

2025 Compensation and Benefits Survey

conducted for



Executive Summary

July 2025

Survey conducted and report prepared by:



Forward

On behalf of the National Association for Temple Administration (NATA), we are honored to share with you the 2025 NATA Salary Survey Executive Summary. This biennial report remains one of the most impactful resources we offer—equipping NATA members with the data and insights needed to advocate for equitable and competitive compensation and benefits. It affirms the essential leadership executive directors and senior administrators provide and underscores the professionalism and influence we bring to Jewish communal life.

NATA has conducted a biennial salary survey since 2004. This year, we engaged the assistance of a NATA-member comprised task force and reimagined this project to be more responsive to your needs. **We are deeply grateful to Salary Survey Task Force members Andrew Appel, Gordon Gladstone, Becky Oliver, Jeffrey Rips, and Aaron Robbin for their vision, expertise, and dedication.** Guided by a deep understanding of our members' experiences, the Task Force broadened benchmarking categories and introduced new metrics that more accurately reflect the evolving realities of synagogue leadership. It has been a privilege to partner with this extraordinary team.

The 2025 Salary Survey also saw the introduction of a new professional partner. KEES is a professional services firm specializing in nonprofit organizations' human resources and strategy. The KEES team officially began work in mid-April 2025 and tendered the final report to the Board at the end of July 2025. It was a true pleasure to collaborate with the exceptional team at KEES, whose partnership helped bring this new edition to life.

This report is far more than numbers on a page. It reflects our collective commitment to excellence, transparency, and accountability in our field. It also stands as a testament to the strength of our NATA network—a vibrant, values-driven community dedicated to shared success through peer support and lifelong learning. No matter where you are in your professional journey, this survey is here to inform your decisions and strengthen your voice.

May this report serve as both a practical tool and a powerful reminder of what we can achieve together—and of NATA's unwavering mission to ensure you are recognized, supported, and valued as you lead your congregation from strength to strength.

Sincerely,
Dan Deutsch, Board Member
Salary Survey Task Force Chair

Alison Siegel Lewin
Executive Director, NATA

Introduction

KEES is pleased to present this 2025 final report! Compensation should be valued as a strategic tool that reflects organizational culture, values, and priorities, both for the employing organization and current and potential employees. Compensation is a core element of the employer/employee relationship and one of the top indicators that individuals consider when taking a new job, staying in their current position, or seeking a change. At its very core, compensation directly impacts both individual well-being and organizational effectiveness.

Methodology

On behalf of NATA members, KEES conducted the 2025 Salary Survey to gather up-to-date compensation data, building upon a long-standing methodology. The survey instrument for 2025 was derived from prior questionnaires utilized over the past twenty years. A 2025 Survey Task Force was assembled, and this group met to review the most recent survey tool and provide input on changes. KEES, an independent firm specializing in nonprofit organizations' human resource and organizational strategy services, was responsible for data collection and analysis, ensuring complete confidentiality of all individual responses, with no specific salary data to be reported. The results provide NATA members with valuable insights into current compensation trends, supporting informed decision-making regarding staffing and compensation practices within their organizations.

Terms and Definitions

For this 2025 survey, **the base salary** refers to the defined annual salary only, excluding all other forms of compensation. This means that bonuses, benefits (such as healthcare, insurance, or retirement plans), and perquisites like cell phone or car allowances are not included. **Total compensation**, however, includes a base salary combined with the aggregate value of all bonuses and incentives received. Retirement benefits include 401(k), 403(b), and pension plans.

The term **congregation** is used throughout this survey as a general reference to a synagogue, temple, or similar Jewish house of worship or community organization. Multiple terms were used in past surveys and reports, and for 2025, this term was standardized.

Executive Summary

The 2025 NATA Compensation and Benefits Survey provides an overview of salary trends, benefits, and workforce dynamics among executive professionals in congregational settings. This biennial study, developed in partnership with consulting partner KEES and guided by a NATA-member Task Force, equips both individuals and congregations with data to make informed, strategic compensation decisions. NATA, a leader in the field of congregational administration, is the only professional organization gathering this data and supporting the ongoing growth, development, and advocacy for the role of Executive Director/Temple Administrator.

Key Findings

1. **Significant Salary Growth:**

The average base salary for Executive Directors and Temple Administrators rose to \$141,368 in 2025, a 20.3% increase from 2023's \$117,487. This growth far outpaces national wage growth and inflation trends and reflects competitive adjustments across the field. This data is further detailed on Page 17 of the full report.

