

## Arnie Draiman's Review of ISRAELI NON-PROFIT (AMUTA) SALARIES

- all figures in shekels, bruto (gross) – the cost to the organization is 30% higher
- annual first, then monthly in parentheses
- only included are salaries above 300,000nis annually (25,000nis monthly)
- 2021 figures, followed by 2020 and 2019 figures (and remember, 2020 was a Covid year, so look for people who got a raise!)
- Some lines change across 2019 to 2020 to 2021 since salaries and personnel change
- Numbers are always at least a year behind due to slowness in reporting

2022	2021	2020
------	------	------

### Leket – feeding hungry people

₪581,433 (48,452) CEO	581,208 (48,400) CEO	495,000 (41,250) CEO
₪504,173(42,014) Vice President	504,272 Vice President	485,000 (40,400) Assistant CEO
₪442,410 (38,867) CFO	437,441 CFO	423,000 (35,250) CFO
₪402,066 (33,505) Director of recruiting oversees.	340,624 Attorney/Legal Advisor	364,000 (30,300) Fundraising Director
₪363,953 (30,329) Attorney	324,921 VP Marketing	314,000 (26,250) Assistant CEO

### Nefesh B'Nefesh - helping people make aliyah

₪442,032 (36,836) Consultant	442,032 Vice Chairman	433,700 (36,100) Vice Chair
₪432,413 (36,034) CEO	423,807 CEO	422,000 (35,200) CEO
₪413,908 (34,492) HR Manger	416,905 Public Relations Manager	402,000 (33,500) Assistant CEO
₪397,121 (33,093) Vice President	414,207 Website and Advertising Manager	397,000 (33,000) Strategic Communications

Director

₪339,179 (28,264)

393,237 Vice President

378,000 (31,500) PR  
Director

### Aish HaTorah Yeshiva

494,000 (41,200)  
President

617,350 Operations Director

494,000 (41,200)  
President

₪476,612 (39,717) Rosh  
Yeshiva

494,000 President

388,800 (32,400) Internet  
Dept. Director

₪439,636 (36,636) Head  
of internet department

₪387,620 (32,301)  
Deputy CEO

₪387,382 (32,281) VP

### Shalva – working with kids with disabilities

453,739 (37,811) CEO

453,780 (37,815) CEO

454,807 (37,900) CEO

326,099 (27,175)  
Operations and Economy  
Manager

301,205 (25,100) Operations and  
Security Manager

### Nitzan – working with children with learning disabilities

473,937 (39,494) CEO

473,755 (39,479) CEO

474,000 (39,500) CEO

451,093 (37,591) CFO

450,906 (37,576) CFO

450,000 (37,500) CFO

420,620 (35,051) Project  
Manager

294,845 (24,570) Project Manager

300,000 (25,000) Project  
Director

**Yachad Lma'an HaChayal** which is the new combination of the **Agudah Lma'an HaChayal + Keren Libi** – (providing for the needs of soldiers) (like the FIDF\* – see bottom of chart for those shocking details)

(2023)	(2022)	(2021)
662,374 (55,197) co-CEO	680,882 (56,740) co-CEO	628,315 (52,359) co-CEO
588,429 (49,036) co-CEO	594,428 (49,536) COO	593,277 (49,440) co-CEO
588,429 (49,036) co-CEO	577,440 (48,120) co-CEO	510,486 (42,541) co-CEO
523,944 (43,662) COO	526,164 (43,847)co-CEO	466,529 (38,877) CFO
508,333 (42,361) Hive CFO	469,583 (39,132) CFO	460,647 (38,387) COO
		(yes, 3 CEOs are listed)

#### Ogen – The Israel Free Loan Association

703,999 (58,667) CEO	651,450 (54,287) CEO	514,000 (42,833) CEO
----------------------	----------------------	----------------------

#### JNF – KKL Israel: Keren Kaymet L'Yisrael

608,076 (50,673) Chairman of the KKL Board of Directors	608,076 (50,673) Chairman of the KKL Board of Directors	557,403 (46,000) KKL- JNF Israel Chair
608,076 (50,673) Chairman of the KKL Board of Directors	556,953 (46,000) KKL-JNF Israel Land Authority Chair	556,953 (46,000) KKL- JNF Israel Land Authority Chair
559,313 (46,609) CEO	546,738 (45,000) CEO	546,738 (45,000) CEO
503,381 (41,948) KKL- Junk ombudsman	492,064 (41,000) Land Authority Director	492,064 (41,000) Land Authority Director
475,416 (39,618) M.P.A manager	492,064 (41,000) KKL-Junk ombudsman	492,000 (41,000) Chief Corporate Attorney

**Israel fight against cancer**

447,072 (37,256) CEO	418,051 (34,838) CEO	399,000 (33,250) CEO
351,141 (29,261) Human Resources Manager	311,948 (25,996) Director of Klor Daycare Center	300,000 (25,000) Human Resources Director
316,594 (26,382) Director of Klor Daycare Center	296,243 (24,687) Human Resources Director	

**Ilan – helping troubled kids\* (not updated)**

423,296 CEO	400,000 (33,300) CEO	400,000 (33,300) CEO
336,383 Branch Manager	338,000 (28,200) Branch Manager	320,000 (26,600) Branch Manager
332,834 Vice President	330,000 (27,500) CFO	300,000 (25,000) CFO

**Latet – helping people in need**

(2023) 508,059 (42,388) CEO	(2022) 439,692 (36,641) CEO	(2021) 438,938 (36,578) CEO
334,309 (27,859) CFO	297,990 (24,832) CFO	350,872 (29,239) Assistant CEO (vice president 1)
307,853 (25,654) President/Founder		294,904 (24,575) CFO

