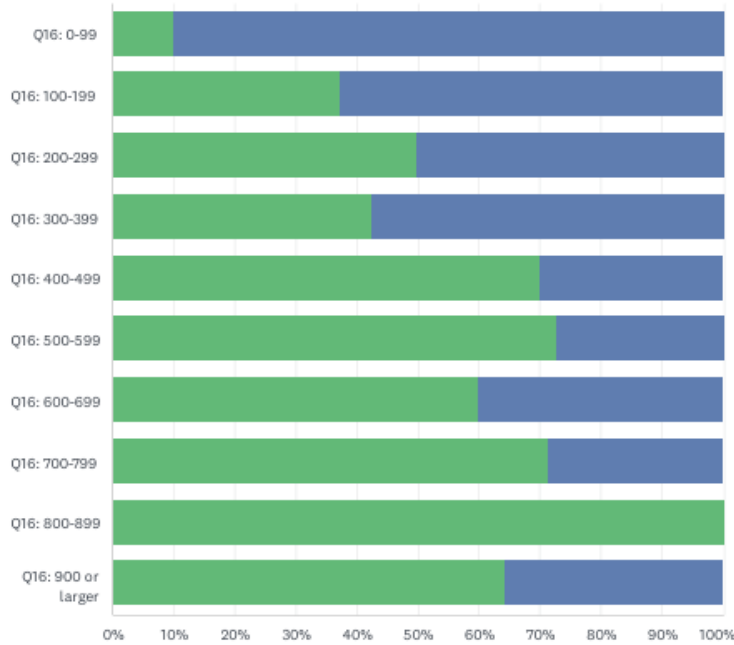
For senior/solo rabbis, the range of PTO varied widely from 20-90 days, with an average of 33 days, and a median of 30 days.

For assistant/associate rabbis, the range of PTO varied widely from 20-28 days, with an average of 25.6 days, and a median of 28 days.

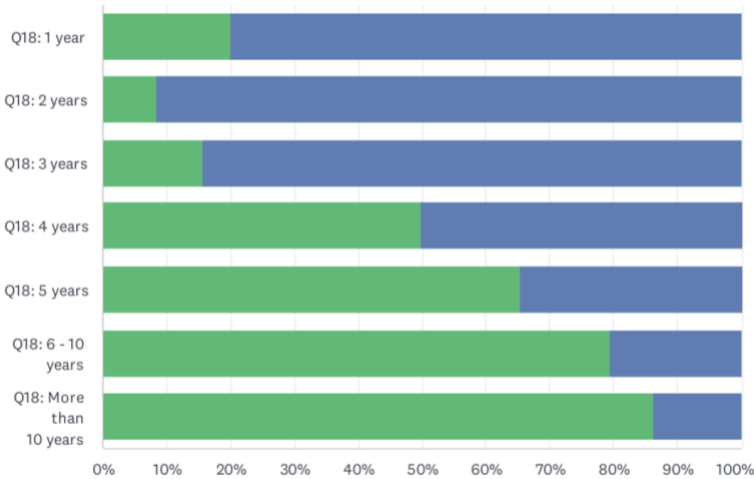


Sabbatical Benefits

Senior / Solo Rabbis



52% 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 who received sabbatical benefits. In synagogues above 400 member units, on average, 70% of rabbis received a sabbatical benefit.



Sabbatical benefits were more likely to be found in longer contracts, with an average of only 19% of rabbis receiving a sabbatical benefit if their contract was 4 years or fewer. In longer contracts, that number jumped drastically, with 65% of rabbis receiving a sabbatical benefit during a 5-year contract, 80% in a 6–10-year contract, and 86% of rabbis in a longer than 10-year contract.

Assistant / Associate Rabbis

For assistant rabbis, despite a small sample size of 29 respondents, 17% (5) of respondents received a sabbatical benefit.



Sabbatical Length & Required Years of Service

Senior / Solo 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 1-12 months.

Congregation Size	n	Range of Months of Sabbatical	Average Sabbatical Length	Average/Range of Years of Service Required Before Sabbatical
0 - 99	1	n/a	3 months	0 years (range n/a)
100 - 199	13	1 – 4 months	2 months	6 years (0-10 years)
200 - 299	18	1 – 5 months	3 months	7 years (0-25 years)
300 - 399	17	1 – 6 months	3 months	3 years (0-10 years)
400 - 499	13	1 – 6 months	4 months	5 years (0-10 years)
500 - 599	16	1 – 12 months	4 months	4 years (0-10 years)
600 - 699	6	1 – 5 months	3 months	3 years (0-7 years)
700 - 799	10	3 – 9 months	5 months	6 years (0-10 years)
800 - 899	3	1 – 4 months	3 months	4 years (0-7 years)
900+	8	1 – 7 months	4 months	5 years (0-10 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
1 Year	1	n/a	3 months	3 months
2 Years	1	n/a	4 months	4 months
3 Years	8	1 – 6 months	3 months	3 months
4 Years	5	1 – 6 months	4 months	3 months
5 Years	33	1 – 6 months	3 months	3 months
6-10 Years	39	1 – 12 months	4 months	3 months
More Than 10 Years	18	1 – 9 months	4 months	3 months

Assistant / Associate Rabbis

Of the 29 assistant/associate rabbi respondents, 5 (17%) received a sabbatical benefit. 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. 40% (2/5 respondents) of rabbis receiving sabbaticals had no required amount of time to serve prior to taking a sabbatical, but of the 3 out of 5 respondents who had required years of service, the range of required time served was 7-10 years.



