

2022-2023 Salary Survey— Executive Summary

conducted for the



AMERICAN CONFERENCE *of* CANTORS

Sacred music. Spiritual leadership. Jewish life.

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METHODOLOGY

The American Conference of Cantors (ACC) contracted with Association Research, Inc., (ARI) to conduct the 2022/2023 Salary Survey in August and September 2022. A link to the online questionnaire was e-mailed to 281 ACC members; 242¹ usable surveys were received, resulting in a response rate of 86.1%.

Nearly three-quarters of respondents (74.6%) indicate that they are a Senior or Solo Cantor, while 5.4% classify themselves as a Sole Spiritual Leader, 3.8% are an Assistant Cantor, and 3.3% say they are a Cantor/Rabbi. Additionally, Associate Cantors represent 2.9% of the sample, 2.5% are Cantor/Educators, Retirees/Those not working as a Cantor represent 1.2% of the sample, and 6.2% fall into the Other category. More than eight in 10 (82.3%) hold a full time pulpit position, while 17.7% indicate they are in a limited service position and work less than full time.

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

Survey Revisions

The 2022-2023 survey comprised revisions made to the 2019-2020 survey instrument with an effort to make the report results more inclusive and easier to understand. The demographic questions were moved to the front of the survey, and numerous questions were added to the demographic section to more comprehensively reflect the ACC membership. The benefits questions were revamped to make it easier to report. Some questions were expanded while others were streamlined; all of these changes were intended to facilitate the survey response as well as analysis.

As mentioned above, the demographic questions in the 2022-2023 survey have been significantly broadened in that additional detail is asked concerning gender with options of: woman, female or feminine; cisgender woman (you identify as the gender you were assigned at birth); transgender woman, female or feminine; transgender man, male or masculine; man, male or masculine; cisgender man (you identify as the gender you were assigned at birth); non-binary; genderqueer; gender expansive; prefer to self-describe; prefer not to answer. The breakouts for the tables in this report for this question were recoded to be a *check only one answer* format with three categories: female identifying, male identifying, and prefer not to answer and/or nonbinary. The percentages for the original *check all that apply* responses are available in this report as well as in the detailed tables. It is ACC's intention to continue to prioritize and further equitable data collection and reflection.

Note that for respondents who indicated that they are Retired, only demographic data was reported. Finally, the data reported by clergy positions that represent fewer than 1% of survey respondents has been removed from this report.

Report Format

A summary of the findings of the 2022-2023 survey are included in this report. The demographics of survey respondents and congregations are presented and graphically illustrated. Base salary, total annual compensation, and benefits received or reimbursed for during the year 2022-2023 are provided and illustrated based on various organizational and individual variables. Since salary and compensation values for full time vs. limited service cantors are not comparable, and given the relatively small number of respondents in the limited service category, compensation and benefits data are presented and illustrated mostly for full time pulpit positions.

¹ Data from respondents who are in clergy positions that represent less than 1% of the respondents have been omitted from this report.

Terms & Definitions

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

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

Base salary excludes all forms of compensation other than defined annual salary (including parsonage/housing allowance). Benefits of all kinds (healthcare & other insurance, retirement, auto, cell phone, etc.), which are provided by the employer are *not* included. **Total compensation** package includes base salary plus the aggregate value of all benefits.

Using This Report for Salary Comparison

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

More specifically, an individual's compensation depends on *numerous* factors, including pulpit position, experience, tenure, congregational affiliation, and congregation size. To illustrate this point, for the 2022-2023 year, the average base salary reported for all 194 full time respondents who reported this data (sole spiritual leader, senior or solo cantor, associate cantor, assistant cantor, cantor/educator, cantor/rabbi, and other) is \$157,491; the median salary is \$142,860. One-quarter of all respondents earn less than \$120,270 (first quartile), and three-quarters earn less than \$187,144 (third quartile). Nevertheless, respondents with more than 25 years as an ordained/certified cantor (35 respondents) average \$165,025 in base salary, and those at congregations with the most households (more than 1,000) average \$208,042. Moreover, female-identifying cantors earn, on average, \$148,479 or 85.7% of their male-identifying counterparts' average base salary.

GENERAL OBSERVATIONS

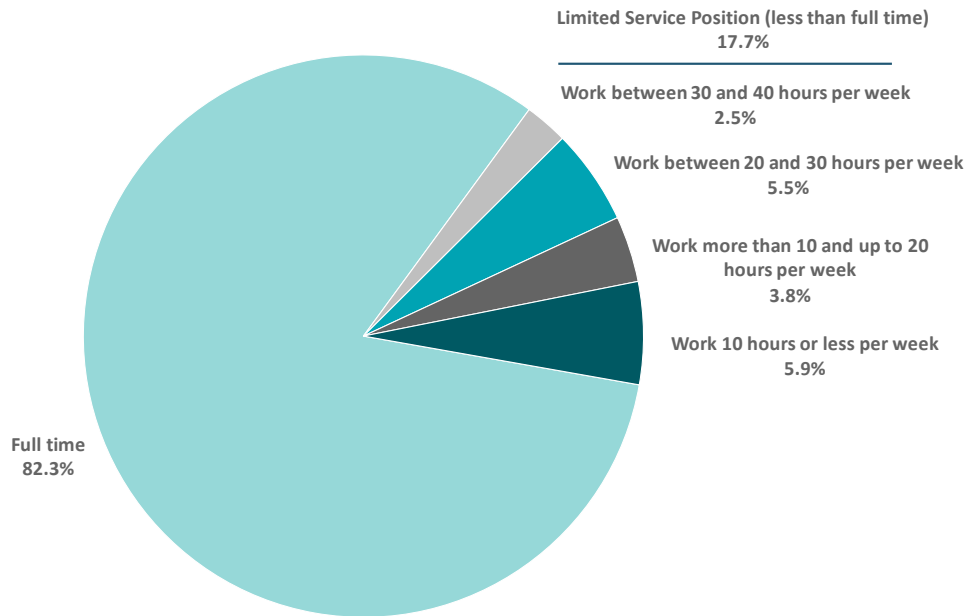
- Levels of compensation for full time cantors vary by individual as well as by congregational characteristics, including tenure, current position, years as an ordained/certified cantor, congregational affiliation, and congregation size (number of households).
- Nearly three-quarters of all respondents (74.6%) are senior or solo cantors. The average base salary (including parsonage/housing allowance) for full time senior/solo cantors who reported compensation (154 respondents) is \$163,665.
- In terms of average base salary, a full time female identifying cantor will earn 85.7% of her male identifying counterpart's salary in 2022-2023, basically unchanged from the gap that was reported in 2019-2020 (85.5%).
- Experience, as measured by the number of years as an ordained/certified cantor, played an important role in determining full time compensation. In general, the average base salary reaches its highest level among those who have been ordained for 16-25 years (\$171,919), This compares with just \$116,027 among those with 0-3 years. However, this average slips to \$165,025 among those with more than 25 years of experience.
- The average salary for full time respondents at URJ affiliated congregations was almost \$30,000 higher than those affiliated with USCJ/Reconstructing Judaism. It was also higher than reported among those at unaffiliated congregations (almost \$10,000) or those in the Other (more than \$50,000) affiliation category. However, sample sizes are small for all categories other than those affiliated with URJ.
- Cantors working in larger congregations, based on the number of households, report significantly higher salaries than those working in smaller congregations. The average full time base salary ranges from \$101,010 for those with 250 households or less to \$208,042 for respondents with more than 1,000 households; however, there are only 10 respondents reporting for the smallest congregation size.
- Cantors working full time in congregations located in urban areas earned more, on average, in both base salary and total compensation than those working in suburban areas.
- More than half of all respondents (55.9%) report paying both the Employer and Employee portions of FICA. More than four in 10 (41.0%) say that while they pay both portions, their congregation reimburses them for the Employer portion.
- The majority of all respondents (55.6%) say that their congregation contractually gives them vacation time, and that their sick time is governed by their employment manual. About one-third (32.8%) say that vacation and sick time are both part of their contract. A very small percentage (6.0%) do not have vacation or sick time, with a slightly smaller percentage (5.6%) saying that their congregation tracks all time off as PTO and is enumerated in their contract or employment manual.
- More than eight in 10 (82.0%) full time cantors have a medical insurance benefit plan that is paid for at some level by their employer with 47.1% saying it is paid for in full by the employer.
- The majority of full time respondents (86.7%) receive an employer retirement plan contribution, and a slightly lower proportion (85.1%) are reimbursed for or receive a professional dues allowance, with 81.0% receiving a convention/conference allowance.

