

There are four questionnaires involved in the Cantor's project. They were, in descending order of sample size,

TABLE: Questionnaires and sample size

Lay Leadership	210
Cantor's Assembly (CA)	68 / 382 / 25. ementns
American Conference of Cantors (ACC)	41 / 188 / 13 ementns or net.
C.C.A. (CCA)	32 / 99
Total	351 / 669

Below I analyze each questionnaire in order of size. I then do some analysis of the whole body of surveys.

I. Lay Leadership Questionnaire

A. Profile of the synagogue and its professionals

Synagogues ranged between 4 and 156 years old, the average being 63 years old, with most synagogues between 30 and 80 years old.

TABLE: Frequency of Age of synagogues

1 - 50	:	99
51 - 100	:	58
101 - 156	:	46
Blank	:	7
Total	:	203

On average they reported "1.77" cantors in the last ten years, with a median of one cantor, meaning that of those that have had full-time cantors in the last ten years there is an even chance that a synagogue has had just one cantor in the last ten years.

TABLE: Frequency of Number of cantors in last ten years

Up to & including	1	2	3	4	5	6	7
count	106	57	27	12	0	0	2
percent	51.96	27.94	13.24	5.88	0	0	.98

14% of the synagogues reported having part-time cantors for the entire duration of the synagogue's existence.

## B. Evaluating candidates

The synagogues were asked "who evaluates candidates for a cantorial position?" They were asked to indicate (1) President, (2) Ritual Committee, (3) Rabbi, (4) A Special Committee, or (5) Other, filling in the blank. We first analyze each item alone, asking how often is each individual category involved, how often does a category accomplish the function alone.

TABLE: Evaluation of candidates: Separate categories

Count of each individual item	percent
101 President involved	49.03
105 Ritual Comm. involved	50.97
111 Rabbi involved	53.88
154 Special Comm. involved	74.76
25 Other	12.14
Counts of the unique combinations:	
	percent
46 President <u>only</u>	22.33
2 Ritual Committee <u>only</u>	0.97
13 Rabbi <u>only</u>	6.31
0 A Special Committee <u>only</u>	0.00
7 Other <u>only</u>	3.40

No answer: 4  
Responding: 206

Thus a special Committee is most often involved, but never functions alone. On the other hand, the President often makes the evaluation alone. Keep in mind that these forms may have been completed by the President of the congregation, who may be overemphasizing his own role. Next we look at the most common combinations of the five items below.

TABLE: Combinations of items analysis

Counts of the most frequent responses:	percent
46 President <u>only</u>	22.33
33 President, Ritual Comm., Rabbi, <u>and</u> Special Comm.	16.02
19 Ritual Comm., Rabbi, <u>and</u> Special Comm.	9.22
17 President, Ritual Comm., <u>and</u> Special Comm.	8.25
13 Rabbi <u>only</u>	6.31
13 President <u>and</u> Ritual Comm.	6.31

Combinations which were not indicated:

- 0 Special Comm. only
- 0 Rabbi and Special Comm.
- 0 Ritual Comm and Other
- 0 Ritual Comm. and Special Comm.
- 0 Ritual Comm., Rabbi, and Other
- 0 All except President
- 0 President, Special Comm., and Other
- 0 President, Rabbi, and Other

No answer: 4  
 Responding: 206

Do those evaluating use a standard list of requirements?

TABLE: Standard list of requirements?

	YES	NO	N/A
percent	50.48	39.52	10.00
count	106	83	21

total: 210

Two questions were asked relating to the congregation and its input: (1) "Does the average congregant have input in the choice (of cantor)?", and (2) "Do you systematically check into average congregants' attitudes about the cantor?". These are referred to as (1) Choice and (2) attitude below.

TABLE: Congregational input in Choice or Attitude

	count	percent
(1) Choice	Yes: 83	39.52
	No: 114	54.29
	N/a: 13	6.19
(2) Attitude	Yes: 63	30.00
	No: 136	64.76
	N/a: 11	5.24

The majority of synagogues do not receive congregational input in one or the other category. Looked at together, this pattern holds. Below are the statistics for both questions considered as a unit.

TABLE: Congregational input: Choice and attitude

(1) Choice	(2) Attitude	Percentage
No	No	42%
Yes	No	22%
Yes	Yes	17%
No	Yes	11%

Blank in either question: 9%  
Total responding: 210

These evaluation procedures were about to be implemented in nearly a fifth of the responding synagogues.

TABLE: Looking for a cantor in a year or two

	BLANK	Yes	No
count	35	34	141
percent	16.67	16.19	67.14

Responding: 210

During this process most would use the placement service of one of the major cantorial organizations.