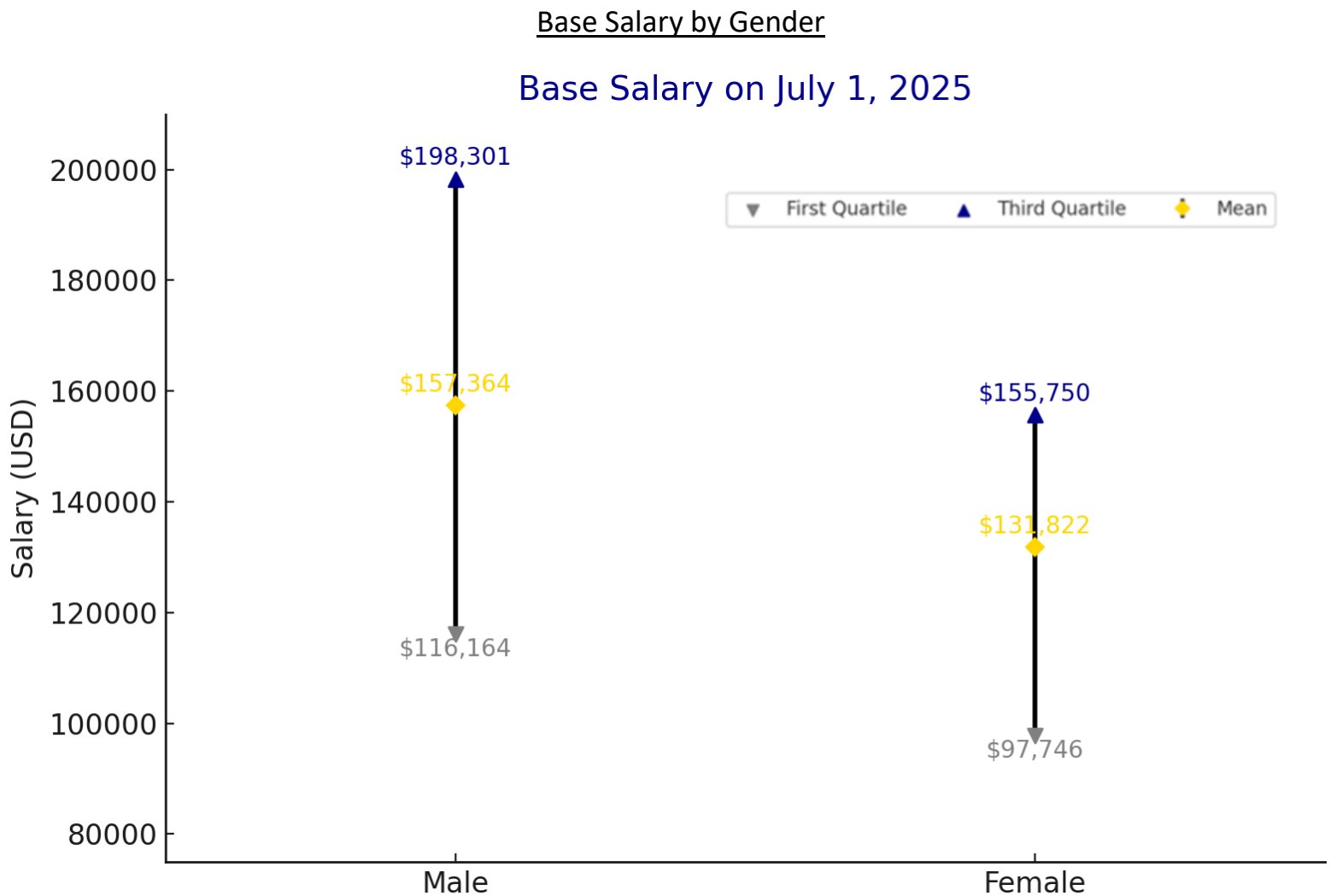
| Annual Base Salary (as of July 1, 2025) | |
|------------------------------------------------|-----------|
| Number of Responses | 208 |
| Mean (Average) | \$141,368 |
| First Quartile | \$100,705 |
| Median | \$126,353 |
| Third Quartile | \$170,250 |

2. **Workload and Professional Demands:**

The average workweek is 50.6 hours, underscoring the significant demands placed on leaders in congregational life. This data is further detailed on page 16 of the full report.

3. Gender Pay Gap Persists:

Despite high female representation (61%), women reported earning an average of \$131,822, only 83.8% of the average male salary (\$157,364). This trends with national data. This data is further detailed on Page 17 of the full report.