- More than three-quarters of full time respondents are reimbursed for or receive an allowance for professional development and voice lessons (75.9% and 75.4%, respectively).
- More than six in 10 (62.0%) full time respondents indicate that it is customary for clergy to take paid sabbatical leave after an average of 7.9 years. Nearly two-thirds (65.8%) of full time respondents say that they are not contractually entitled to take a sabbatical. However, those who have this provision in their contract say the average length of sabbatical is 13 weeks.
- More than eight in 10 full time respondents (81.7%) indicate being contractually entitled to vacation, the average length of which is 5 weeks in a 12-month period, while 43.5% have a provision in their contract to take sick time with an unspecified number of days. Full time respondents are less likely to report that they have some combination of paid time off in their contract (an average of which is 29 days or 5 weeks), with 17.7% saying so. A slightly smaller proportion reports that their contract specifies sick time (16.7%) with an average of 13 days.
- Nearly two-thirds (63.9%) of full time respondents have parental leave specified in their contracts, and nearly all of these respondents (98.1%) said this type of leave is paid. Respondents are less likely to report having family leave (40.0%), but it is very common for this type of leave to be paid as well, with 93.1% saying so.
- Almost two-thirds of all respondents employed under a multi-year contract expect a salary increase in the next 12 months, more than half of whom (57.4%) say this will be a predetermined percentage (at an average of 3.0%). Just under one-quarter (24.3%) expect a predetermined amount (an average of \$6,805), and 18.2% say it will be tied to a cost of living increase.

RESPONDENT CHARACTERISTICS

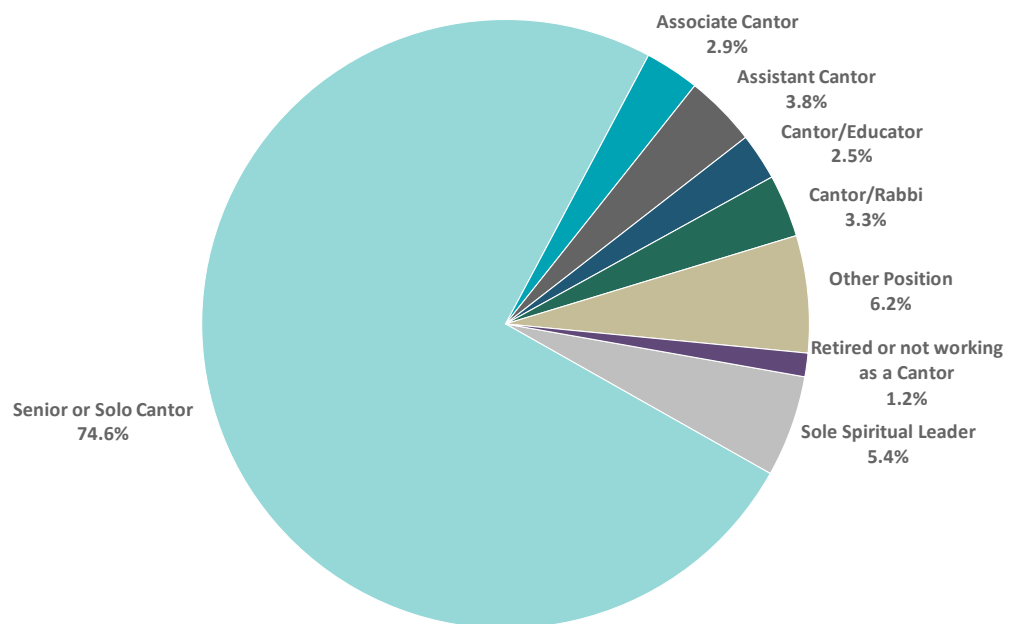
The report uses two sets of demographic questions to understand and identify factors correlated with compensation levels. Individual characteristics include current position, pulpit position description (full time or limited service), years at current congregation, type of compensation package, congregational affiliation, years as an ordained/certified cantor, and gender identification. Congregational characteristics include region, size of the congregation (number of households), type of location (urban/rural/other setting), and growth of congregation membership, and are used to describe the synagogue/temple where the respondent is employed.