TABLE: Placement service (CA or ACC)

	BLANK	Yes	No
percent	20.00	57.62	22.38
count	42	121	47

Responding: 210

### C. Cantor's performance and status

The leadership was asked to compare the current performance of the cantor to what they expected during hiring: does he do more, less, or pretty much as expected. Of those that responded (not including blanks), half are satisfied.

TABLE: Cantor's performance

	more	less	pretty much
percent	33.85	16.67	49.48
count	65	32	95

Total responding: 192  
No Answer: 18

43.75% of those synagogues with cantors performing "less" well than expected reported they would be looking for a new cantor in a year or two; only 14.29% of those "pretty much" or "more" satisfied will be looking. Thus there would seem to be a correlation between perceived performance and hiring.

In a difficult question we asked the lay leadership to specify the one quality in which their cantor excelled. Nearly one-fifth of the respondents declined, with remarks such as "all of the above". They were asked to check either (1) Good Voice, (2) All purpose music organizer / teacher, (3) Clergyman (weddings, hospital visits, teaching, counseling, etc.), or (4) Work / standing in the Jewish / general community. Three-quarters gave precedence to musical abilities, vocal and educational, over standing as a clergyman.

TABLE: Cantor's perceived importance

	(1) Voice	(2) Music	(3) Clergy	(4) Status
percent	37.57	38.73	21.39	2.31
count	65	67	37	4

No answer: 37  
Responding: 173

#### D. Cantor - Rabbi relations

Rabbi's almost uniformly earn more than cantors, with one or two exceptions (hand written onto the questionnaire). Of those that responded, fully four-fifths of the rabbi's are paid 20 to 50% more than the cantors. Note that we did not ask for an estimated percentage, we provided the general categories listed below.

TABLE: Rabbi's salary compared to Cantor's

	Same	10-20% higher	20-50% higher	>50% higher
percent	1.07	17.65	58.29	22.99
count	2	33	109	43

No Answer: 23  
Responding 187

The rabbi is also usually in charge of structuring the service.

TABLE: Structuring the service

	BLANK	cantor	rabbi	rit. comm
percent	17.14	5.24	69.52	8.10
count	36	11	146	17

Blank: 36  
Total: 174

#### E. Hours

The mean total number of hours for a cantor was 31.63. The remainder of the time could be actual service time which was not given as a category. Still, some synagogues listed a maximum of 80 hours.

TABLE: Raw hours, sum, in descending order, Lay

1,177	Bar/Bat Mitzvah training	9.27
760	Other educational activities	6.50
581	Preparing for services, concerts	4.92
498	Choir and other chorus groups	4.05
446	Hospital and condolence visits	4.21
261	Weddings, funerals, other ceremonies	2.56
292	Administrative meetings	2.81
128	Counseling	1.83

Responding: 131      N/a: 79

The averages on the right conceal some information. For example, counseling was assigned a 0 most of the time. This translates as, "Counseling is not something the cantor should do." But for those who did assign time to counseling, the mean was 3.46 hours a week, nearly double the above figure of 1.83. Those who value counseling gave it from 3% to 25% of the total hours they ask of their cantor. The other categories do not show this dichotomy.

## II. CA Questionnaire

### A. Hours.

The total hours reported by each cantor varied between 8.5 minimum to 85 maximum, with an average of approximately 28. This is hours spent outside of service time. By far the majority of hours is spent on Bar/Bat mitzvah training. The nearest category in raw hours spent is preparation time for services and concerts.

TABLE: Raw hours, in descending order, mean, CA

491	Bar/Bat Mitzvah training	7.22
292.75	Preparing for services, concerts	4.57
292	Other educational activities	4.63
219	Hospital and condolence visits	3.59
208.5	Weddings, funerals, other ceremonies	3.53
165.5	Choir and other chorus groups	2.85
137	Administrative meetings	2.32
96	Counseling	1.88

Total: 68

Adding together all those involving education, music, clergy, and pastoral responsibilities, respectively, as below:

TABLE: Hours, in combined categories

783	EDUCATION: Bar/Bat Mitzvah training; Other educational activities
666.75	MUSIC: Preparing for services, concerts; Weddings, funerals, other ceremonies; Choir and other chorus groups
315	PASTORAL: Hospital and condolence visits; Counseling
137	CLERGY: Administrative meetings

Now we compare the individual hours to the total of an individual person, i.e., if a cantor reported 5 hours education and 5 hours music, we would count this as 50% education and 50% music.

TABLE: Hours as a percentage of the total rounded off

	<u>Median</u>	<u>Range</u>
Education	41%	100%
Music	19%	100%
Pastoral	15%	76%
Clergy	4%	65%

A problem with this analysis is the grouping of two items for Education and Pastoral, three for music, but only one for Clergy. The data is then skewed in the direction of these sums. Note though that even with this skewing, Education still surpasses music.

#### B. Years at present position

Years at position varied from a half a year to 44 years from a recently retired cantor. Below I break the items into divisions.

