

CCAR explanation for Har Shalom members

Some of you may have heard reference to a salary figure of \$98,900 for a full-time rabbi. That number comes from a salary survey that CCAR, the Central Conference of American Rabbis, did with the Union for Reform Judaism ([full survey is available at this link](#)) in 2017. We feel the need to explain why that number is not relevant for Har Shalom's situation.

The figure, \$98,900, is the median salary of full-time Senior or solo Reform rabbis at congregations with up to 150 member families that participated in the survey.

- Har Shalom is not necessarily hiring a Reform rabbi; if we were, our current rabbinic intern, Laurie Franklin, would be ineligible to apply.
- The survey specifically excluded congregations paying less than \$70,000.
- The survey specifically excluded congregations with part-time rabbis.
- The survey includes only full-time rabbis who are members of the CCAR, serving URJ congregations, and actively contributing to the Reform Pension plan. This does not describe Har Shalom's current situation nor the position we are seeking to fill.
- The survey does not address differences in cost of living in the geographic regions where the rabbis live and work. Instead, it states, "We encourage you to look at the data from the U.S. Bureau of Labor Statistics to make geographic adjustments that may be applicable." We have done that; the research is described in this email.
- The survey does not address years of experience in the rabbinate or in the position. Senior rabbis at established congregations have considerable experience, though, which certainly affects salary levels. Har Shalom is interviewing newly ordained rabbis and even encouraging those on the cusp of becoming ordained to apply.
- Other than excluding smaller congregations with lower-paid or part-time rabbis, the survey does not address the circumstances of the participating synagogues. Har Shalom has about 60 member "units" – individuals or families that pay something toward membership. But, unlike most established congregations, we consider as members anyone who pays anything, even \$5 a year. Therefore our financial situation is not such that we would qualify for the CCAR survey.

In addition, many factors allowed for that salary, including not having a mortgage on the building, and generous donor memberships. Our circumstances are quite different by comparison.

I was recommended to look at Clergy salaries and found this.
See the page link below. The statistic is for **full-time** employment.

Directors, Religious Activities and Education

Plan, direct, or coordinate programs designed to promote the religious education or activities of a denominational group. May provide counseling and guidance relative to marital, health, financial, and religious problems.

<https://www.bls.gov/oes/current/oes212021.htm>



Directors, Religious Activities and Education

www.bls.gov

Occupational Employment and Wages, May 2016 21-2021 Directors, Religious Activities and Education. Plan, direct, or coordinate programs designed to promote the ...

Calculating inflation, the **full-time** salary would be <http://www.in2013dollars.com/2016-dollars-in-2018?amount=42730>
[\\$42,730 in 2016 → 2018 | Inflation Calculator](#)

www.in2013dollars.com

The 1.85% inflation rate means \$42,730 in 2016 is equivalent to \$44,329.48 in 2018. This inflation calculator uses the official US consumer price index.