PULPIT POSITION DESCRIPTION



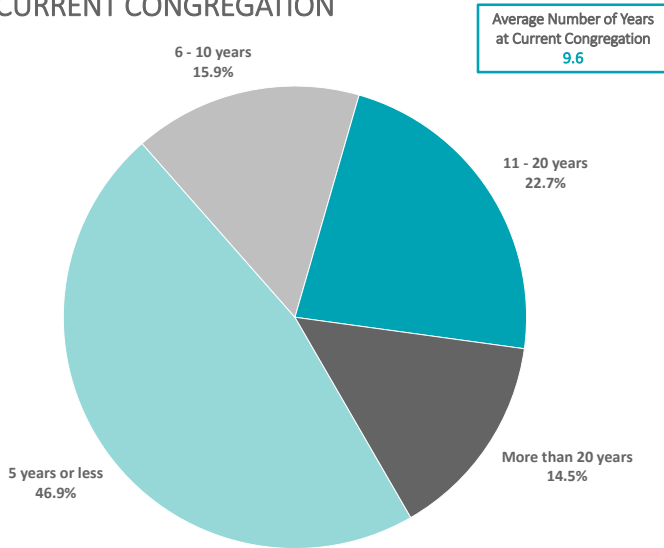
Source: 2022/2023 ACC Salary Survey

CURRENT POSITION



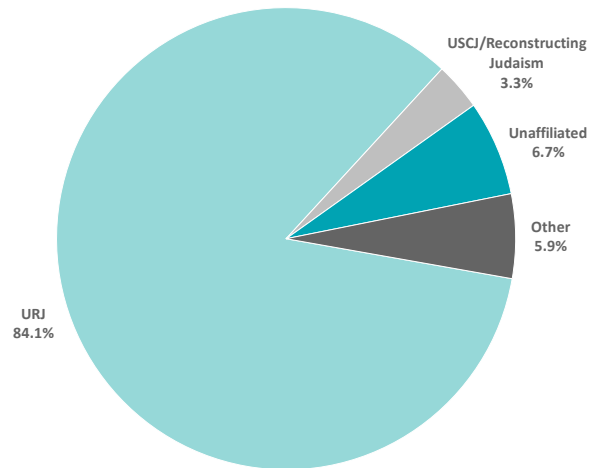
Source: 2022/2023 ACC Salary Survey

YEARS AT CURRENT CONGREGATION



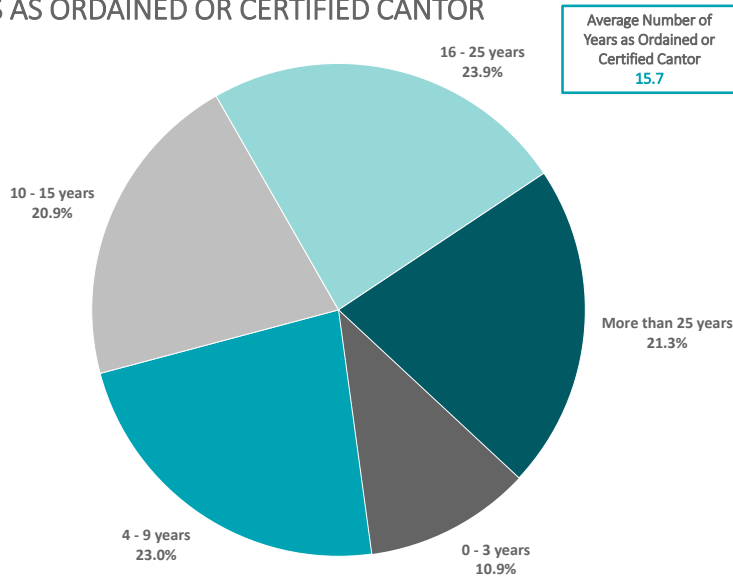
Source: 2022/2023 ACC Salary Survey

CONGREGATIONAL AFFILIATION



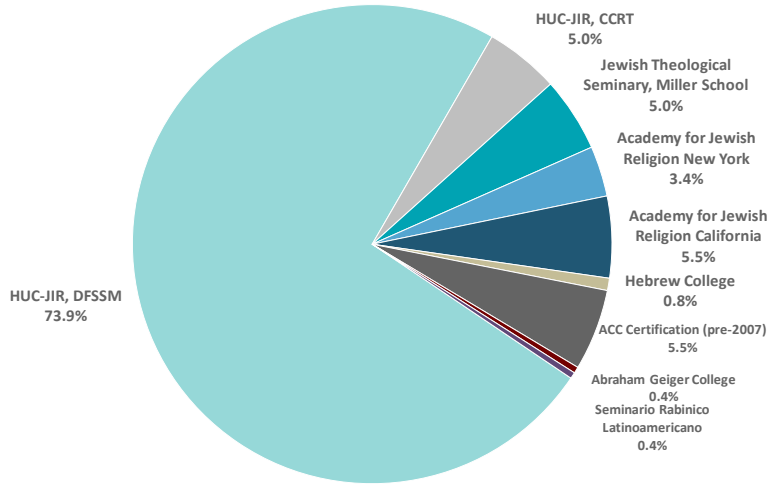
Source: 2022/2023 ACC Salary Survey

YEARS AS ORDAINED OR CERTIFIED CANTOR



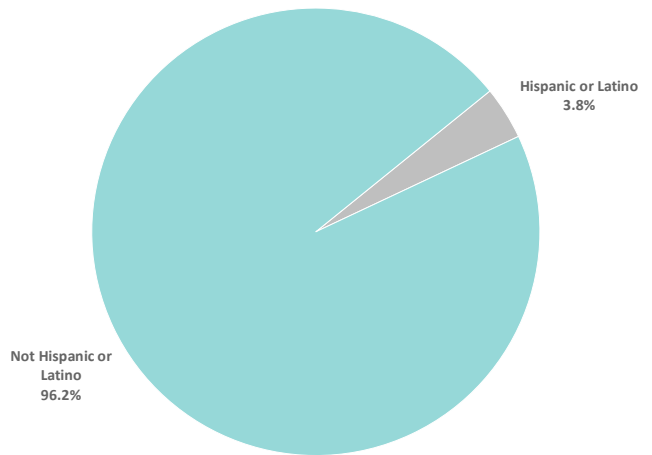
Source: 2022/2023 ACC Salary Survey

PROGRAM ATTENDED



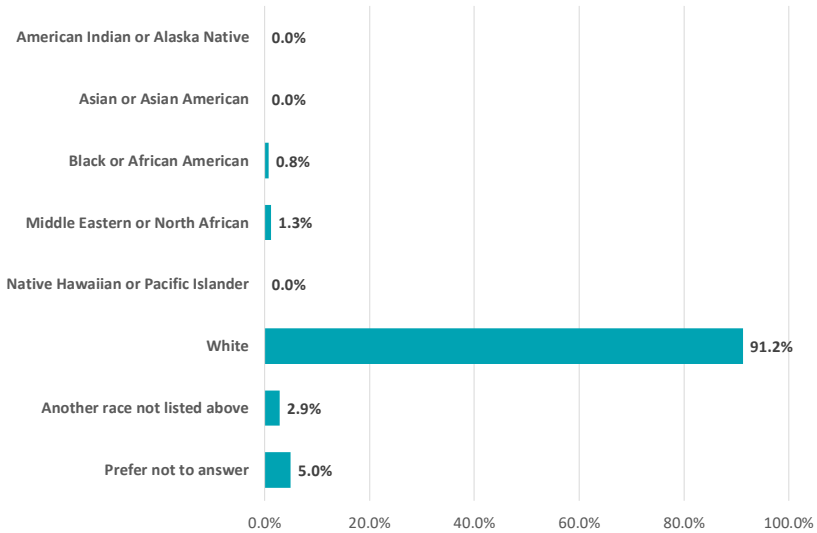
Source: 2022/2023 ACC Salary Survey

HISPANIC ORIGIN



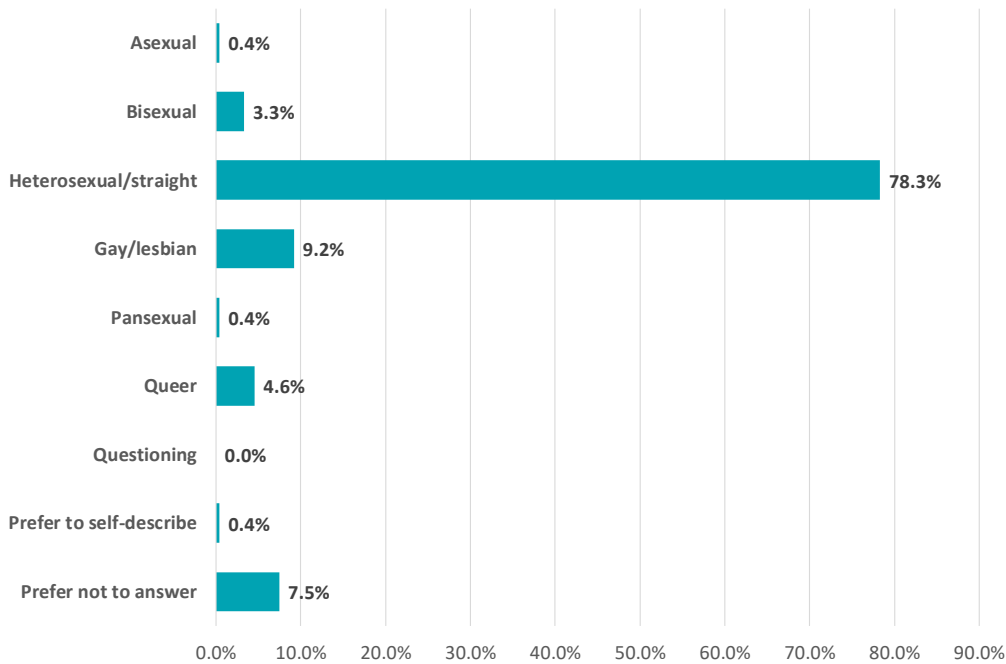
Source: 2022/2023 ACC Salary Survey

ETHNICITY/RACE



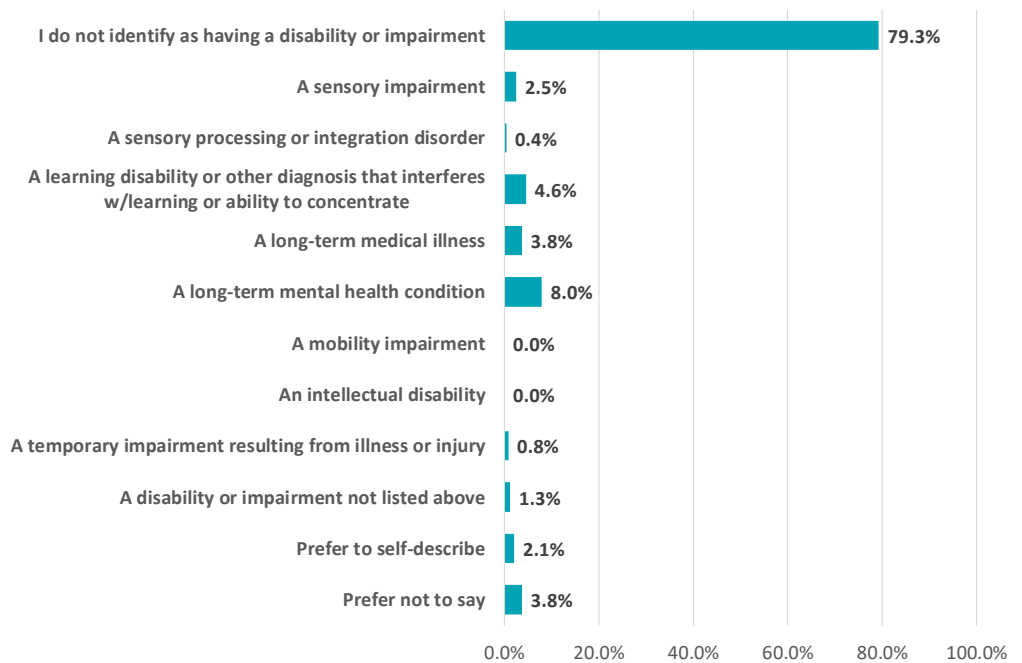
Source: 2022/2023 ACC Salary Survey

SEXUAL IDENTITY



Source: 2022/2023 ACC Salary Survey

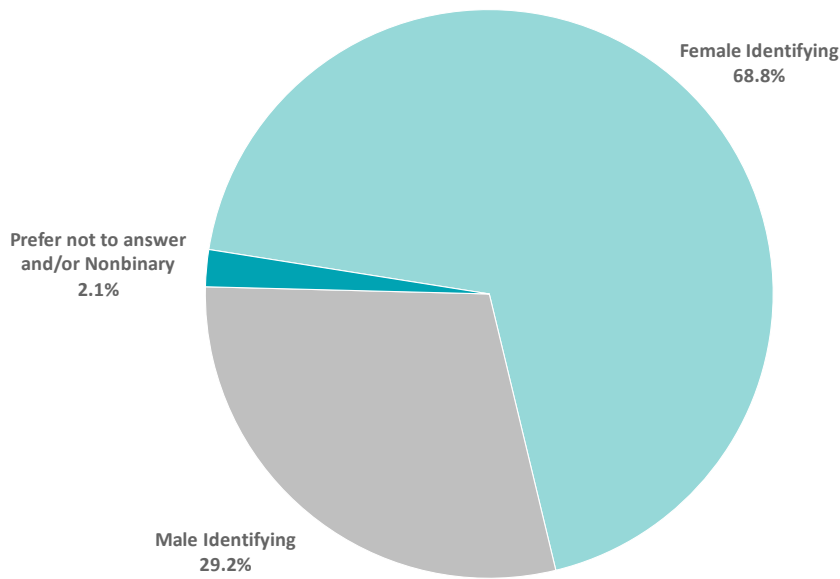
DISABILITY STATUS



Source: 2022/2023 ACC Salary Survey

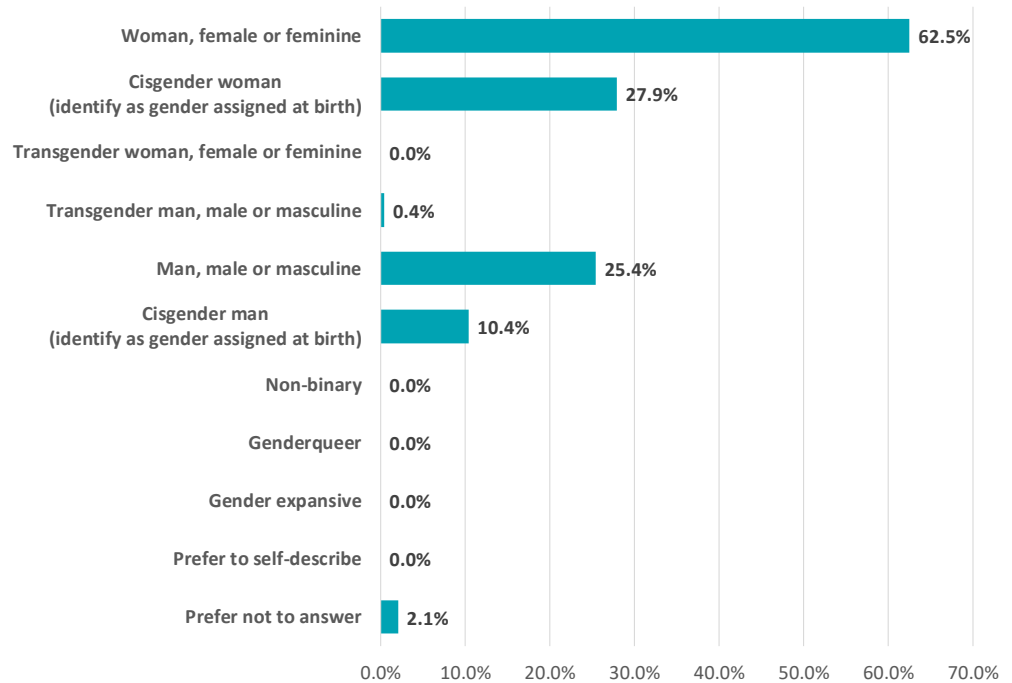
The vast majority of respondents hold full time pulpit positions (82.3%). More than three-quarters (74.6%) are senior or solo cantors, are affiliated with URJ (84.1%), and 73.9% attended HUC-JIR, DFSSM. Nearly half have been at their current congregations for 5 years or less (46.9%) while 14.5% have been at their current congregation for more than 20 years. Nearly one-quarter (23.9%) have been an ordained or certified cantor for 16-25 years, and a proportion nearly as large (21.3%) have been ordained or certified for longer. Nearly eight in 10 (78.3%) say they are heterosexual or straight. The vast majority of respondents are not Hispanic or Latino (96.2%) and most say they do not identify as having a disability or impairment (79.3%).

GENDER



Source: 2022/2023 ACC Salary Survey

GENDER



Source: 2022/2023 ACC Salary Survey

Respondents were asked to indicate with which they most identify: woman, female or feminine; cisgender woman (you identify as the gender you were assigned at birth); transgender woman, female or feminine; transgender man, male or masculine; man, male or masculine; cisgender man (you identify as the gender you were assigned at birth); non-binary; genderqueer; gender expansive; prefer to