TABLE: Years at position, CA

1 - 3	:	16
4 - 10	:	21
11 - 20	:	15
21 - 35	:	14
over 35	:	2
blank	:	0
Total	:	68

#### C. Sources of music

As research progressed we learned that a very important source of music was from the cantor's colleagues. This was not included for them as a choice on the survey form. But there are interesting patterns in the responses. The only categories that were never filled in as 0 ("doesn't apply to you") were "Training" and "CA publications". Every cantor relies on these sources to some extent.

It is quite possible that many cantors rated an item "6" meaning of highest value, when others followed directions and use "1" to mean highest value. The sample of 68 is not big enough to remove this source of error.



D. Pronunciation

TABLE: Number of respondents for each pronunciation

Ashkenazic	Sephardic	Combination
7	53	8

Total: 68

Sephardic pronunciation is a comparatively recent innovation. This is reflected in the age of those reporting that they use it, below.

TABLE: Pronunciation compared to year of birth

Pronunciation	Range of Birth Year	# with Birth Year available
Ashkenazic	1910 - 1927	4
Combination	1922 - 1941	36
Sephardic	1919 - 1956	5
Total		45

E. Problems with the Rabbi

The data speaks for itself. 78% reported no serious problems, 21% responded yes, 1% did not respond (this is only one applicant).

TABLE: Frequency of Yes and No responses to Rabbi Problems

	BLANK	No	Yes	Total
Number	1	53	14	68
Percent	2%	78%	21%	100%

F. Female cantors

The survey was conducted a year and a half before the women were admitted to the Cantor's Assembly. Clearly opinion was already moving in that direction.

TABLE: Female Cantors?

	Y	N	BLANK	Total
count	58	8	2	68
percentage	85%	12%	3%	100%

G. Daveners

By far the majority of CA cantors reports having "real daveners" in their congregations.

TABLE: Daveners

	Y	N	BLANK	Total
count	55	13	0	68
percentage	81%	19%	0%	100%

III. CCA Questionnaire.

This is the questionnaire for the Orthodox community.

A. Schooling

While many cantors graduate from JTS or HUC, not a single one of the orthodox CCA respondents checked off those schools.

TABLE: Schooling, frequency of responses

Private:	28
Family:	13
Yeshiva U:	13

These are non-exclusive; that is, it was very common for both Private and YU to be checked. In particular, YU was very rarely the only training of an individual cantor.

TABLE: Combinations of schooling YU and Private

Private and YU:	11	34.38%
Private only:	17	53.13%
YU only:	2	6.25%
Blank	2	6.25%
Total Private, YU, Blank:	32	100.01%

The respondents have worked somewhat in Conservative synagogues. Of those who worked in BOTH, 8 said they enjoyed Orthodox more, and only one said he enjoyed conservative more.

TABLE: Congregations worked at

Orthodox only:	19
Conservative only:	2
Both Orth. and Cons.:	9
N/a	2

The next question asked cantors to guess at the composition of Orthodox synagogues. Many left the question blank, pleading ignorance. This was not an attempt to arrive at an accurate picture, but rather to gauge their perception of the situation. Below are all the reported guesses, and their descriptive statistics. Note by far the greatest guess was that Orthodox synagogues have no cantor, then part time, then full time.

TABLE: Reported percentages of all Orthodox synagogues

	Full-time	Part-time	No Cantor
sum	310%	495%	850%
min	5%	5%	10%
max	60%	80%	90%
mean	20.67%	30.94%	53.13%

## B. Sources

The cantors were asked to rank in order of importance the following sources: (1) What you grew up with, (2) What you learned in your training, (3) Cantor's Assembly or other publications, (4) What you hear on records, at concerts, (5) What you compose yourself.

Let us divide the respondents into those who ordered the choices with numbers one through five (17 respondents), and those did not. Of those who did: only (4) Records and (5) Composing were ever left blank, meaning they are definitely not a source for some cantors. (2) Training most often received a "1" rating, by 10 people (more than half).

Full analysis of this question is avoided due to reasons stated above.

C. Pronunciation

TABLE: Pronunciation, CCA

	Ashkenazic	Sephardic	Mixed	BLANK
percent	81.25	3.13	12.50	3.13
count	26	1	4	1

total: 32

D. Years at position

The sample is smaller than the one of Conservative cantors, but it is clear that it clusters towards longer terms.