Retired and Emeritus Rabbis

We surveyed retired rabbis and had 56 respondents. All but three respondents were over the age of 65. 80% of respondents graduated from JTS, 13% from HUC, and 7% from other seminaries such as Ziegler School of Rabbinic Studies, Academy for Jewish Religion, and Reconstructionist Rabbinical College. 88% of respondents identified as cis-gender male, and 89% of respondents were married.

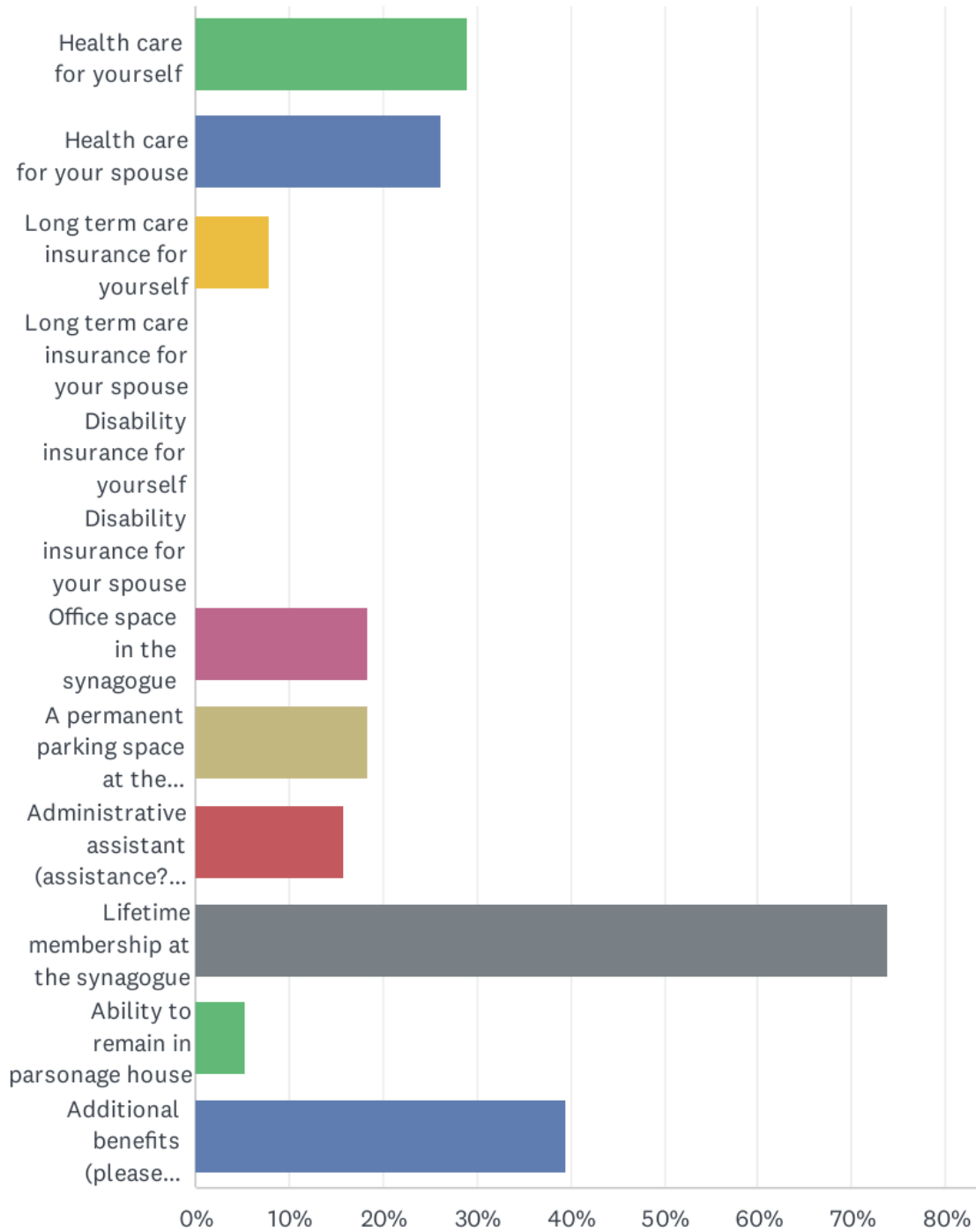
The most common benefit for retired rabbis was the honorary title of emeritus, which 72% of rabbis received. When asked about benefits conferred upon retired rabbis, the most common benefit was lifetime membership at the synagogue (72%), followed by healthcare benefits for the rabbi (28%). Many also received healthcare for their spouse (26%). Other common benefits were office space in the synagogue (18%), administrative assistance at the synagogue (15%), as well as a permanent parking space (18%).