self-describe; prefer not to answer. The gender question was a multi-response question but was re-grouped as a “check only one” response in order to be used for breakouts in the tables. Based on these re-grouped responses, more than two-thirds of respondents (68.8%) identify as female. Respondents are far less likely to identify as male (29.2%), and 2.1% preferred not to answer the question and/or were non-binary. It is ACC’s intention to continue to prioritize and further equitable data collection and reflection.

Given the small number of respondents in the limited service position categories, it is more efficient, statistically, to combine these four categories into one category for compensation and benefits comparisons. This combined limited service category represents 17.7% of the respondent pool.

Respondent Characteristics Summary

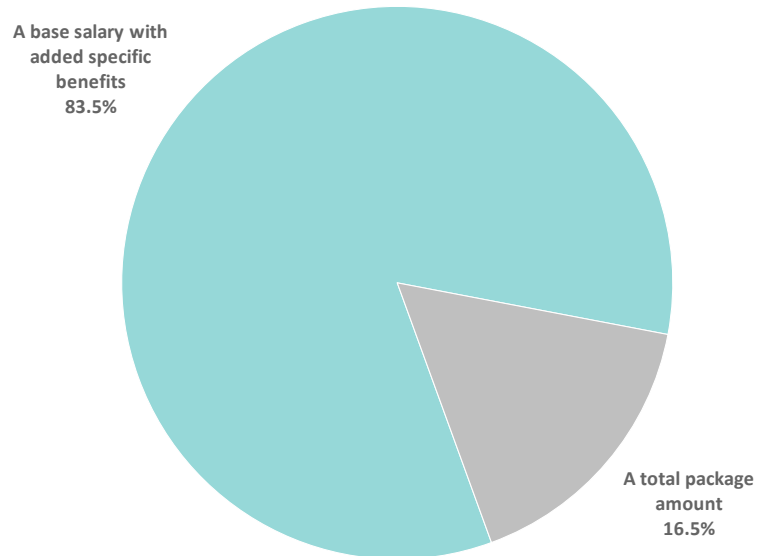
	<u>Full Time</u>	<u>Limited Service</u>	<u>All Respondents</u>
Individual Characteristics			
Gender:			
•Female-identifying	65.1%	85.7%	68.8%
Years in current congregation (mean)	9.8	8.8	9.6
Years as ordained/certified cantor (mean)	14.6	19.6	15.7
Current Position:			
•Senior or Solo Cantor	79.5%	57.1%	74.6%
Congregational Affiliation:			
•URJ	87.1%	73.8%	84.1%
Program Attended:			
•HUC-JIR, DFSSM	75.6%	66.7%	73.9%
Congregation Characteristics			
Congregation Size (mean number of households)	852.2	289.0	760.8
Location Type:			
•Suburban	60.6%	73.8%	62.2%
Congregation Membership:			
•Growing	24.2%	21.4%	23.8%

Overall, responding cantors have spent an average of 9.6 years in his/her current congregation. They also have an average of 15.7 years as an ordained/ certified cantor.

COMPENSATION VARIABLES

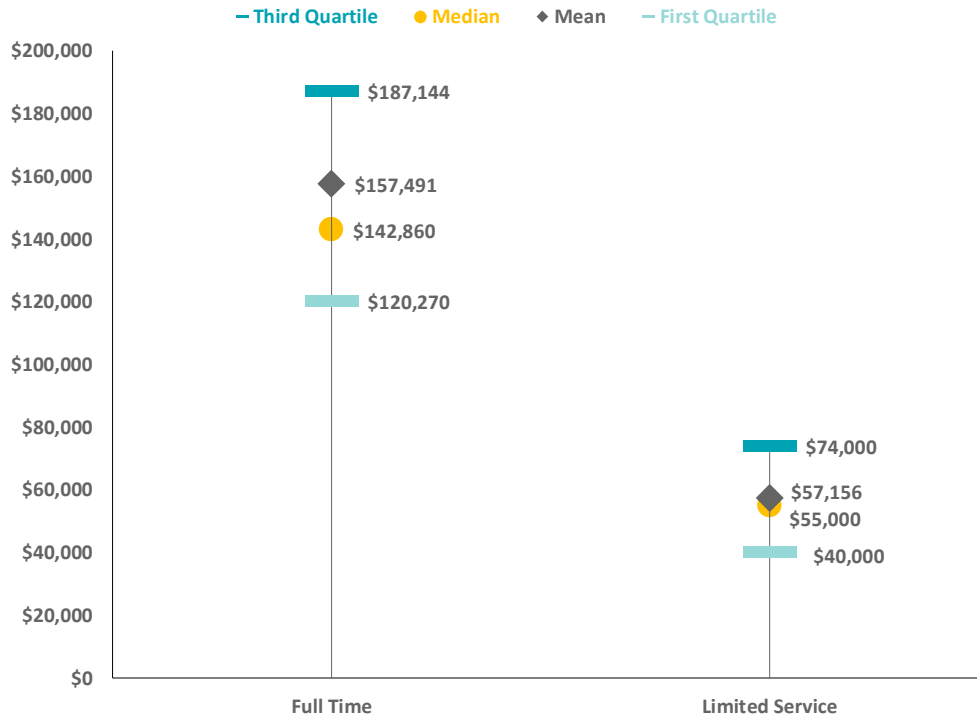
Almost all demographic variables—individual and congregational characteristics—exert some influence on compensation levels. While some characteristics are clearly more primary, universal, and important than others (e.g., gender identification, region, years as ordained/certified cantor, tenure and congregation size), all of the characteristics have some effect. It is the composite of characteristics—with different weights—that constitutes a valid compensation benchmark in determining fairness, appropriateness and comparability.