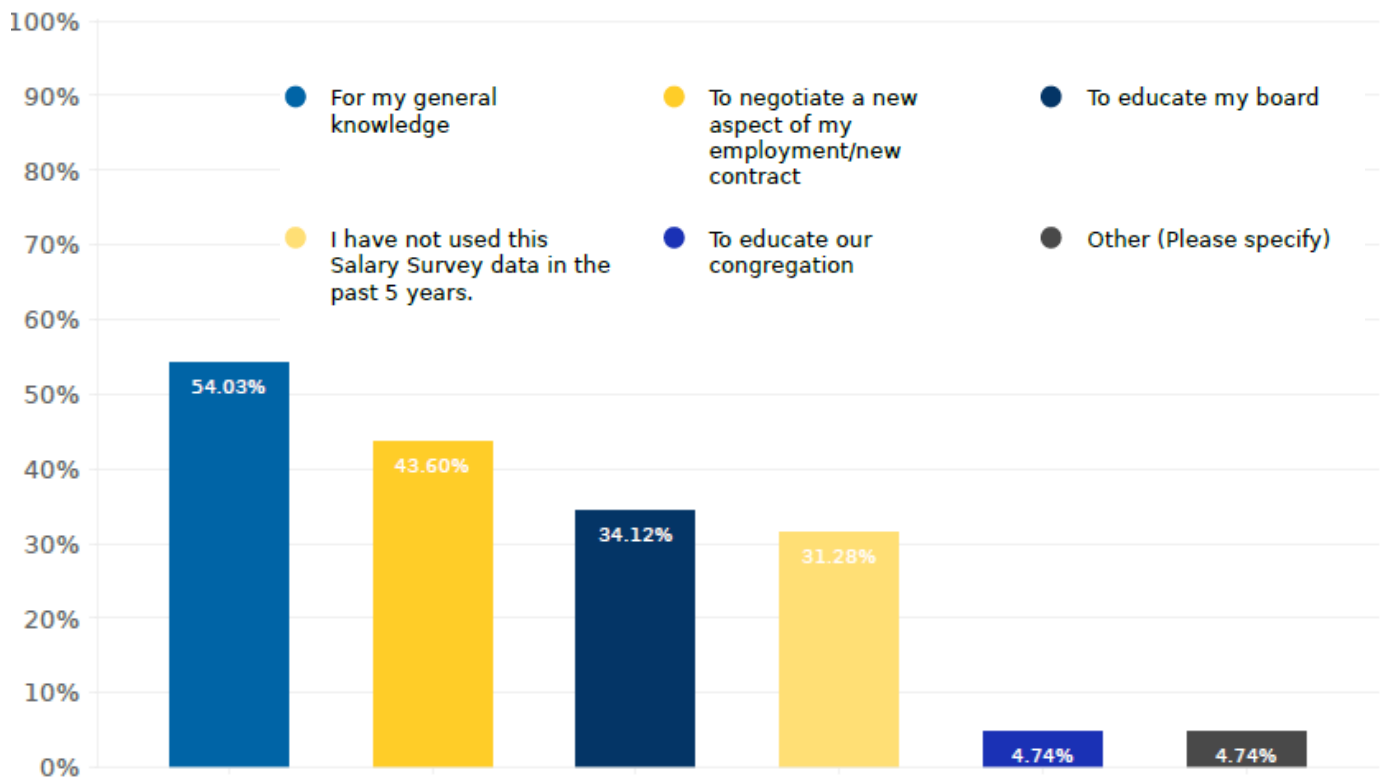


4. **High Levels of Responsibility and Complexity:**

Most respondents oversee multiple core functions (facilities, HR, membership, security, etc.) and directly or indirectly supervise dozens of employees and contractors. This data is further detailed on pages 42 and 43 of the full report.

5. **Broad Report Use and High Value Among Members:**

Nearly 70% of respondents reported using previous NATA Salary Survey data for negotiation, benchmarking, or general knowledge, confirming the survey's central role in supporting informed decision-making. This data is further detailed on page 12 of the full report.



Why This Matters to NATA Members:

For active NATA members, this report is more than a salary snapshot. It is a critical tool for:

- **Negotiating fair and competitive compensation** aligned with peers and responsibilities.
- **Understanding sector norms** in benefits, workload, and organizational structures.
- **Advocating for equity** in gender-based compensation and access to benefits.
- **Planning professional development and career progression** with accurate market insights.
- **Benchmarking for budgeting, recruitment, and retention**, especially amid rising costs and evolving employment expectations.
- **Supporting lay leadership** as they plan for the future infrastructure and stability of the congregation.

Why This Matters to Boards/Lay Leadership where NATA Member work:

For Boards and Lay Leadership, this report is more than compiled information. It is a critical tool for:

- **Planning for your congregation's future** by sharing insights into what motivates executive leadership, what employed leadership may be thinking about their future and budgeting for employment costs especially amid rising costs and evolving employment expectations.
- **Ensuring your congregation provides a fair, market-rate, and attractive compensation** to attract and retain the talent needed in an ever-changing, ongoing "crisis mindset" of many workplaces, especially smaller not for profit structures that typically struggle to hire at market rate.
- **Outlining employment agreement/contract elements** that are important to your top executives.
- **Understanding sector norms** in benefits, workload, and organizational structures.
- **Advocating for equity** in gender-based compensation and access to benefits.

The full version of the 2025 Salary Study report is available to NATA members or for purchase. Please contact the NATA office at nataoffice@natanet.org to inquire.

Thank You NATA membership



We appreciate your leadership in Temple Administration and the impact you make on ensuring congregations are led with best practices.

KEES (formerly Alford Executive Search) is a certified woman-owned nonprofit executive search firm dedicated to creating diverse teams with dynamic leadership in the nonprofit and public sectors. We offer a comprehensive range of services, including executive search, leadership development, compensation analysis, interim staffing, and HR support.

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