TABLE: Years at position, CCA

1 - 3	:	4
4 - 10	:	4
11 - 20	:	5
21 - 35	:	10
over 35	:	0
blank	:	9
Total	:	32

E. Hours

TABLE: Raw hours, in descending order, CCA, and mean

103	Bar/Bat Mitzvah training	4.68
87.5	Preparing for services, concerts	4.86
72.5	Other educational activities	4.26
47	Choir and other chorus groups	2.76
46.5	Weddings, funerals, other ceremonies	2.91
45	Administrative meetings	2.81
43.5	Hospital and condolence visits	2.29
37.7	Counseling	2.70

Responding: 24            N/a: 8

Looking at the hours in a different way, we compare a given value to the total hours described. For example, two respondents indicated only hours for Bar/Bat mitzvah training, and left the rest blank. The first wrote 2 hours, the second three, but both gave 100% of their hours outside service time to Bar/bat mitzvah training. As the table shows, there is no cantor in our small sample who would devote more than half his time to choir or pastoral duties.

TABLE: Maximum percentage of total hours CCA

Bar/Bat Mitzvah training	100.00
Preparing for services, concerts	90.90
Other educational activities	70.40
Administrative meetings	64.50
Choir and other chorus groups	47.60
Counseling	42.60
Weddings, funerals, other	34.50
Hospital and condolence visits	29.40

Responding: 24            N/a: 8

F. Relations with the rabbi

"Have you ever had serious conflicts with a rabbi?"

TABLE: Serious conflicts with the Rabbi

	BLANK	Yes	No
percent	6.25	34.38	59.38
count	2	11	19
total:	32		

#### IV. ACC Questionnaire

##### A. Hours spent on the job.

A mean of 32 hours was reported, varying from 0 to a maximum of 67.

TABLE: Hours, in descending order, mean, ACC

332.6	Bar/Bat Mitzvah training	8.53
304.5	Other educational activities	8.01
176	Preparing for services, concerts	4.63
125.5	Administrative meetings	2.12
122.5	Choir and other chorus groups	3.31
101	Hospital and condolence visits	2.81
83	Weddings, funerals, other ceremonies	2.37
59.25	Counseling	2.12

##### B. Early training.

TABLE: Earliest training, ACC

	Music training	Jewish studies	Balanced
count	18	7	15
percent	45%	17.5%	37.5%

##### C. HUC attendance

37 (90%) attended, 4 (10%) did not.

##### D. Years at position, and positions in career

The respondents were at minimum 1 year, maximum 33 years at their position at the time of responding. The majority (9) had been there for about two years, but the mean was 8 years. This shows that most cantors hold a position from 1 to 8 years, then move on. The median number of positions a particular cantor has held in his career is 2, varying from a minimum of one to a maximum of 5.

##### E. Relations with the rabbi

22 Cantors responded that their Rabbi was involved in musical decision making, 18 saying he wasn't. This means roughly half of the sample. Of those who responded "Yes", 14 said they did not resent it; 6 said they did, and two did not answer. Even if we assume the latter two meant to say they did resent it, clearly relations are mostly good with the rabbi in the realm of musical decision making.

F. Sources

"The early 20th century classics (freed, Helfman, Bloch, etc)" and "New compositions by people like Isaacson, Gottlieb" were by far the most important sources for the majority. "Sephardic material" was clearly the least favored source. The rest are difficult to separate due to the inaccuracies inevitably involved with the question. The two people who indicated "other" and gave it their highest rating were speaking of their own compositions.

G. Yes or No?

TABLE: ACC: Yes or no, frequency and percentages

	BLANK	Yes	No	PERCENTAGES	
				Yes	No
Evokes Congregational Response	3	35	3	85%	7%
Has Commissioned music	0	17	24	41%	59%
Mostly Women in 10 yrs	0	26	15	63%	37%
Temple had no cantor 5 years ago	0	13	28	32%	68%
Collaborate w/ conservative	2	26	13	63%	32%

Total Questionnaires: 41

V. Comparisons between all four Questionnaires

A. Hours

First I collate the information in each of the above surveys.

TABLE: Raw Hours rank order from most to least, all surveys

Lay	CA	ACC	CCA	Category	Total Raw Hours
1	1	1	1	Bar/Bat Mitzvah training	2,103
2	3	2	3	Other educational activities	1,429
3	2	3	2	Preparing for services, concerts	1,137
4	6	5	4	Choir and other chorus groups	833
5	4	6	7	Hospital and condolence visits	809
7	7	4	6	Administrative meetings	599
6	5	7	5	Weddings, funerals, ceremonies	599
8	8	8	8	Counseling	321

Now a close look at one category: choir. Choir hours were most reported by members of the ACC, next by the CA, least by the CCA.

TABLE: Choir hours: compare all forms

	N/A	> 0 hours
Form ACC:		
percent	14.63	85.37
count	6	35
Form CA:		
percent	23.53	76.47
count	16	52
Form LAY:		
percent	41.43	58.57
count	87	123
Form CCA:		
percent	59.38	40.63
count	19	13
Totals:		
percent	36.47	63.53
count	128	223

Questionnaires were entered into DataEase 2.5 r2, and analyzed mostly by that software.

End of analysis.