TYPE OF COMPENSATION



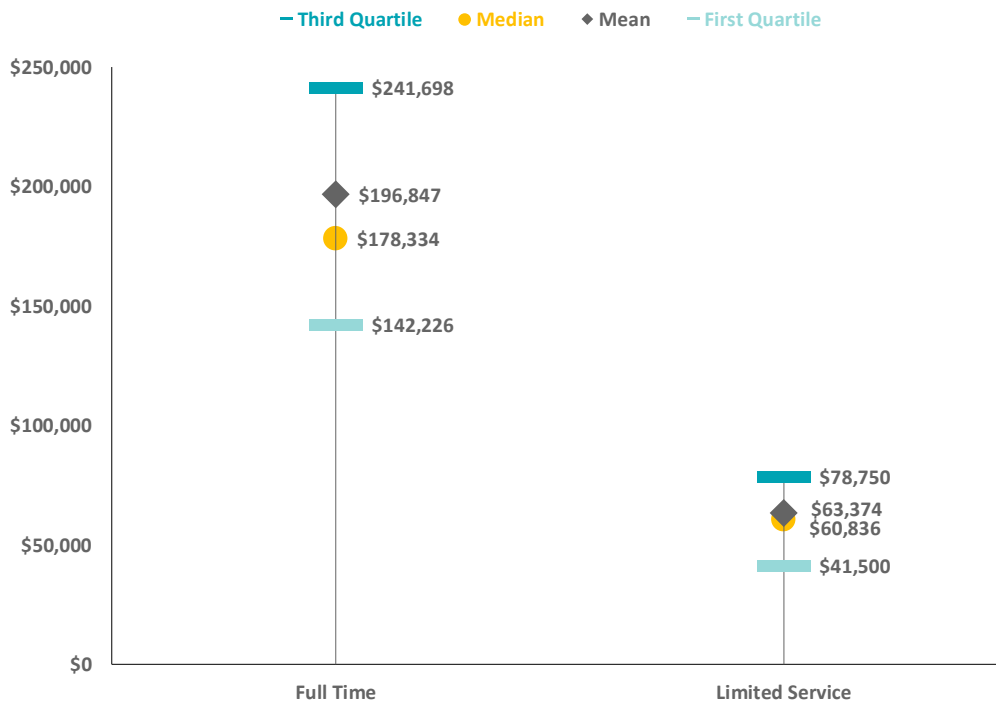
Source: 2022/2023 ACC Salary Survey

BASE SALARY BY PULPIT POSITION DESCRIPTION



Source: 2022/2023 ACC Salary Survey

TOTAL COMPENSATION BY PULPIT POSITION DESCRIPTION



Source: 2022/2023 ACC Salary Survey

Overall—The Big Picture

The average base salary reported for 194 full time pulpit respondents for the 2022-2023 survey is \$157,491, and the average value of the total annual compensation package among 182 full time pulpit respondents is \$196,847. These figures reflect increases of 1.4% and 1.9% in base salary and total compensation, respectively, over the 2019-2020 survey. In comparison, the average salary for 39 limited service pulpit respondents (those who work less than full time) is \$57,156 and the average value of the total annual compensation for 38 respondents is \$63,374. These figures also represent increases over the figures reported in the 2019-2020 survey—3.6% and 5.3%, respectively.

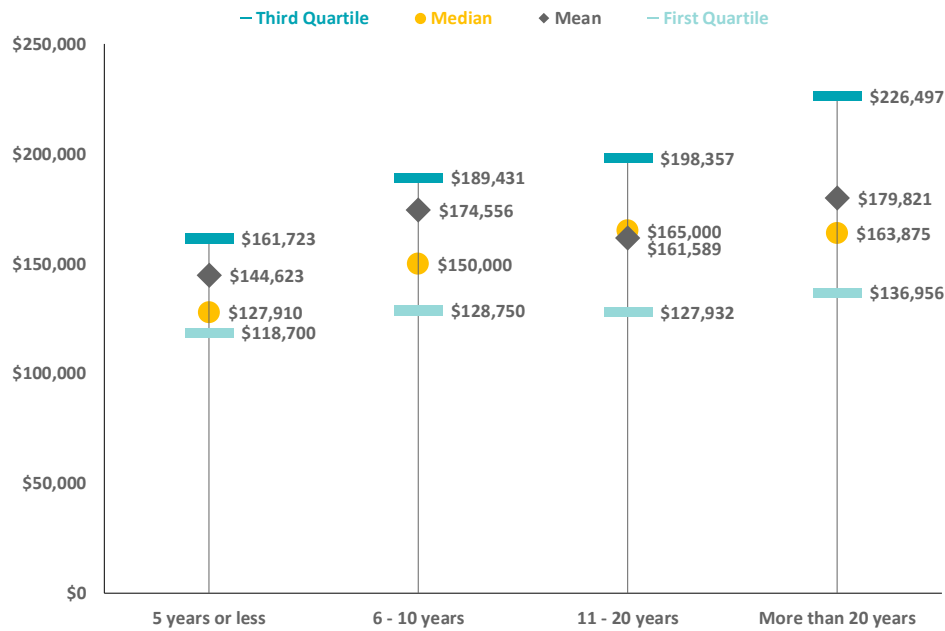
When asked about the form of compensation they receive from their employer, 83.5% of all respondents indicate they receive a base salary (including parsonage/housing allowance) with added specific benefits, while 16.5% indicated they receive a total package amount from which it is their discretion how those funds may be used (to purchase select benefits).

NOTE: Because of the relatively small number of respondents (39) who reported working in limited service pulpit positions, and given the variability in the number of hours worked by these cantors, compensation and benefits results for this category are not presented in detail in the report. A summary table showing base salaries for the 39 limited service respondents broken out by the number of hours worked per week is below. Please use caution when reviewing the limited service data. The All Limited Service Respondents data are based on combining the four limited service categories.

	Base salary (including parsonage/housing allowance) for the 2022-2023 year		
	Number of Respondents	Mean	Median 50%
All Limited Service Respondents	39	\$57,156	\$55,000
Limited service position - work 30-40 hours per week	5	\$89,038	\$84,000
Limited service position - work 20-30 hours per week	13	\$67,914	\$60,000
Limited service position - work 10-20 hours per week	9	\$48,319	\$43,900
Limited service position - work 10 hours or less per week	12	\$38,846	\$37,572

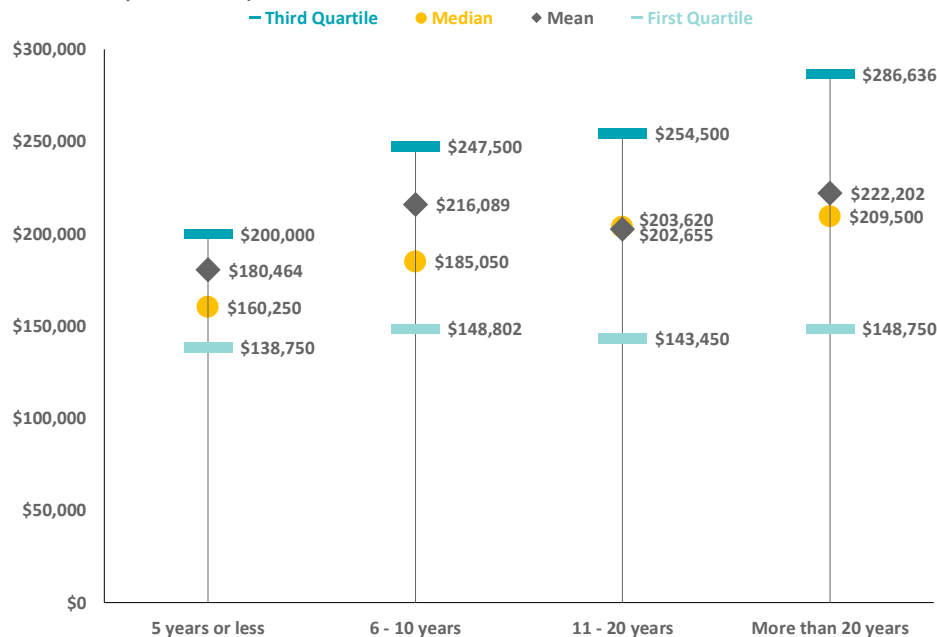
Compensation and Individual Characteristics