Many rabbis mentioned tickets to synagogue events for themselves and family, auto/travel/education/books/cell phone allowances, rights to intellectual property, Medicare Part A, email account continuity and cemetery plots. One rabbi negotiated the purchase of the parsonage home below market value.

About one third (32%) of the responding rabbis were given a monetary gift or honorarium upon retirement, in addition to the above-mentioned benefits. Of those rabbis who did receive compensation upon retirement, all but two of the rabbis' monetary compensation was time-limited, while two respondents had a lifelong agreement for ongoing compensation.

The value of the compensation varied widely, from \$5,000 - \$800,000 annually. The average annual retirement package was \$102,594, and the Median gift was \$45,000 for a single year. The range of total value of retirement package (i.e. length of retirement package times the estimated annual value of the package) was \$12,500-\$1,000,000. The average total retirement package value was \$178,367, and the median was \$90,000.





CANADIAN RESPONDENTS

Demographic Data

The sample size of Canadian respondents was only nine (9) rabbis, therefore all numbers below are presented as anecdotal data. 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 700 member units. The distribution of respondents by congregation size was as follows:

- 100 - 199 member units: 3 respondents
- 300 - 399: 1 respondent
- 700 - 799: 2 respondents
- 800 - 899: 1 respondent
- 900+: 2 respondents

Base Salary, Total Compensation and Contract Length

The range of base salaries, pre-tax, from Canadian respondents was \$140,000 - \$360,000 CAD. The average base salary was \$240,492 CAD, and the median base salary was \$225,000 CAD. The range of total compensation package (including the value of benefits) from Canadian respondents was \$160,300 - \$400,000 CAD. The average total compensation was \$270,875 CAD, and the median total compensation was \$275,000 CAD. Of the respondents in congregations of less than 400 member units, the average base salary was \$158,811 CAD and the average total compensation package was \$169,833 CAD. Of the respondents in congregations with more than 700 member units, the average base salary was \$289,500 CAD and the average total compensation package was \$331,500 CAD.

Of the nine (9) respondents, all had a signed employment contract for a specific term. The distribution of contract length was as follows:

- 2-year contract term: 1 respondent
- 3-year term: 1 respondent
- 5-year term: 4 respondents
- 6–10-year term: 1 respondent
- 10+ years term: 1 respondent

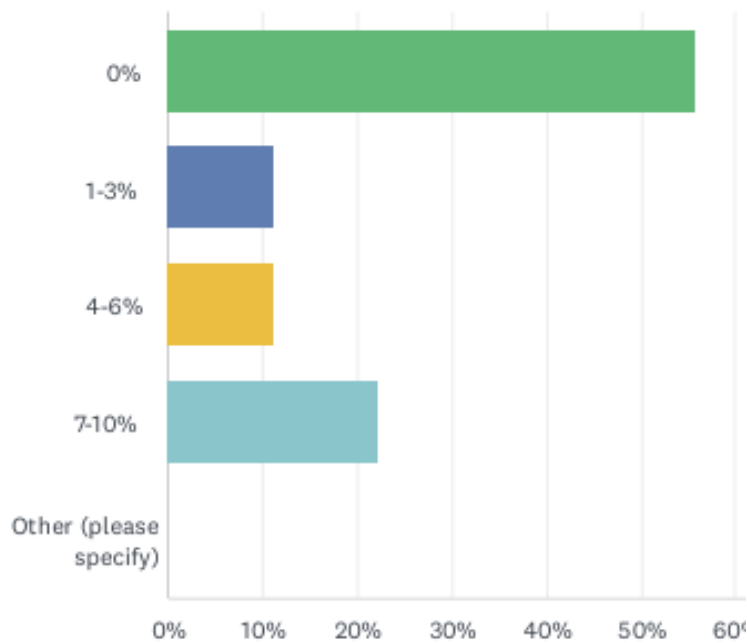
Congregations paid some or all of the insurance premiums for 86% of the 7 respondents in Canada.



Retirement Contribution

Of the nine (9) respondents in Canada, four (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 (4/9), the amount was split relatively evenly, with one receiving 1-3%, one respondent receiving 4-6%, and two receiving 7-10%.



FINAL THOUGHTS

Thank you to everyone who took the time to participate in this year’s salary survey; your contributions are the foundation of this report. As we look toward future iterations, we hope to see even greater participation across the community. A larger data set will allow us to provide even more robust, granular, and reliable insights for everyone involved.

We appreciate you taking the time to review these findings and hope they serve as a helpful, empowering resource for your upcoming negotiations and career planning. Should you have any questions regarding the data or the methodology used in this report, please do not hesitate to reach out to the [RA Career Center](#).