**The Association for a More Beautiful Israel**

383,485 (31,957) CEO	371,098 (30,924) CEO	498,000 (41,500) CEO
249,844 (20,820) CFO	313,622 (26,135) CFO	414,000 (34,500) CFO

**Hatzala – first aid responders**

492,549 (41,045) CEO	436,277 (36,356) CEO	439,000 (36,580) CEO
343,656(28,638) Director of the security department	324,851 (27,071) VP - Volunteers	323,000 (26,900) Department Head
337,033 (28,086) VP of volunteers	311,993 (26,000) Director Department	316,000 (26,300) Assistant CEO
329,690 (27,474) Call center manger		
319,210 (25,850) VP		

**BaBayit – helping homebound seniors**

924,434 (77,036) CEO	918,348 (76,529) CEO	907,000 (75,600) CEO
686,900 (57,242 )Assistant CEO	635,800 (52,983) Assistant CEO	647,000 (53,900) Assistant CEO
519,440 (43,287) CFO	514,040 (42,837) CFO	554,000 (46,200) CFO
344,500 (28,708) Cheif Account Manager	318,000 (26,500) Chief Account Manager	342,000 (28,500) Accountant

**Disabled Soldiers Organization (Irgun Nechei Tzahal)\* (not updated)**

405,675 Chairman	396,000 (33,000) Deputy Board President	419,000 (34,900) Soldier's Home Director
374,719 Director of Rights Division	375,000 (31,250) Apartment Manager	389,000 (32,400) Regional Director
403,586 CEO	374,000 (31,200) CEO	377,000 (31,400) Soldier's Home Director
369,238 Board President	374,000 (31,200) Board President	364,000 (30,300) Regional Director

355,893 Chairman	364,000 (30,300) CFO	312,000 (26,000) Former Chairman
------------------	----------------------	----------------------------------

### Injured Soldiers Foundation (Keren Nechai Tzahal)

379,606 (31,633) CEO	362,281 (30,190) CEO	342,000 (28,500) CEO
----------------------	----------------------	----------------------

### ORT Israel – educational network

(2023)	(2022)	(2021)
1,005,253 (83,771) CEO	888,233 (74,019) CEO	932,462 (77,705) CEO
682,162 (56,847) Assistant CEO	664,181 (55,348) Assistant CEO	621,194 (51,766) Assistant CEO
613,941 (51,162) Assistant CEO	593,138 (49,428) Assistant CEO	554,308 (46,192) Assistant CEO
542,565 (45,214) Assistant CEO	542,191 (45,182) Assistant CEO	523,384 (43,615) Assistant CEO
536,061 (44,672) Assistant CEO	499,322 (41,610) Assistant CEO	480,959 (40,080) Assistant CEO

### Ezer M'Tzion – helping people in need

(2023)	(2022)	(2021)
502,801 (41,900) Information Systems	533,068 (44,422) Department Director	501,922 (41,827) COO
497,692 (41,474) Doctor	502,734 (41,894) COO	478,638 (39,887) Doctor
496,043 (41,336) Department Director	494,781 (41,232) Doctor	473,329 (39,444) Department Director
469,353 (39,113) COO	484,285 (40,357) Doctor	457,890 (38,158) Secretary General
468,388 (39,032) CFO (treasurer)	465,216 (38,768) Director of Nursing Department	430,038 (35,836) Doctor

**Pitchon Lev – feeding hungry people**

545,612 CEO	793,945 CEO	444,000 (37,000) CEO
495,831(41,319) VP		
391,082 (32,590) cooperation and development	410,810 Vice President	336,000 (28,000) Assistant CEO
341,698 (28,474) Impact manger	357,735 Fundraiser (77% position) (so it equals 465,000)	310,000 (25,800) Fundraiser
323,386 (26,948) Collaborations	342,732 Aid Activity Coordinator	275,000 Fundraiser 77% position (equals 358,000)

**Yad Eliezer – helping people in need**

₪370,435(30,869) Accountant	254,659 Accountant	380,000 (31,600) CFO
₪264,803 (22,066) fundraiser		
₪240,982 (20,081) mentors project manager		
₪229,571 (19,130) Maintenance manger		
₪219,540 (18,295) manger		
	241,117 Mentors project manager	

**Yad L'Olim helping new immigrants**

₪519,298 (43,274) Operations manager	251,000 2021, 2023: 519,297 Director
₪193,164 (16,097) Dep Director of government relations	

₪181,838 (15,153)  
Communications and  
marketing manger

₪146,029 (12,169) Head  
of reception

₪118,618 (9,884)  
Ukrainian speaking manger

**Hospitals** (most of the doctors who earn these ridiculously high salaries do so because of private surgeries done on the premises – the hospital gets its share and the doctor a nice chunk too)

- Hadassah: between 3,000,000nis annually (250,000nis monthly) – 4,000,000 (333,300)
- Shaare Zedek: 1,800,000 (150,000) – 2,500,000 (208,000) but interestingly we have this: 2,678,000 (223,100) CEO

\*FIDF (Friends of the IDF)- in the USA, the CEO earns over \$1,000,000 a year. And the FIDF is sitting on a cash reserve of over \$250,000,000. Why is there any army base or soldier in need remaining?????

**Compare to:**

**Shachen Tov** – feeding hungry people for 20+ years

0 – no salaried workers

9 branches around the country, feeding over 1000 people a week