BASE SALARY BY YEARS AT CURRENT CONGREGATION (Full Time Pulpit Position)



Source: 2022/2023 ACC Salary Survey

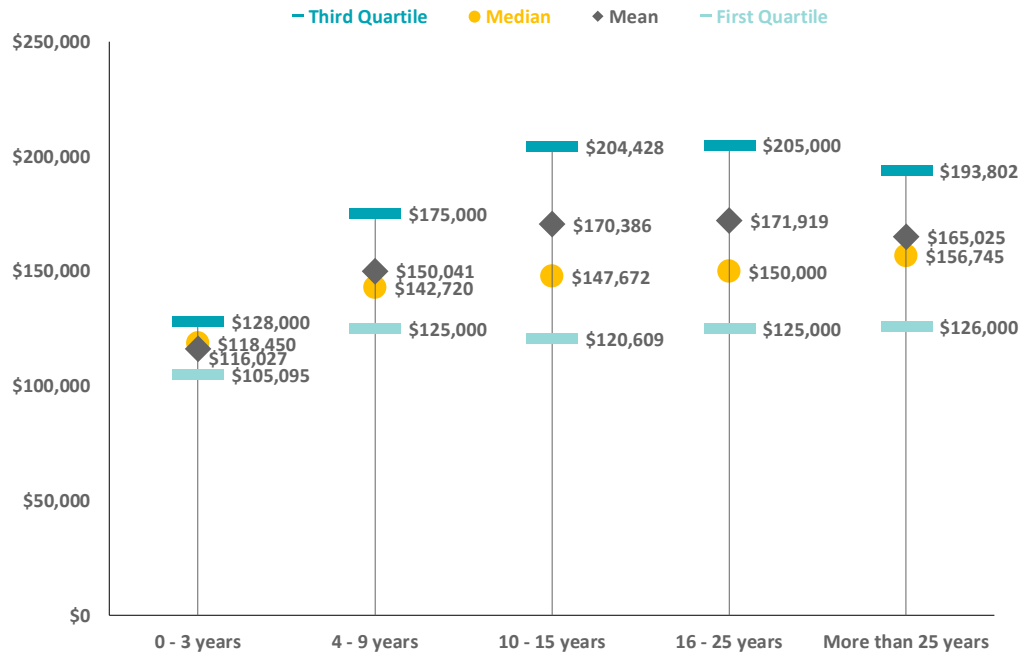
TOTAL COMPENSATION BY YEARS AT CURRENT CONGREGATION (Full Time Pulpit Position)



Source: 2022/2023 ACC Salary Survey

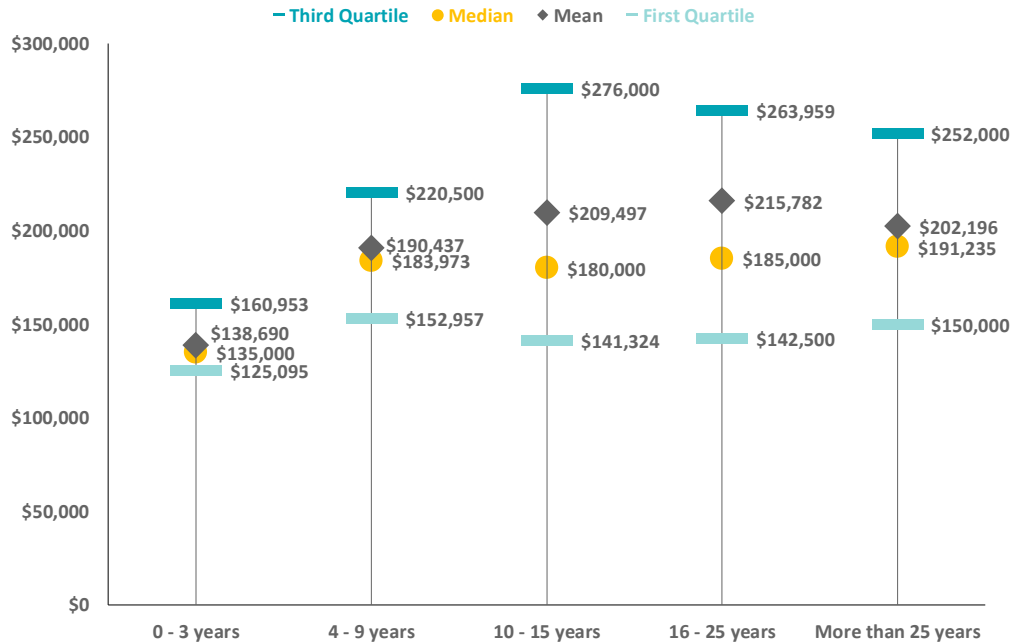
Tenure — In general, total annual compensation and base salary increase with tenure (the number of years spent at the current congregation). Full time cantors who have been on the job at the same congregation for more than 20 years earn more than \$41,000 in average total compensation than those with 5 years or less of tenure. However, the average total compensation among those cantors with 11-20 years at their current congregation is lower by more than \$13,000 when compared with their colleagues with 6-10 years at their congregation. The average base salary follows the same trends; the most tenured respondents outearn their least tenured respondents by more than \$35,000, and those with 11-20 years at their current congregation report a lower average base salary by almost \$13,000 when compared with those with 6-10 years of service.

BASE SALARY BY YEARS AS ORDAINED/CERTIFIED CANTOR (Full Time Pulpit Position)



Source: 2022/2023 ACC Salary Survey

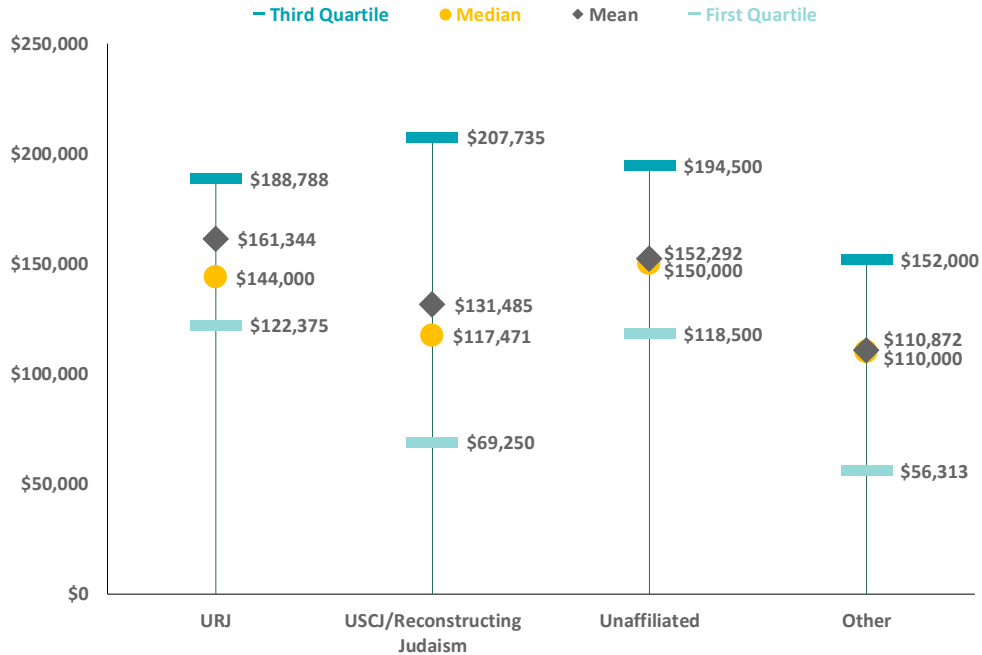
TOTAL COMPENSATION BY YEARS AS ORDAINED/CERTIFIED CANTOR (Full Time Pulpit Position)



Source: 2022/2023 ACC Salary Survey

Experience — Both average base salary and total annual compensation reach a maximum level at 16-25 years as ordained/certified cantor. Specifically, full time respondents who were ordained/certified 16-25 years ago report total compensation of \$215,782, on average, while those who were ordained/certified prior to then report total average compensation of \$202,196. Similarly, base salary reaches a maximum average of \$171,919 among those with 16-25 years as an ordained/certified cantor, while dropping to \$165,025 among those who were ordained or certified more than 25 years ago.

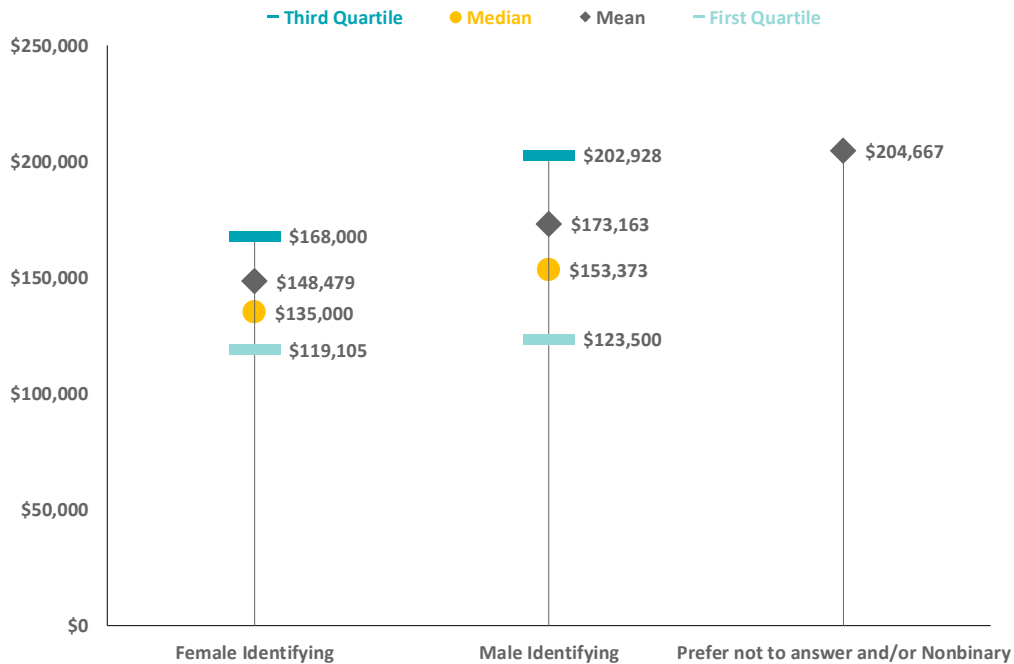
BASE SALARY BY CONGREGATIONAL AFFILIATION (Full Time Pulpit Position)



Source: 2022/2023 ACC Salary Survey

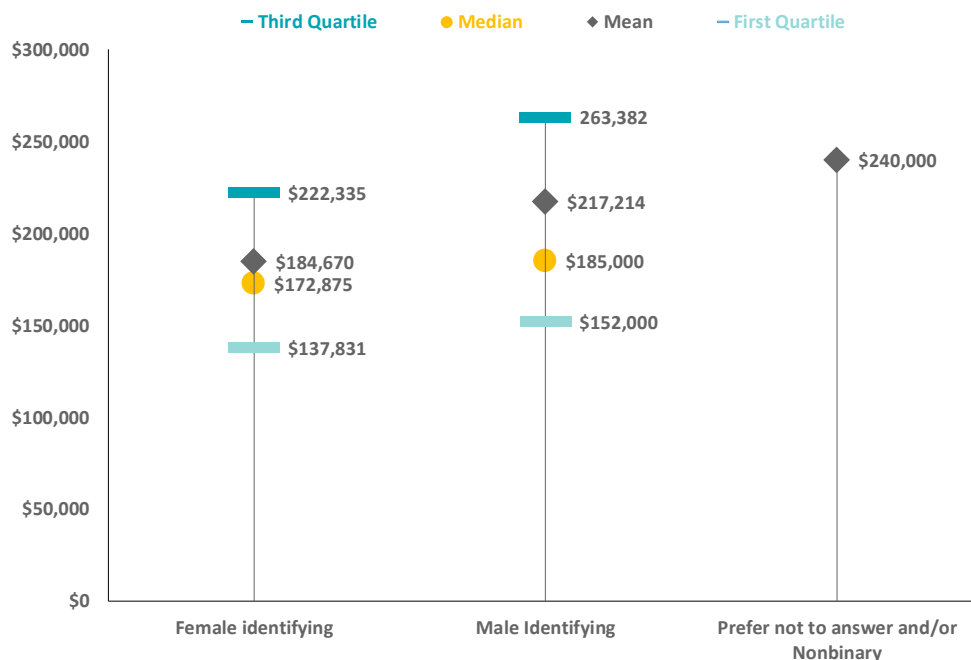
Congregational Affiliation — Full time cantors at URJ affiliated congregations report a higher base salary on average (\$161,344) when compared with other categories (although all other categories are represented by small sample sizes).

BASE SALARY BY GENDER (Full Time Pulpit Position)



Source: 2022/2023 ACC Salary Survey

TOTAL COMPENSATION BY GENDER (Full Time Pulpit Position)



Source: 2022/2023 ACC Salary Survey

		Female Identifying*	Male Identifying*	Gender Pay Gap
2022	Average Base Salary	\$148,479	\$173,163	85.7%
	Average Total Comp	\$184,670	\$217,214	85.0%
2019	Average Base Salary	\$146,195	\$170,975	85.5%
	Average Total Comp	\$178,325	\$218,238	81.7%
2016	Average Base Salary	\$129,289	\$149,504	86.5%
	Average Total Comp	\$160,028	\$195,846	81.7%

*Note that survey breakouts prior to 2022 categorized genders as "male" and "female."

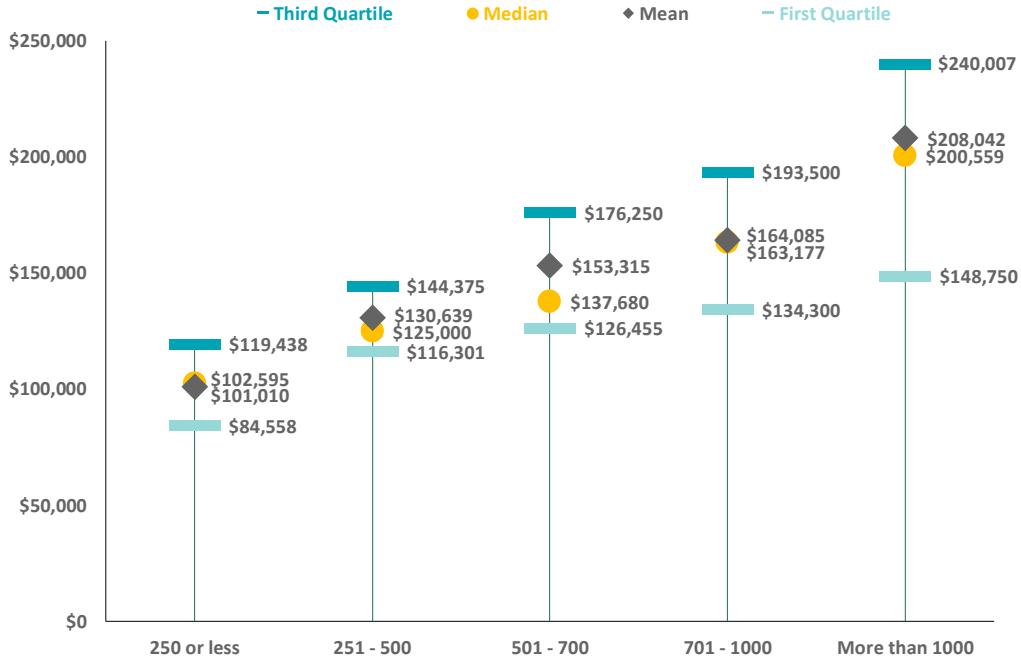
Gender — Female identifying cantors in 2022 in full time positions earn, on average, \$148,479, which is 85.7% of the salary earned by their male-identifying counterparts. The pay gap between female and male identifying cantors for base salary is essentially unchanged from the pay gaps observed in 2019 (85.5%) and 2016 (86.5%)². The gender pay gap for total compensation improved some this year, where female total compensation is 85.0% of the male counterparts, compared to 81.7% in both 2019 and 2016. While the mean base salary among respondents who are in the prefer not to answer and/or nonbinary category (\$204,667) exceeded that reported by the other two categories, the sample size is very small (three) and the results should be interpreted with caution.

² Note that prior survey breakouts categorized genders as "male" and "female."

Compensation and Congregation Characteristics

BASE SALARY BY CONGREGATION SIZE

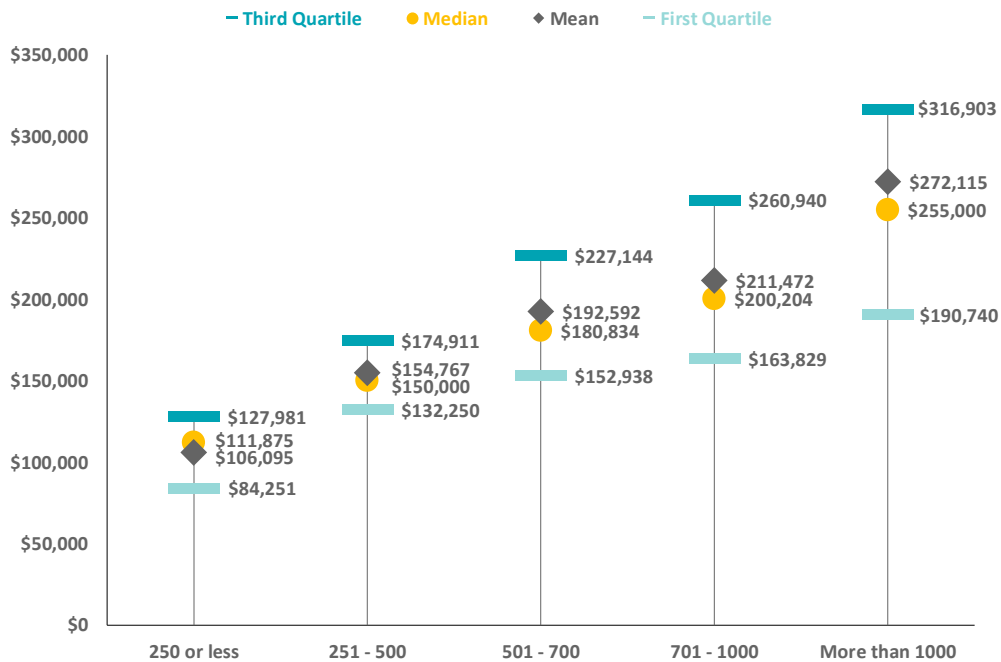
(Full Time Pulpit Position)



Source: 2022/2023 ACC Salary Survey

TOTAL COMPENSATION BY CONGREGATION SIZE

(Full Time Pulpit Position)



Source: 2022/2023 ACC Salary Survey

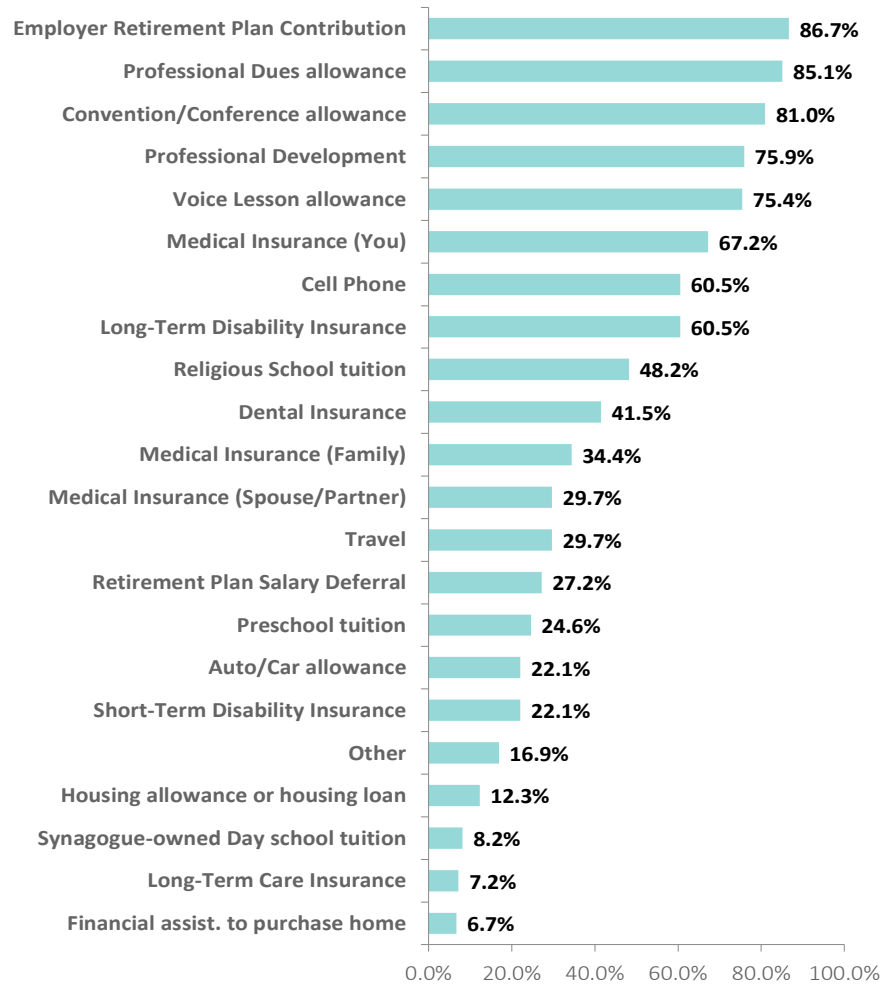
Congregation Size — Both average annual base salary and total compensation increase with congregation size as measured by the number of households. Full time respondents serving in the largest congregations (more than 1,000 households) earn a base salary premium of \$43,957 over those serving in the second-largest congregations (701-1,000 households). The premium in total compensation between the same two size categories is even greater at just over \$60,000.

BENEFITS

Benefits are part of the compensation package that a cantor receives from the employer, whether the employer pays for them in full or the cantor pays and is reimbursed for, and can include retirement plan contributions, health insurance benefits, certain types of insurance, and various other allowances.

Benefits

BENEFITS RECEIVED OR REIMBURSED - 2022 (Full Time Pulpit Position)



Source: 2022/2023 ACC Salary Survey

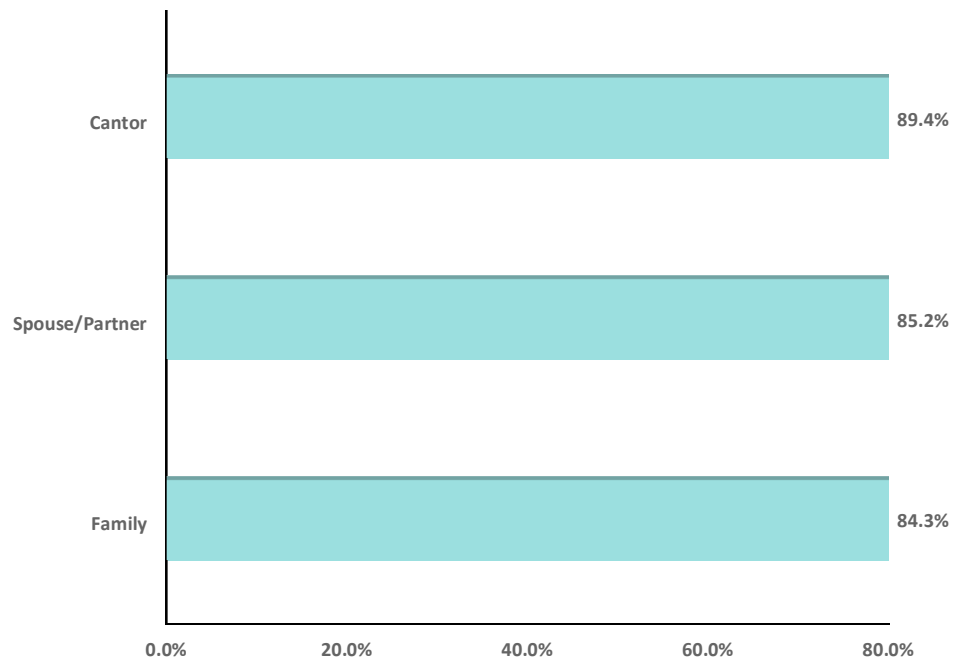
The proportion of full-time cantor respondents indicating that employer retirement plan contribution is available to them fell slightly, from 89.8% in 2019 to 86.7% in 2022. However, this proportion still exceeds the 85.6% who reported the same in 2016. A proportion nearly as large reports receiving professional dues allowance (85.1%), but this also has slipped from 87.8% in 2019.

The proportions receiving other benefits, however, has risen in the past three years. A higher proportion of cantors reported receiving convention/conference allowances (81.0%), professional development (75.9%) and voice lesson allowances (75.4%) than those who reported the same three years ago. More than six in 10 receive a cell phone (60.5%) and long-term disability insurance (60.5%), and congregations are also more likely to provide dental insurance (41.5%) and travel (29.7%) than they were in 2019.

Respondents are least likely to report receiving financial assistance in the purchase of a home in the form of a gift/benefit (6.7%), long-term care insurance (7.2%), and synagogue-owned Day school tuition (8.2%).

PERCENT OF HEALTH BENEFITS PAID BY EMPLOYER

(Full Time Pulpit Position)



Source: 2022/2023 ACC Salary Survey

The proportion of full time respondents who report that their employer pays a percentage of, or all of, the health insurance benefits indicate that the percent of health insurance benefits covered by the employer is somewhat similar, regardless of whether these benefits are for the cantor (89.4%), their spouse/partner (85.2%), or their family (84.3%).